infosem

India Network for Sexual Minorities

Dream to reality…..a journey document

2000-2006

Report prepared by

THE HUMSAFAR TRUST

SAATHII	Solidarity and Action Against The HIV Infection in India

Supported by

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CONTENTS

PREFACE

The best time to start is now, said the sage Chanakya, unmindful of the Indian attitude towards superstitions. The Humsafar Trust and many of its partners saw that despite the vast diversity in the country and various jostling sexual identities waiting to emerge, there was no effort to unite both the efforts and the resources of the emerging sexual minorities in India.

The Humsafar Trust itself was an effort to build a support system for self-identified same-sex loving men in India who stood by their identity and did not compromise with society by getting into wedlock with women for marriages of convenience. In a strong patriarchal society, this was the first step we could have taken with a simultaneous reaching out to women and subsequently our lesbian sisters.

HIV/AIDS was not on our agenda when Humsafar Trust was conceived; our main worries being what would happen to us in a rapidly transforming India where the family was itself disintegrating. But within five years of Humsafar's birth, HIV/AIDS raised its genocidal head in Indian's health program and then the race to engage the nation's mainstream sectors started.

That's where the urgent need arose to look beyond our small worlds and reach out to every group who belonged to marginalized sexualities and gender identities. Even here we encountered major problems as definitions varied across reasons. The word 'kothi' meant different things in different states of India, the word gay or homosexual not known except by very few people practicing such behavior. That is when it became important to start getting together and sorting out our problems before confronting mainstream society with our problems or asking the government for help.

This report traces that journey, warts and all. The journey also reveals why Humsafar Trust's effort at building coalitions were inclusive in reaching out to the women and transgendered groups. The basis of INFOSEM is how to work together through a broad consensus; hence the need to make it an organization whose membership is through invitation. Visible infighting would send wrong signals to the outside world and also present the government with problems.

That in short is the path of how and why we embarked on our long journey. We invite the reader to be fellow travelers on this long journey towards a vision.

That is strangely the English translation of the Urdu word "Humsafar"

Ashok Row Kavi
Chairman
The Humsafar Trust, Mumbai
1st February 2007

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FOREWORD

A dream was born when a little over 125 individuals representing 32 organizations from all over the country met at a LGBT conference that was held at the picturesque Gorai beach in Mumbai in May 2000. The final resolution at the conference came when everyone unanimously agreed that there be an umbrella network of the LGBT groups in the country. This network would join hands on issues of sexuality, health and human rights and bring all forces within the community together to find its right and respectable place in the society.

The dream finally became a reality in October 2003 when INFOSEM was officially convened at a press conference in Mumbai.

This report presents the journey of INFOSEM till March 2006 with a hope that it will pave way for a beautiful and bright future for INFOSEM and that all that its joint forces set out to achieve.

This report presents INFOSEM activities and list of its members as of 31 March 2006

Vivek Anand
Chief Executive Officer
The Humsafar Trust, Mumbai
1st February 2007

A B B R E V I A T I O N S

AIDS	Acquired Immuno Deficiency Syndrome
ART	Anti retroviral therapy
BCC	Behavior Change Communication
CASP	Communication and advocacy support program
CBO	Community based organization
DFID PMO	Department for International Development Project Management office
FHI	Family Health International
HIV	Human Immuno-deficiency Virus
HST	The Humsafar Trust
IEC	Information education and communication
INFOSEM	India Network for Sexual Minorities
LGBT	Lesbian, Gay, Bisexual and Transgender
MDACS	Mumbai District AIDS Control Society
MIS	Management of Information Systems
MSM	Men who have sex with men
NACO	National AIDS Control Organization
NACP	National AIDS Control Program
NGO	Non-Governmental Organization
PLHA	People Living HIV and AIDS
RALF	Research and learning fund
SAATHII	Solidarity and Action Against The HIV Infection in India
SRS	Sex reassignment surgery
SSC	Safe Sailors Club
STI	Sexually transmitted infection
TG	Transgender
UNAIDS	United Nations Aid for International development
USAID	United States Agency for International Development
VCCTC	Voluntary Counseling and Confidential Testing Center
WHO	World health organization

INFOSEM Background

In May 2000, The Humsafar Trust (HST) took the initiative in holding the first all India consultation of community organizations that were organized around sexuality issues and working with persons belonging to diverse sexualities. The consultation called "Looking into the next millennium" was held at a small seaside hotel in Gorai Beach at Bhayander in Vasai District.

The main focus of the consultation was to review the situation of sexual minority/LGBT communities and draw up a plan for an All India Network. The sessions of that meeting focused on human right issues around sexuality and gender, proposal writing and fund raising, networking and sharing of resources and understanding the impact HIV/AIDS/STD has on MSM and male-to-female transgender populations.

Altogether 32 organizations of men who have sex with men (MSM) ranging from self-identified gay men, bisexuals, male-to-female transgender persons (Hijras), lesbians and bisexual women came for that meeting. This consultation was funded by NACO, MDACS, UNAIDS, DFID besides private well wishers of the Humsafar Trust like Richard Winger, Joseph McCormick, and many others in the USA and other countries.

The final outcome of the three day consultation came as a resolution that a national network will be set up for the sexual minorities that will include representations from the entire LGBT community and the network will work collectively towards the human and health rights of the sexual minorities in India.

Invitations to join the network were sent to selected community organizations and organizations that had a strong community component .The India Network for Sexual Minorities (INFOSEM) was thus formed by a group of community organizations that came together to work towards achieving common goals. The network formation was announced at a press conference held in Mumbai in October 2003.

The Way Forward

The first INFOSEM meeting (August 11th – August 14th 2004) was held in Mumbai. The Humsafar Trust, Mumbai took lead with support from USAID – FHI, NACO – MDACS and UNAIDS arranged for a four day meeting in Mumbai and took care of all logistics. The Humsafar Trust with support from its staff and other CBOs in that attended the meeting facilitated the meeting sessions, documented the proceedings and organized exposure visits for the meeting participants to grass root level intervention programs of The Humsafar Trust

First day of the meeting mainly focused setting up a management structure for INFOSEM and so only the program managers and heads of the CBO were invited for this meet. Program Managers discussed establishing a management structure of INFOSEM and elected a managing committee through democratic process. The managing committee then led the discussion on developing and finalizing the vision and mission statement, define its working pattern and developing the rules and regulations, and other logistics including registration and frequency of INFOSEM meetings to be held over one year period. It was decided that INFOSEM would be incorporated as a Registered Society. There was a debate on where will the office be based. It was suggested that the society should be registered in Delhi. The INFOSEM office would be temporarily located in Mumbai with the aim of eventually shifting to Delhi.

INFOSEM Vision
A collective national effort by sexual minorities to ensure equality for themselves in all spheres of life, free from discrimination**.**

INFOSEM Mission Statement
A democratic platform of organizations for joint action in capacity building, advocacy, resource mobilization and research on issues of gender, sexuality, sexual and mental health, and human rights in order to create better understanding of LGBT issues

 INFOSEM Objectives
1. To increase knowledge on sex/ sexuality and gender among the sexual minority community and national level stakeholders.
2. To increase access to quality HIV/AIDS c-o-c services for sexual minorities.
3. To build adequate and reliable strategic information on sexual minorities for evidence building on health/psycho-social/ economic issues.
4. To work towards clarifying the legal status of transgender/ transsexual persons.
5. To work towards repelling all discriminatory legislations that criminalizes same sex sexual behaviours between consenting adults in privacy, which include section 377 of the Indian Penal Code (with suitable

provisions/modifications in other statutes/ laws to take into account the child sexual abuse and adult same gender sexual assault)

6. To help member organizations and other groups by providing inputs and training in setting up and managing activities addressing health, social and legal issues faced by persons belonging to sexual minorities.

INFOSEM Membership
Membership will be by invitation only from governing body that will minute and record each invitation as decided by a consensus.

Primary members
It was decided that primary memberships would be for LGBT Community based groups only. Primary members would be eligible to have one vote per member organization in electing the governing council and for other decision-making issues.

Associate members
Associate members may have one LGBT community component in addition to other programs. Associate members would be entitled to half a vote to elect governing council and for other decision-making issues. It was also decided that no associate member could be part of the governing council

Friends in Support (FIS)
FIS members would be LGBT or LGBT friendly individuals.

Election of Governing Council
The governing body would consist of one organization from Lesbian, MSM and Transgender groups each, representing the North, South, East and West. It was suggested that the tenure would be for three years. The governing council will then appoint an executive director.

After much debate by organizations representing 24 LGBT organizations the Governing Council was appointed. This currently consisted of seven members who would later appoint five more members. The Humsafar Trust would be the convener for INFOSEM.

North Region
From the north region Sangini Trust (Delhi) was appointed to represent the Lesbian group. As there was no organization representing MSM and Transgender communities. They would be appointed at a later stage facilitated with the help of the Sangini Trust.

Southern Region
Swam (Chennai) will represent the MSM community. It would also facilitate the identification of community organizations representing Lesbian and Transgender

groups and possibly invite them on board after consultation with the Governing Body.

Eastern Region
Amitie (Calcutta) will be the MSM representatives in the governing council.
SASO will facilitate identifying and inviting organizations representing Lesbian and Transgender groups.

Western Region
The lesbian community will be represented by the Aanchal Trust (Mumbai) in the western region while the MSM community will be represented by Lakshya Trust (Gujarat) while Dai Welfare Society (Mumbai) will represent the Transgender community.

INFOSEM Activities

1. Advocacy
- Legal/civil rights
- Sexual and reproductive rights
- Health
- Fighting stigma/discrimination – This includes proactive advocacy such as sensitizing and working with Police which would enable better treatment of LGBT persons and reactive advocacy in response to situations where LGBT persons face stigma/discrimination.
- Correct representation – media, health care advocacy (e.g., SRS),
- Advocacy with various groups – govt., NGOs,
- Celebrity support

2. Capacity-building
- Computer literacy, English literacy
- Exposure visits
- Conduct formal needs assessment of member organizations
- Identify gaps and expertise and match them
- Training on health care advocacy and providing care/support for sexual minorities
- Documentaries, documentation centers
- Assistance in setting up a Speakers Bureau

3. Information dissemination
- e-group/website/print newsletter
- Regional resource centers
- Information helpline
- INFOSEM resource book/center….

4. Research
- Identifying the research agenda
- Prioritizing the research areas
- Finding researchers and forming a research panel
- Sharing archives
- Building a bank of research instruments
- Assist in conducting needs assessment
- Baseline studies/mid-term/end-term evaluation
- Tracking the trends
- Research areas in relation to care/support of sexual minority PLHA

5. Networking:

- Events (festivals, anniversary, events as advocacy/networking/fund-raising events
    - INFOSEM – as annual get-together, pride parade, theaters/dance groups)
- Networking with other stakeholders …(govt., NGOs, health care providers, lawyers, police, community leaders,)
- INFOSEM workshop
- Working with community persons/leaders
- Identifying new member organizations, Assistance to new and upcoming groups, assisting new groups in their growth (registration, etc.)

6. Resource mobilization/ fund-raising, resources sharing

- Fund-raising/facilitation
- Donations from the community members
- Corporate donations
- Funding agencies – govt., bi/multilateral agencies
- Facilitation of getting funds for member organizations on national/regional/local level programs and other issues specific to sexual minorities
- Fund-raising programs for INFOSEM operations
- Miscellaneous issues: forming a ethics committees , duplication of work, working together with non-community groups working with sexual minorities

Community Needs Assessment: Step towards Capacity building

Community needs assessment is a systematic process designed to determine the current status and unmet needs; sometimes, both the present and future needs - of a defined population or geographic area with regard to a specified program or subject area.

McKay Gantz Emily: `Using Data, Assessing Needs: A Guide For Community Members Of HIV Prevention Community Planning Groups'. Developed for the National Council of La Raza AIDS Center, NCLR Center for Health Promotion, Washington D.C., June 1995 was referred and following tool was evolved by Humsafar Trust.

Needs Assessment Component
- Profile of the target group/community
- Gap and response analysis
- Identification of unmet needs
- Available resources
- Prioritization of needs to be met
- Identification of key community players

Needs Assessment Process-
- Step 1 Write a Needs Assessment Proposal (Background, objective, proposed methods, expected output, budget and personnel)
- Step 2 Form a core group within organization and also involve some gatekeepers of the project area
- Step 3 Discuss the issue, questions with the members and set a methodology (key questions, techniques, tools, sample, area)
- Step 4 Conduct needs assessment of the community, resources, gap analysis
- Step 5 Set up priority needs, discuss with the community groups

Needs of the community were assessed and the first capacity building workshop for the community was organized in August 2004

Capacity Building Workshop - Mumbai
12 – 14 August 2004

 The first INFOSEM meeting and Capacity building workshop were held together for a total of 4 days. Humsafar provided technical expertise and also faculties from other CBO/NGO were involved in this training. In this meeting it was decided that INFOSEM will function as a registered society. One member from Lesbian, MSM and Transgender groups will be represented from Region North, South, East and West. Six groups were elected by democratic process to work as the governing council who will assist in filling the rest of the required members. The Humsafar Trust will be the convener for INFOSEM. See appendix for detailed schedule of four days.

 Second day started with the introduction of participants. Participants were then divided into different groups based on the sexual and gender based identities. These groups then discussed Needs of their groups through Needs assessment tool (already discussed) shared with them prior to their coming for a workshop. At the end of the day representatives from each groups presented the outcome of their groups. The other sessions on Day two included Building Communities, Setting up CBO's and Reaching Out. HST model of community work was shared with all. The components of this model are Community Work, Street Outreach and condom distribution, VCCTC and STI Treatment, Care and Support, Legal Support, Advocacy and Networking, and Research and Training.

Third Day session included - Behaviour Change Communication development and Pre -testing IEC material; Session on the Need and importance of publicity and press release, media relations, what the media love, points for planning and running a press conference, important elements in making a press release, and a few media skills; Some thumb rules of research, different research methods, research terms and research ethics; Advocacy and Networking; setting up VCCTCs and building referral links; health care issues faced by MSM and transgendered persons; session on sexuality rights as part of human rights. Practical tips on networking, which included subscribing to and setting up egroups were shared by Humsafar Trust faculties this was followed by how to register a society and set up a bank account, writing and submitting abstracts at national and international conferences and funding sources both National and International.   It was also discussed to consider sexuality rights as part of human rights. Activists discussed human rights of MSM,TG, sources of international law, application of international law at the national level, international legal documents, power of international bodies to use international instruments, how national courts use international instruments, international law in India, the Constitution of India, and what are sexuality rights.

Fourth day sessions included - Project Management systems, finance management costing and writing budgets, Human Resource Policy, Staff Training, Monitoring and evaluation Tools; ART /Care and Support Models for

HIV +, Safe Sailors Club(The Safe Sailors Club (SSC) was started to cater to the specific needs of MSM-PLWHA. SSC meetings are held on alternate Sundays from which the needs of MSM–PLWHA were identified.); Invisibility of Lesbian women while MSM are more visible; Difficulties of Lesbian women; Need to network with other women's organizations; Need for contact safe space and contact with persons who can speak to women regarding their issues; Problems Lesbian women face and how to support them.

The evening witnessed an interesting discussion with the community leaders and issues related to work done in the last one decade and what needs to be done for the future were brought up for discussion.

First Governing Council Meeting - Kolkatta
23- 25 June 2005

INFOSEM in Kolkatta – and Role of SAATHII- The three-day meeting in Calcutta intended to take forward INFOSEM's agenda in a more concerted manner. It was primarily meant for the network's first Governing Council members, though representatives from some other member organizations also attended.

SAATHII works to build capacities of individuals and organizations involved in HIV/AIDS work in India through information dissemination, networking, advocacy, technical assistance and research services. It was in keeping with its commitment towards this agenda that SAATHII wanted to organize the meeting and facilitate the development of INFOSEM.

Apart from arranging the logistics for the meeting and raising necessary funds (from NACO and own internal sources), SAATHII facilitated the meeting sessions, documented the proceedings and organized exposure visits for the meeting participants to networking and advocacy events organized by the West Bengal members of INFOSEM in Calcutta during the meeting days. In fact, the INFOSEM meeting days were selected so as to enable the meeting participants attend these events.

Meeting Agenda

a) Formalizing the status of all current members of the network through a membership system and expansion of the Governing Council

b) Deciding on a timeframe within which the network would be registered under the Societies Registration Act and other administrative tasks would be undertaken

c) Deciding on the programmatic schedule for the network for at least the next six months, with special focus on identifying the advocacy needs of the network and how these needs would be addressed

d) Continuing the capacity building agenda of the network through training sessions, exposure visits and participation in advocacy activities organized at the end of each day by the West Bengal members of INFOSEM

The detailed meeting schedule can be seen in Appendix

Summary of the Meeting

I. Administrative decisions taken (what, who, when)

1) Membership structure change proposal: The issue of membership came up for discussion. It was brought to table that there is no need for primary and associate membership and that there should be a uniform membership along with one voting right for every member organization. The friends in support continue without any voting rights in the process of the network. It was decided that the proposal for "revision of membership structure" be referred to all existing members of the network through the INFOSEM e-forum for further discussion and feedback and a decision on change in the structure of membership was taken on the basis of majority voting among the current Governing Council members present at the meeting.

2) Membership form: Pawn Dhall suggested that a membership form be created for all categories of membership. All participants agreed to this, and Vivek Anand said he would create an appropriate form and distribute it through the INFOSEM e-forum.

3) Expansion of Governing Council: Ashok Row Kavi next brought up the matter of the   expansion of the Governing Council.

Northern region: It was felt that if the membership structure of the network changed as discussed earlier, Naz Foundation (India) Trust, New Delhi, would be able to join the Governing Council to represent MSM from the northern region. Given Naz Foundation (India) Trust's experience and resources in HIV/AIDS work, particularly with MSM, their joining the Governing Council would significantly benefit the network.

Eastern region: Bharati Shah was requested to speak to her colleagues in Sangini (India) Trust to initiate a dialogue with Sappho, Calcutta, for joining the network and its Governing Council and representing lesbians and bisexual women from eastern India. Rajarshi Chakrabarty was also asked to speak to Sappho members in this regard. Anis Ray Chaudhuri and Rajarshi Chakrabarty agreed to speak to transgender groups in Bengal towards their representing transgender people from eastern India in the network and it's Governing Council.

Southern region: Reginald Watts agreed to speak to transgender groups in Tamil Nadu or other southern states, and also to Prerna, a new group for lesbians and bisexual women in Bangalore, to see if they would like to join the network and it's Governing Council, and represent their respective communities from southern India.

Network registration: After a brief discussion, it was unanimously agreed upon that the network should be registered under the relevant Societies Registration Act in Mumbai within two months (that is, by end of August 2005) with the current individuals in the Governing Council signing on the MoA of the network.

4) Working office in New Delhi: It was felt that though the registered office of the network could be in Mumbai, a working office should be located in New Delhi. This was because all major government and funding bodies were located in New Delhi. Ashok Row Kavi suggested that Naz Foundation (India) Trust be requested to assist in acquiring office space in the capital. This office may not be needed right away, but should be a matter of priority.

Administrative action points' timeline:

Proposal for "revision of membership structure" to be formulated and posted on the INFOSEM e-forum for further discussion – Vivek Anand – **as soon as possible after the completion of the INFOSEM planning and training meeting in Calcutta**

1. Creation and distribution of a membership form through the INFOSEM e-forum – Vivek Anand – **after decision with regard to proposal for "revision of membership structure" is taken**

2. Expansion of Governing Council – **ongoing process, with Naz Foundation (India) Trust's membership dependent on decision regarding "revision of membership structure"**

3. Creation and distribution of draft MoA document over the INFOSEM e-forum for comments (one week allowed for comments) – Vivek Anand **– after creation of membership form and distribution of the form has started**

4. Finalization of MoA on the basis of comments received, relay couriering of the document for collection of signatures from all existing Governing Council members, and return of the document to Mumbai – Vivek Anand and other Governing Council members **– by third week of August 2005**

5. Network registration as a Society in Mumbai – Vivek Anand **– by end of August 2005**

II. Programmatic decisions taken (what, who, when):

1.   **INFOSEM profile:** It was agreed that a four-page folder or leaflet be created for profiling INFOSEM. Ashok Row Kavi volunteered that The Humsafar Trust would prepare a draft of the folder and post it on the network's e-forum for comments by middle of July 2005. L. Ramakrishnan volunteered to prepare the web version of the profile.

Resource book on LGBT material: Ashok Row Kavi suggested that a resource book be prepared that would catalogue selected material on LGBT and related issues that INFOSEM members had in their collections. Emphasis would be on material developed by the INFOSEM members themselves.

The process of information collection would be completed by middle of August 2005. The compilation process and inclusion of the resource book into the SAATHII website would take time till September 2005 end and preparation of the print version would happen the next month.

Participating in NACP III implementation: Ashok Row Kavi suggested that INFOSEM should participate in NACP III through provision of assistance to NACO in conducting a nationwide baseline of the sexual health status of MSM.

It was decided that Ashok would prepare a concept note on INFOSEM's baseline offer (with all alternatives mentioned) and submit it to NACO by middle of July 2005. If there was no response till the month end, then other funding bodies would be approached.

2.   **Legal issues handbook for LGBT people:** INFOSEM should prepare a legal issues handbook that would have relevance to LGBT people anywhere in the country. This handbook would help inform LGBT people about their rights and help tackle discrimination in various social spheres. HE offered to prepare and send the draft booklet by July 2005.

3.   **National advocacy event:** Continuing on the topic of INFOSEM's advocacy agenda, Ashok Row Kavi said that the network should organize at least one national level advocacy event annually. It was agreed by all that a march be organized by New Delhi-based members of the network in New Delhi on May 17, 2006 from the NACO office to the World Health Organization (WHO) office. It was on May 17, 1990 that WHO had delisted homosexuality as a mental health disorder. Ashok said the network should organize the march to thank WHO for its supportive stand.

4.   **Regional advocacy activities:** Vivek Anand said that apart from national level joint advocacy events, the network members should also undertake joint regional advocacy activities. For instance, the next year's Siddhartha Gautam Film Festival could have INFOSEM as co-organizer. All participants agreed to implement this suggestion.

5.   The meeting winded up with a recapitulation of the decisions taken over two days of the meeting, a short photo-documentation session involving the participants and announcements about other networking and advocacy events that the participants would be attending on June 24, 25, and 26, 2005. These events, organized by SAATHII and Integration Society, Calcutta, were part of the Rainbow Pride Week 2005 being held in Calcutta and its neighbourhood.

Programmatic action points' timeline:

1. Sending SAATHII library catalogue format to Owais Khan for conversion into Excel format – Pawan Dhall **– in early July 2005**

2. Preparing Excel format for collecting information for INFOSEM resource book and posting on e-forum for members to fill up – Owais Khan **– by middle of July 2005**

3. Draft of INFOSEM profile to be posted on the e-forum for comments – Ashok Row Kavi **– by middle of July 2005**

4. Submission of concept note on INFOSEM's offer for a nationwide MSM sexual health status baseline to NACO – Ashok Row Kavi **– by middle of July 2005**

5. Draft of legal issues handbook to be posted on the e-forum for comments and addition of information on local laws – Vivek Anand **– by end of July 2005**

6. Approaching other funding bodies with the nationwide MSM baseline idea – Ashok Row Kavi **– end of July 2005 onwards**

7. Finalization of the network profile and preparation of print and web versions – Ashok Row Kavi and L. Ramakrishnan **– by end of July 2005**

8. Collecting all information for INFOSEM resource book – Owais Khan **– by middle of August 2005**

9. Preparation of INFOSEM resource book (soft copy) and inclusion into the SAATHII website – Owais Khan and L. Ramakrishnan **– by end of September 2005**

10. Preparation of print version of INFOSEM resource book – Pawan Dhall **– October 2005**

11. National advocacy event (march in New Delhi to thank WHO for its stand on homosexuality) – New Delhi members of the network **– May 17, 2006**

Networking and Advocacy Events Attended by the Meeting Participants

The meeting participants attended a number of events under the Rainbow Pride Week 2005 (June 20-26) going on parallel to the INFOSEM meeting in Calcutta and its neighbourhood. Many of these events had been organized by the West Bengal members of INFOSEM (SAATHII, Amitie and Swikriti). The Rainbow Pride Week was a collection of events (including the film festival) focusing on the civil and health rights of LGBT people, and celebrated past achievements in this regard in India and all over the world.

The events attended by the participants were as follows:

1. June 24, 2005: Film show ("Many People Many Desires", Dir. T. Jayashree, 2004, India, 45 min, English / Kannada / Tamil) and panel discussion on LGBT rights organized by Integration Society and American Center at the American Center, Calcutta

2. June 25, 2005: Final day of the Siddhartha Gautam Film Festival 2005 organized by SAATHII, Amitie and Swikriti at Gorky Sadan, Calcutta. **Note:** This film festival is organized annually by SAATHII in memory of the late Siddhartha Gautam, one of India's first human rights activists to undertake pioneering work on sexuality and AIDS issues. The festival includes films on sexuality, human

rights, HIV/AIDS and a range of other related issues.
3. June 26, 2005: Launch of a multi-lingual audio CD collection of poems by Indian GBT poets and produced by Integration Society and the Rainbow Pride Walk 2005 through south Calcutta also organized by Integration Society and supported by a number of LGBT CBOs and other agencies working with LGBT people from across India.

CASP and RALF Projects

In September 2005 there came an opportunity to write a proposal for INFOSEM members under Challenge Fund of DFID – PMO in India to write proposals that would support NACO in NACP – III. The concept paper for the Challenge Fund could not be developed in an effective manner and did not even get through the first review stage of DFID-PMO.

There came another opportunity from DFID – PMO in January 2006 and The Humsafar Trust took the opportunity to write two concept notes for their CASP (Communication and Advocacy Support Program) and RALF (Research and Learning Fund) and was invited to write a full proposal for a period of one year.

The CASP proposal was written with an aim to provide support to NACO in NACP III for start up and up scaling of MSM and TG projects in India. The project over a period of one year would gather inputs from the community and a national recommendation strategy would be developed and presented to NACO for the start up of MSM and TG programs in the country. To this end capacity building workshops would be held all over the country for 20 MSM and TG organizations and these organizations would be docked into NACP – III. The project would also develop an advocacy plan for all INFOSEM members to start advocacy activities with various stake holders in their regions.

The RALF study involved a qualitative analysis of the social and sexual networks of MSM and TG in India. This study would provide an insight into the various dynamics of MSM and TG and the points of intersection where different sub groups of MSM and TG would interact with each other. This study will be carried out in five states and eight cities in the country.

CASP and RALF proposals were accepted and a contract was signed between The Humsafar Trust and DFID PMO on 27th March 2006. The CASP and RALF projects would be implemented with active support of INFOSEM members.

A website would be launched for INFOSEM as a resource center for the LGBT community and finally INFOSEM would be registered as a society in Delhi by March 2007 and all future proposals for INFOSEM would be developed by INFOSEM governing body and take INFOSEM ahead

Conclusion

After the first LGBT conference that was held in Mumbai in 1994 that had brought 72 LGBT individuals together many new groups were formed and registered and we had come a long way as a community.

The epidemic of HIV brought to fore the issues of homosexual men and though issues of Lesbian women, bisexual and transgender women have been discussed there is a need for a clear women's space and it's still very hard but important to reach out and continue the walk ahead.

In 1999 no one would listen and HIV was very high. NACO now acknowledges MSM and Tg as core group whose health issues need to be addressed on top priority basis. The government has come to acknowledge our existence but the laws remain unchanged.

As community we derive our inspiration from each other and we have to stay together, move together. What had started as coming together of 72 individuals in 1994 is now a huge network of LGBT organizations and INFOSEM still has a long way to go!

APPENDIX -1

Proceedings Day 1: August 11, 2004

The Establishment of INFOSEM (Project Heads / Project Managers)

Welcome Speech and Round of Introductions	Ashok Row Kavi
A Vision Statement for INFOSEM	Ashok Row Kavi
Calling on delegates to meet the challenges of LGBT community on issues of Sexuality Human rights and Health	Group Session
Call to set up INFOSEM agenda and activities	Group Session
Developing a common goal / objectives and Activity chart For INFOSEM	Group Session
Discussion and Finalizing Administrative set up	Group Session
Appointing the first Governing Council	Group Session

APPENDIX -2

INFOSEM Proceedings Day 2, August 12, 2004

Building Communities, Setting up CBO's and Reaching Out

Time	Topic	Facilitator
9.00 am -10.15 pm	Community Building Community work: Different components Co The HST Model	Suhail Abbassi Pawan Dhall Murgesh
10.15 am - 11.00 am	Setting up and registration of CBOs E groups / Funding Agencies Conference Participation	Ashok Row Kavi
11.00 am - 11.15 am	Tea Break	
11.15 am - 12.15 pm	Writing project proposals	Kasturi Gupta
12.15 pm - 1.15 pm	Street outreach and Outreach Programs Parallel Session: Mental Health Issues of Lesbian and Transgendered Women	Abhijit Aher Geeta Kumana Priti Prabhughate
1.15 pm - 2 pm	Lunch	
2 pm - 3.00pm (contd.)	Street outreach and Outreach Programs Parallel Session: Mental Health Issues Transgendered Women	Abhijit Aher Geeta Kumana Priti Prabhughate
3.00 pm - 4.00 pm	Reaching Out to Married and Bisexual Lesbian Women and MSM	Betu Singh Sylvester Merchant
4.00 - 4.15 pm	Expanding Networks to different cities (Lakshya leads the Way)	Manav Gohil
4.15 - 4.30 pm	Tea Break	
4.30 pm - 5.30 pm 5.30 pm - 6.00 pm	Film Screening " Piku is Fine" 40 Mins. Film Screening " Kashish" 20 mins Discussion on the films with Panelist	SAATHII SANGINI

APPENDIX- 2 Continue

INFOSEM- Proceedings Day 3, August 13, 2004
Changing behavior, press, advocacy and networking, research Health and legal issues.

Time	Topic	Facilitator
9 am to 10.00 am	BCC Strategy & IEC Development: Is pre-testing materials necessary	Pawan Dhall Vrushali Deshmukh
10.00 am to 11.00 pm	Press and Media: Carrying LGBT movement forward?	Nitin Karani Pawan Dhall
11.00 am to 11.15 am	Tea Break	
11.15 am to 12.15 pm	Advocacy and Networking: Sensitizing society and being together	Geeta Kumana Ernest Noronha
12.15 pm to 1.15 pm	Research: Why, What and How of Research studies	Alpana Dange
1.15 pm to 2 pm	Lunch	
2 pm to 3.15 pm	Setting up VCCTCs and building referral Linkages Pre Test and Post Test Counseling Parallel Session: Skills Building Programs: Acquiring Independence and resisting marriage	Dr Jayanti Shastri Vrushali Deshmukh Women in Focus Group Discussion
3.15 pm to 4.30 pm	Health care issues faced by Men having sex with men and Transgendered (male to female) persons Parallel Session: Women's Sexual Health.	Dr Venkatesh Chakrapani Dr. Dipti Dongaonkar
4.30 pm to 4.45 pm	Tea Break	

APPENDIX – 2 continue
INFOSEM PROCEEDINGS DAY 4:   August 14 2004
Project Management, ART, and Discussions

Time	Topic	Facilitator
9 am to 10.00 am	Project Management Systems Finance Management Costing and Writing Budgets.	Vivek
10.00 am to 11.00 pm	Human Resources Policy Staff Training	Vivek
11.00 am to 11.15 am	Tea break	
11.15 am to 12.15 pm	Monitoring and Evaluations Tools (Development of MIS / Process documentation / Reporting procedures and other management tools)	Vivek
12.15 pm to 1.15 pm	IRB, FWA, CAB, IMAB / Workshop Panels	Vivek, Girish
1.15 pm to 2.00 pm	Lunch	
2.00 pm to 3.pm	ART: How much do we know? Care and Support Models for HIV+ Parallel Session: Gender Empowerment: Creating spaces and places	Dr. Santosh Shinde Shashikant Women in Focus Group Discussion
3.00 pm to 4.15 pm	**COMING TOGETHER** How LGBT community / Sexual Minorities could advocate for treatment access by building linkages with INP+	KK Abraham INP+ President
4.15 pm to 4.30 pm	Tea break	
4.30 pm to 6 pm	**A PANEL DISCUSSION** **YEH KAHAN AA GAYE HUM?** Dec 1994: First LGBT conference Aug 2004: First INFOSEM meeting What happened in between? Where have we reached?	ARK, Pawan, Betu and Geeta
8.00 pm Onwards	COMMUNITY CELEBRATES	**TO BE**

	INFOSEM WITH MUSIC, DANCE AND DINNER	CONFIRMED

APPENDIX 2a
Needs Assessment Questionnaire for Groups attending the Capacity buildingworkshop

1. Describe about your organization or group briefly.

Formally registered or not? If registered – society or trust.

Complete contact information [optional – if you do not wish your contact information known to others]

Do you have explicit mission and vision (please state if you have)

Population you work with or work for

Structure of the organization

Activities or type of services offered

2. Which additional areas/services would you like offer or what activities you would   like   to   do?

3. If you are a service provider (health, legal, etc.) - where and what kind of referrals   do   you   make?

4. With whom do you collaborate (govt. NGO, community organizations, private, etc.)?

5. What are your current sources of funding and how do you receive funds?

6. In what areas you need assistance (other than funding) and in what ways?

7. What are your expectations regarding this meeting? Do you have any suggestions to offer to make this much better? (Kindly see the enclosed agenda).

8. According to your group or organization, what are the important areas that need immediate attention of sexual minority groups to be acted upon? Kindly list and briefly explain.

APPENDIX – 3

FIRST GOVERNING COUNCIL MEETING -   KOLKATTA June 23-25 2005

PLANNING AND TRAINING MEETING OF THE
INDIA NETWORK FOR SEXUAL MINORITIES
DAY 1: June 23: Meeting agenda begins (2.30 pm onwards)

1. 2.30 to 2.45 pm: Welcome and introductions to all participants

2. 2.45 To 3.00 pm: Sharing minutes of the INFOSEM structural discussion at the 1st conference in Mumbai in August 2004 (Pawan). Document enclosed in conference pack. **Minutes:** Rajarshi

3. 3.00 To 3.15 pm: Recalling progress made by INFOSEM so far, exchanging notes of activities undertaken by network members (Ashok, Vivek). **Minutes:** Rajarshi

4. 3.15 To 3.45 pm: **What needs to be done next?** Recapitulation of structural issues decided so far (see structural discussion minutes) and accordingly formalizing the status of all current members of the network through a simple and transparent membership system (Pawan). **Minutes:** Anis

5. 3.45 to 4.00 pm: Tea break

6. 4.00 To 4.30 pm: Discussion and action plan for expansion of the Governing Council (Ashok, Pawan). **Minutes:** Anis

7. 4.30 To 5.00 pm: Deciding on a timeframe within which the network should be registered under the Societies Registration Act and the associated administrative tasks that need to be undertaken towards registration and after registration. Other administrative issues that need discussion – see **item 6 (g)** of the structural discussion minutes (Ashok, Vivek). **Minutes:** Pawan

8. 5.00 to 5.30 pm: High tea break

9. 5.30 To 6.30 pm: Deciding on an overall programmatic schedule for the network for at least the next six months with reference to the activities and sub-activities listed in the structural discussion minutes. Schedule should be realistic and manageable with minimum funding. Perhaps only two or three major activities should be decided on. Special focus could be on capacity building, advocacy and research activities – detailed discussion on these on Day 2 (Anis, Reginald, Vivek). Minutes: Kasturi and / or Ramki

10. 6.30 to 6.45 pm: Summarizing the day's progress, winding up and announcements for the second day (Pawan)

11. 6.45 pm onwards: Free time for informal discussions, games and film viewing

12. 9.00 pm: Dinner

DAY 2: June 24: Meeting agenda continues

1. 9.00 to 9.30 am: Breakfast

2. 9.30 To 10.30 am: Discussing the call for a research proposal from World Health Organization on "Sexual violence faced by MSM / male sex workers" in India. Related documents enclosed in conference pack. Suggested by Dr. Venkatesan Chakrapani as an immediate research activity of the network. Should the network take it up and if so what will be involved? (Ashok / Ramki). **Minutes:** Manav

3. 10.30 to 10.45 am: Tea break

4. 10.45 To 11.00 am: Quick discussion on immediate capacity building activities of the network, if any (Pawan). **Minutes:** Anis

5. 11.00 am to 12.00 pm: Comprehensive stakeholder analysis for INFOSEM and deciding on immediate advocacy activities of the network and associated action plan – with reference to structural discussion minutes **– item 6 (e)** (Kasturi / Vivek). **Minutes:** Pawan

6. 12.00 To 12.15 pm: Welcoming Ms. Sonal Mehta, Consultant, NACO, and apprising her of the progress made by INFOSEM so far (Ashok / Vivek / Pawan). **Minutes:** Anis

7. 12.15 to 1.15 pm: Discussion on NACP III issues with Ms. Sonal Mehta, how and when civil society can be engaged with NACP III formulation, and how and when INFOSEM can provide inputs related to sexual minorities' health concerns (Ashok). **Minutes:** Ramki

8. 1.15 to 2.00 pm: Lunch

9. 2.00 To 3.00 pm: Seeking Ms. Sonal Mehta's inputs on advocacy strategies with other government and non-government stakeholders and behaviour change communication design. If needed, revising the network's immediate advocacy activity plan on the basis of this discussion (Pawan / Vivek). **Minutes:** Reginald

10. 3.00 To 3.45 pm: Quick recapitulation of the immediate administrative and programmatic activities to be undertaken by the network in the next six months. Last minute suggestions and ideas welcome. Also deciding on the date and venue for the next INFOSEM meeting (Anis). **Minutes:** Manav

11. 3.45 to 4.00 pm: Tea

12. 4.00 pm onwards: Getting ready to attend film screening and panel discussion on LGBT rights organized by Integration Society and American Center (tentative plan). Venue must be reached by 5.30 pm. **Alternative plans:** Visiting MANAS Bangla facilities or sightseeing. Transport facilities to travel to the city and come back will be available.

13. 9.00 pm: Dinner

DAY 3: June 25

1. Free time in the morning

2. 9.00 to 9.30 am: Breakfast

3. 12.30 to 1.30 pm: Lunch

4. 1.30 pm onwards: Getting ready to attend the final day of Siddhartha Gautam Film Festival 2005 organized by Amitie', Swikriti and SAATHII. Venue must be reached by 3.00 pm. Transport facilities to travel to the city and come back will be available. Festival will get over by 9.00 pm

5. Dinner in the city (participants to pay for themselves)

DAY 4: June 26

1. 9.00 to 9.30 am: Breakfast

2. Checking out by 12 noon. Limited transport facilities to travel to the city will be available

3. Participants interested in participating in the Rainbow Pride Walk 2005 and associated activities organized by Integration Society before departure can store their luggage at the following address: B301 Bhubaneswar Apartment, 36 Palm Avenue, Calcutta 700 019.

Interested participants will be escorted to the relevant venue by volunteers. Participants must finish lunch by 2.00 pm (participants to pay for themselves)

Appendix 4:

LIST OF INFOSEM MEMBERS

A. Primary Members (Only sexual minority CBOs)
(With representatives on the Governing Council)

1. Aanchal Trust, Mumbai (West)

2. Amitie', Chandannagar (East)

3. Dai Welfare Society, Mumbai (West)

4. Lakshya Trust, Baroda (West)

5. Sangini (India) Trust, New Delhi (North)

6. Social Welfare Association for Men, Chennai (South)

7. The Humsafar Trust, Mumbai (West) (INFOSEM Convener)

B. Other Primary Member Organizations (Only sexual minority CBOs)

1. Bombay Dost, Mumbai (West)

2. Humsafar Trust – Goa, Panaji (West)

3. Saarthi, Nagpur (West)

4. Sahodaran Trust, Chennai (South)

5. Sakhi Char-Chowghi Trust, Mumbai (West)

6. Samapathik, Pune (West)

7. Snegyitham Society, Tiruchirapalli (South)

8. Sudar Society, Chennai (South)

9. Swabhava Trust, Bangalore (South)

10. Swikriti, Calcutta (East)

C. Associate Member Organizations (Those working with sexual minorities, but not as sexual minority CBOs)

1. Fellowship, Bhadrak (East)

2. Naz Foundation (India) Trust, New Delhi (North)

3. Population Services International, Mumbai (West)

4. Social Awareness and Service Organization, Imphal (East)

5. Solidarity and Action Against The HIV Infection in India (SAATHII), Calcutta Office (East)

D. Individual Friends In Support

1. Dr. Venkatesan Chakrapani

2. Ravi Lulla

Appendix 5: Profiles of partner organizations

Sr. No	Organization	Address	Mission statement	Target Group	Objectives/ activities
1	SASO (Social Awareness Service Organization)	Social Awareness Service organization, Lalambaung Makhong RIMS road, Imphal-795001	We envisage society where good health prevails along with peace, justice and economical development to sustain.	Drug users, their spouses/ widows and children. MSM General population, adolescents and youth	Free Needles, condom distribution, counseling (family and individual), group discussion, interaction, referrals, IEC, health care, telephone helpline, outreach program, DOTS Program, community sensitization program, widow vocational training
2.	Swabhava Trust	Swabhava, Post box no. 27069, Wilson Garden, Bangalore-560027.	To help lesbian, gay, bisexual, transgender and other non-heterosexual identified people access support services like telephone/ face to face counseling, drop in center, facilities, support group resources, documentation	Lesbian, gay, bisexual, transgender, and other non – heterosexually identified people	Sahaya helpline (operational Tuesdays, and Fridays, between 6pm and 8pm), Sahaya drop in center with in person counseling (operational Wednesday evenings 5pm – 7pm), Documentation (ongoing), Research on

			and publication, healthcare facilities etc.		sexualities/ masculinities, gender concerns, training on sexualities, counseling, HIV etc, provide spaces for support group meetings/ workshops etc.
3.	SAATHII	SAATHII Calcutta, CD 335, Sector I, Salt Lake City, Calcutta- 700 064	To stabilize and reduce the spread of HIV/AIDS in India and ensure that people living with HIV/AIDS receive un stigmatised, affordable, and quality care, support and treatment	Saathii mainly provides capacity building and related services to agencies providing HIV/AIDS services, and through these agencies it caters to specific populations like sexual minorities, youth, Pregnant woman, IDUs, medical practitioners, and community leaders. SAATHII also works closely with Media agencies, Additionally; Saathii has some services that cater directly to the general public, and certain populations	Capacity building support, Advocacy, Research, Information dissemination, Networking, Care, support and treatment services

			particularly vulnerable to HIV/AIDS like sexual minorities and youth.	
4.	Amitie	AMITIE, 15, Chunaripara, Baghbazar, P.O. – Chandannagar, Dist. Hooghly, West Bengal-712136.	Our aim is to befriend LGBT people in the suburbs and surrounding rural areas and grow together. We strive for an all around development of the LGBT community-socio, economic, cultural, legal, etc. we want to have a world free from all sorts of stigmata, oppression and exploitation.	Till now we have worked with gay and Bi identified men and transgendered and transsexual people. We have two lesbians to Sappho, the lesbians support group in Kolkatta but nothing else for the lesbians. But our membership is open to them as well.	We are holding regular monthly get-togethers for socialization and offering a voluntary and informal helpline service with some referral services. We have also organized an HIV/AIDS awareness campaign during the Jagaddhatri Puja, the largest local puja festival. Primary adovcacy work with local administration, police and local key persons. Legal Aid services to three local transgendered persons who are implicated by the police in a public nuisance act
5.	Snegyitham Society	Snegyitham Society, A 53 , Park View Road, Anna Nagar, Thennur,	To create a world for gay/ kothis identified individuals in which they can	MSM Transgender	Education in HIV/AIDS Distribution of condoms Running a drop

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	Triuchirapalli-620 017	live with dignity and without facing any form of discrimination or violence		in center Holding cultural events Referrals
6.	PSI	Population Services International Opera House 149/151, Curson Das Natha Trust Building Prathana Samaj Raja Ram Mohan Roy Road Girgaum, Mumbai 400 004 Phone: +91-22-2387-0883	The vision of PSI is to improve the health of low income populations by determining the existing needs and making required products and services affordable and appealing	PSI is an international NGO focused on social marketing and behavior change communications; we work in 70 different countries and 21 states within India.	In India, PSI conducts targeted interventions in the areas of HIV/AIDS, Family planning and reproductive health, child health, safe water and malaria prevention. PSI's HIV/AIDS interventions primarily serves truckers and helpers, migrant workers, port workers, fishermen, sex workers, and clients of sex workers
7.	Aanchal Trust	Aanchal Trust, Tardeo AC market building cooperative society limited, 3rd floor, Room No. 28, Tardeo, Mumbai – 400 034	We at Aanchal Trust wish to mainstream women's sexuality in Indian society.	Lesbian, Bisexual and Transgendered women.	Counseling helpline Monitoring discrimination towards sexual minorities Fighting for equal rights with Government of India.
8.	Sakhi Charchowghi	Sakhi Charchowghi Trust,	To work for upliftment of LGBT	MSM and transgenders	Street outreach, Counseling,

			375/ 15 Nisargdutta Housing society, Sector No. 3, Charkop, Kandivali West, Mumbai.	community.		both individual as well as family, Referrals Condom distribution
9.	NAZ India foundation Trust	NAZ India Foundation Trust, D-45, Gulmohar park, New Delhi-110049.	The NAZ foundations primary objective has been to serve communities by responding to serve issues that have been ignored, denied or insufficiently addressed by the government, the public, the media and the Non government health and social welfare agencies	Men who have sex with men People living with HIV/AIDS	Outreach services, Support groups, Drop-in-center, STI clinic, Training programs, Research and Advocacy
10.	Dum Dum Swikriti Society	Dum Dum Swikriti Society, 75 Jawpur road, Dum Dum, Kolkatta 700074	Empowering sexual minorities, adolescents and youths by educating them about sexuality and related issues and enabling them to be their very own ambassadors to the larger society. Advocating with the influencers of	We work with sexual minorities of the society irrespective of religion, caste, nationality, race, socio-economic status, sex, language and marital status	To educate the primary target population about issues through-publications, fliers, posters, magazines. Support services around sexuality Helpline Counseling through letters Condom and lube distribution

			sexual minorities, adolescents and youths about their sexuality and related needs.		Referrals for legal problems STI, HIV/AIDS counseling, testing and treatment Organizing cultural programs and exhibitions Counseling services for parents Sensitization programs
11	SWAM	Social welfare association for Men, 12/5 Natarajan street, Balakrishna Nagar, Jafferkhanpet, West Saidapet, Chennai-600083.	To promote safe and healthy sexual behavior to decrease the incidence of STI/HIV infection and to protect human rights of kothis and gay men, who are marginalized because of their sexual orientation/ behavior or gender identity/ expression.	Kothis and gay identified men	Outreach Referral Drop in center Day care center
12	SUDAR Society	Sudar Unity Society, No. 199 Natarajapuram Pukkathuri Post, Maduranthagam taluk, Kancheepuram district, Tamilnadu	Suder's Mission is to protect human rights and decrease stigma and discrimination among sexual minorities.	Aravanis	Awareness Advocacy Street plays and theater performances.
13.	Fellowship Society	Fellowship Society,	We believe in a just and	We work in Bhadrak District	Campaign to end violence

		Tarini Bhavan, women's College Road, Bhadrak-756100, Orissa	equitable world where there is peace, tolerance, cooperation, and equality between men and women- a world free from violence, without discrimination based on gender, age, religion, caste, nationality and physical disability.	of Orissa and the population benefited by our programs is more than 50,000. MSM	against women, Advocacy, lobby and network Capacity building training Family counseling center Action against trafficking of women and children HIV/AIDS, STI, Child labor prevention program, Muslim women's human rights E.G.S. programme Micro credit programme District risk management program
14	Humsafar Trust, GOA	1st Floor, Umashankar Building, Near M.P.T. Ground, Patrong, Vasco-Da-Gama-Goa. 403802 Phone 0832-2500144 09823551702	Promoting rational attitudes towards sexuality	Men who have sex with men and transgenders.	Is a male sexual health agency, working for the MSM community in Goa. Activities include prevention & awareness programmes on HIV/AIDS, STIs, counseling, training, education, &

					issues related to male sexual health. Funded by Goa state aids control society.
15	Samapathik Trust	# 1004, Budhwar Peth, T 9, Third Floor, Rameshwar Market, Near Vijay Maruti Chowk, Pune - 411002, Maharashtra, INDIA. Telephone number : (020) 24465362 (11.00 am to 6.00 pm. Mondays to Saturdays)	We believe that a healthy and honest attitude towards sexuality related issues is essential to the physical and mental well-being of every individual; and awareness about these issues will pave the way for a healthy nation.	Gay, MSM, TG community	Safe Space for Gays, Transgenders, Transsexuals, Intersexes through Counseling, Help Line, Support Group HIV/AIDS/STI services, Counseling (Pre/Post Test), Help Line, Targeted Intervention, Networking with Healthcare Facilities Sex/Sexuality Education Help Line Workshops on Sex/Sexuality Education for Youths
16	Saarathi Trust	140, Y.M.C.A. Premises, Lata Mangeshkar Hospital, Maharaj Baugh Road, Civil Lines, Nagpur -		MSM, Male Sex Workers and transgenders etc	Saarathi Trust is a CBO working for awareness and prevention of HIV/AIDS. It also works for legal and

| | | 440001, Maharashtra Tel: (0712) 6418121 | | | emotional support for LGBT communities in Nagpur District. And Vidarbha region. |

APPENDIX -6

INFOSEM Planning and Training Meeting Participant list
People present:

1. **Anis Ray Chaudhuri,** Amitie, Chandannagar (Governing Council member)

2. **Ashok Row Kavi,** Humsafar Trust, Mumbai (Governing Council member)

3. **Bharati Shah,** Sangini (India) Trust, New Delhi

4. **Kishore Mohanty,** Fellowship, Bhadrak

5. **L. Ramakrishnan,** SAATHII, Chennai

6. **Manavendra Gohil,** Lakshya Trust, Baroda (Governing Council member)

7. **Owais Khan,** Swabhava Trust, Bangalore

8. **Pawan Dhall,** SAATHII, Calcutta

9. **Rahul Singh,** Naz Foundation (India) Trust, New Delhi

10. **Rajarshi Chakraborty,** Swikriti, Calcutta

11. **Ravindra Kumar,** Saraswati, Betarigaon

12. **Reginald Watts,** Social Welfare Association for Men, Chennai (Governing Council member)

13. **R. K. Premchand,** Aasha, Imphal

14. **Thoiba Singh,** Aasha, Imphal

15. **Vivek Anand,** Humsafar Trust, Mumbai

16. **Also present:** Subhajit Pakira and Santanu Pyne from SAATHII, Calcutta, for meeting logistics and administration purposes