



Annual Report

2024-2025







A Queer Health & Wellbeing Centre

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Our Collaborations

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Our Centres

MUMBAI

The Humsafar Trust, 3rd Floor,
Manthan Plaza,
Nehru Road, Vakola, Santacruz
(East), Mumbai – 400 055
Maharashtra

+91 9892940966

Monday to Friday
10.00 am to 8.30 pm

DELHI

The Humsafar Trust. 1st Floor,
Sant Nagar, #75 Back Side,
Next to MCD Primary School.
East of Kailash,
New Delhi - 110065

+011 - 46016699

Monday to Friday
10.00 am to 6.30 pm

GUWAHATI

The Humsafar Trust
#47 Ground Floor,
NKB Building, Bora Service,
Near Hrishaan Suzuki,
Guwahati 781007, Assam

+91 36135 03326

Monday to Friday
10.00 am to 7.00 pm

Sahyog LGBTQ+ Integrated Clinics

MUMBAI

3rd Floor, Manthan Plaza,
Nehru Road, Vakola,
Santacruz (East),
Mumbai – 400 055
Maharashtra

+91 9892940966

Mon to Fri: 10.00 am to 8.30 pm

NAGPUR

136, M Roy Villa,
Behind VIMS Hospital,
Near Ambika Bakery,
Mohan Nagar, Nagpur-440001
Maharashtra

+919823049986

Mon to Fri: 12.00 pm to 8.00 pm

GUWAHATI

#47 Ground Floor, NKB
Building, Bora Service,
Near Hrishaan Suzuki,
Guwahati 781007, Assam

+91 36135 03326

Mon to Fri: 10.00 am to 7.00 pm

DELHI

B51,B Block
Sitapuri Extension Part 1
Near Nehru Academy School
New Delhi 110045

+91 9891966088

Mon to Fri: 10.00 am to 6.00 pm

GANGTOK

Rai Cottage Complex,
Church Road,
Opposite Canara Bank,
Arithang, Gangtok,
Sikkim - 737101.

+91 9593044040

Mon to Fri: 10.00 am to 6.30 pm

AMRITSAR

House: 10, Phase-1,
Guru Gobind Singh Nagar,
Majitha Road,
Amritsar -143001

+91 8360165626

Mon to Sat: 9.00 am to 5.00 pm

CEO Note

The year 2024–2025 has been one of the most challenging in The Humsafar Trust’s journey. It has also been a period of reflection, recalibration, and resilience—setting new benchmarks for success and sustainability not only for HST but also for the wider development sector, particularly in the areas of HIV and LGBTQ+ rights in India.

Despite these hurdles, the spirit of engagement and innovation remained strong. HST had a vibrant presence at the International AIDS Conference 2024 in Munich, with 18 representatives contributing to global dialogues.

Notably, our youth collective, Yaariyan, curated the “Desi Game Parlour” at the Youth Pavilion, creating a uniquely South Asian space of dialogue and expression.

In alignment with global standards, we introduced PRIDE POSH, a gender- and sex-assigned-at-birth-equitable policy to strengthen safeguards against sexual harassment within the organisation.

The year also marked a decade since the historic NALSA judgment—an occasion for stocktaking of progress achieved and gaps that remain. Nationally, the directions of the Supreme Court in the *Supriyo Chakraborty judgment* led to the formation of a multi-ministry committee to examine the bouquet of rights sought by LGBTQ+ couples. HST, along with INFOSEM, played a key role in UNAIDS-led community consultations feeding into this process.

On the global front, the restructuring of international development priorities—including the collapse of USAID’s global DEI portfolio—has introduced new uncertainties for LGBTQ+ work in India. Yet, this moment also offers an opportunity to reimagine partnerships and reaffirm solidarity across stakeholders.

We also initiated a strategic planning exercise for 2025–2028, shaped through extensive community consultations across the themes of health, research, advocacy, and the capacity building of emerging community-based organisations. This process reaffirmed our belief in anchoring our work in the needs and aspirations of our communities.

At the same time, we faced significant institutional and financial challenges. The denial of our FCRA renewal led to an abrupt halt of foreign-funded projects, making it difficult to sustain certain key staff positions. With project funds rendered inaccessible, we relied on organisational reserves to ensure fair closure and transitions for team members whose work was directly impacted.

This development highlighted the urgent need to diversify our funding portfolio, while also prompting shifts in leadership across verticals.

As we look ahead, we remain mindful that several large grants are scheduled to close in 2025–2026, posing fresh challenges. Our employee strength has reduced, but the dedication of our teams and the continued trust of our communities and allies remain our strongest assets.

We are proud to present The Humsafar Trust Annual Report 2024–2025, capturing our journey through a year of transition, perseverance, and continued commitment to the rights and well-being of LGBTQ+ communities in India.



Vivek Raj Anand

CEO - The Humsafar Trust

About Us

The Humsafar Trust (HST) was founded in April 1994 to reach out to LGBTQ+ communities in the Mumbai Metro and surrounding areas. After sustained networking and advocacy with the Mumbai Municipal Corporation, it became the first openly LGBTQ+ Community Based Organization to operate from a Municipal building in Mumbai. The Trust began its activities by inviting gay men and lesbian women

to attend its workshops on Fridays at its drop-in center. What started primarily as a support system for sexual minority members and for gay men and their health challenges related to the HIV/AIDS epidemic, the organization eventually became a pioneering entity dedicated to fostering the health and human rights of the community. Learn more at www.humsafar.org.

Our Vision

A holistic approach to the rights and health of sexual minorities and promoting rational attitudes towards sexuality.

Our Mission

Strive for the human rights & social wellbeing of sexual minorities, and provide them with comprehensive health services.

Theory Of Change

By working for the human rights and health of LGBTQ+ individuals and providing holistic services, we pave the way for their acceptance, equality, and a healthier community.

OUR CORE VALUES

EQUALITY	We treat all human beings as equal.
RESPECT	We respect values, cultural diversity and opinions, parameters of equality, dignity of people, human rights, and child rights.
EMPATHY	We empathise with the issues of marginalized communities through lived experiences, accounts, and ground level realities.
INCLUSIVITY	We endorse inclusion of people on all the parameters of equality in decisions, processes, consultations, and events.
INTEGRITY	We emphasise adherence to core values, vision, and mission.
ACCOUNTABILITY	We are accountable to the community, funders, and stakeholders.
TRANSPARENCY	We believe and engage in transparency.

Our Statement Of Commitments

A Rainbow Pledge

We, the Humsafar Trust, hereby solemnly affirm our country and the laws of the land. We pledge to uphold the principles enshrined in the Constitution of India, which guarantees fundamental rights and freedom to all citizens irrespective of their gender, sexual orientation, or identity. We recognise that the union of India's laws and regulations serve as the bedrock of our society, providing a framework that ensures justice, equality, and inclusivity to every individual. In our pursuit of advocating for the rights of the LGBTQ+, we affirm our dedication to work with the legal framework of the nation. We understand that positive change is best achieved through lawful means, respectful dialogue, and collaboration. We are committed to contributing positively to the social fabric of the country by fostering understanding, awareness and acceptance of diverse identities and orientations.

Children's Rights

The Humsafar Trust supports and respects the rights of a child as stated in the convention on the rights of the child which was adopted and opened for signature, ratification and accession by United Nations, General Assembly resolution 44/25 of 20 November 1989 entry into force 2 September 1990, in accordance with article 49. HST supports measures as enunciated in India's Child Protection Act, 2012, The Protection of Children from Sexual Offences Act, 2012 (POCSO), and Section 67B of The Information Technology (IT) Act, 2000, which, specifically provides protection to children in the electronic medium. Our commitment to children's rights is translated into our organizational policies.

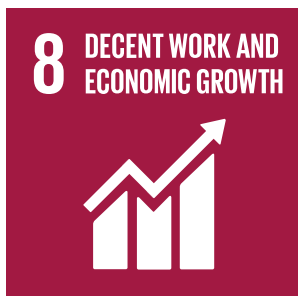
Pride POSH

The Humsafar Trust has been actively advancing the principles of the POSH policy through 'Pride POSH,' which reflects our commitment to creating safe, inclusive, and equitable workplaces. We have carefully adapted the framework to align with our model, ensuring it addresses diverse gender and sexuality realities.

The Sustainable Development Goals

The Humsafar Trust is committed to upholding the UN's vision of enhancing lives by fostering social progress and sustainable development.

In pursuit of this shared objective of creating a fair and inclusive future, we harness the strength of The Humsafar Trust's project and leverage our influence within our capacity to champion initiatives that are in line with the UN Sustainable Development Goals (SDGs)



Corporate Social Responsibility (CSR)

The Humsafar Trust aligns its work with Schedule VII of the Companies Act, 2013, which outlines the areas eligible for CSR activities. Our initiatives contribute to promoting gender equality, empowering women, and advancing the well-being of LGBTQ+ persons through livelihood programs, capacity building, and access to rights and entitlements. We address hunger, poverty, and malnutrition by linking vulnerable LGBTQ+ individuals to welfare schemes and support services, while also promoting education and skilling through scholarships, youth leadership programs, and workplace inclusion trainings. In addition, we prioritize health care by providing HIV prevention, mental health support, and access to gender-affirmative health services. Through these efforts, we enable companies to fulfill their CSR obligations while helping build a more inclusive and equitable society.

Executive Team

Suhail Abbasi
*Co-founder &
Chairperson*

Vivek Raj Anand
*Chief Executive
Officer
& Board Member*

**Murugesan
Sivasubramanian**
*Chief Operating
Officer*

Board Members

Dr. Subhojit Sen

Pradipta Ray

Amitabh Saksena

Vertical Heads

Jayakant Singh
*Director - Strategic
Information & Research (STIR)*

Hemant Thakkar
Associate Director - Finance

Sudhanshu Latad
Advocacy Manager

Archana Shetty
Communication Manager

Sandeep Mane
Director - Health

Ramesh Jagtap
Finance Manager

Sumita Mehta
Head - HR

Mukesh Surve
IT Manager

Creating Impact

The Humsafar Trust is committed to its vision and the LGBTQ+ communities and towards that end, it aims to build one Integrated Organization that will serve the communities in the coming year with vigour and passion. HST has competent and qualified teams that include, the Chair, CEO, Technical Directors for Health, Advocacy, Capacity Building, Research, Finance, Human Resources (HR), Information Technology (IT), Monitoring and Evaluation (M&E), Communications, and an excellent team of outreach workers and peer educators. This team of 124 individuals working on over 20 projects spread Pan-India have experience and expertise to deliver high quality projects and strive for excellence in service delivery to its communities.

GOVERNANCE

Governance structure of The Humsafar Trust (HST), designed by the board and senior management to direct organisational strategy, operations, finance, and compliances, is rooted in its principles of transparency, responsibility, and accountability.

HST has institutionalised its various capacities by developing a Human Resources Policy, Finance, Procurement, Risk and Fraud Policy, Child Protection Policy, Organisational M&E framework, Strategic Plan, Media Policy, and Resource Mobilisation Strategy.

HST has developed and adopted a gender neutral Prevention of Sexual Harassment (POSH) policy and guidelines. It has developed two manuals for corporates and educational institutions for inclusion of Transgender communities and various SOPs to strengthen its systems. The organisation has also developed a manual to support counsellors to work with parents of LGBTQ+ communities.

Snapshot of Verticals

HEALTH- The Health vertical at The Humsafar Trust places significant emphasis on sexual and mental health, acknowledging its vital importance within the LGBTQ+ community. It offers an array of sexual health services that encompass screenings for sexually transmitted infections (STIs), HIV testing, HIV treatment, counselling, guidance on safer sex practices in the context of PrEP, PEP, and U=U (Undetectable = Untransmissible) for the positive communities.

ADVOCACY – The Advocacy vertical at The Humsafar Trust is committed to driving social change, influencing policies, and creating a more inclusive society via advocacy. We create an enabling environment for our community's rights.

CAPACITY BUILDING –

In 2003, HST felt that it was important to build capacities of CommunityBased Organisations and thus the Integrated Network for Sexual Minorities (INFOSEM) was convened by HST. NETREACH is a groundbreaking virtual project initiated in India in 2021, with support from the Global Fund to Fight against AIDS, Tuberculosis, and Malaria (GFATM). The project aims to reach the 'missing millions' and connect them to HIV-related services across the country as well as strengthen the community systems in the country and continue its mandate of building capacities of CBOs to respond to the challenge of HIV.

RESEARCH – The Humsafar Trust's Research unit contributes to evidence planning and implementation of our programs and policies. We have a team of trained and qualified community-based researchers. The Humsafar Trust has a DHR (GOI) and NIH-FWA registered Institutional Ethics Committee.

Core Functions

FINANCE – Finance vertical also plays a pivotal role in financial planning and forecasting. It supports closely works with other departments within the organisation to provide financial guidance and fiscal management support.

IT - The IT vertical serves as the backbone of Humsafar Trust's digital infrastructure, ensuring seamless connectivity and secure systems across all functions. It also majorly supports the NETREACH Project which has a client specific website- www.netreach.co.in.

HR & ADMIN - The HR & Admin vertical anchors the people and processes of the organisation. It fosters a supportive and inclusive workplace by overseeing recruitment, training, and staff welfare. while also managing administrative.

Health

SAHYOG Clinics - LGBTQ+ Integrated Clinics

Objectives

- Increase access to HIV testing services.
- Improve early detection of HIV and the facilitation of accompanying treatment services for PLHIV.
- Deliver basic treatment for health-related ailments.
- Provide services such as mental health counselling, nutrition counselling, and legal support for PLHIV and LGBTQ+ individuals.

Scope of the Projects

- Formed a consortium of 6 community-based organizations targeting PLHIV and the LGBTQ+ community.
- Improved the quality of life of PLHIV and self-identified LGBTQ+ individuals by encouraging health-seeking behaviour and providing equitable access to health services via Integrated HIV Clinics (IHCs).
- Expanded access to mental health services: provided treatment adherence and positive living counseling. Increased health seekers' acceptance of their HIV status and mental health concerns.
- Successfully executed the upscaling of the project as previously discussed in our 2023-2024 report.
- Additionally, we aim to foster significant growth in accessibility to gender affirmation services - especially Gender Affirming Hormone Therapy (GAHT) - for the transgender/hijra (TG/H) community within the upcoming year

9,317

Individuals from the LGBTQ+ and PLHIV community accessed services from six integrated clinics in India from April-24 to March-25

576

above the age of 30 years were screened for NCDs and were given appropriate referrals

96,395 Condoms & 97,830 Lubricants Distributed

0.4% screened positive for HIV

10% screened positive for Syphilis

115 clients registered at the Link ART Centre

Integrated HIV Clinic (IHC)

The Humsafar Trust was awarded the CSR Grant by Culver Max Entertainment Private Limited (formerly Sony Pictures Networks India Private Limited) for FY 2024-25. This project aimed to provide holistic HIV-related services, including prevention and treatment, to the Lesbian, Gay, Bisexual (LGB) communities and transgender/hijra women in five states: Maharashtra, Delhi, Assam, Punjab, and Sikkim.

The project was implemented across six Integrated HIV clinics in Mumbai, Nagpur, Delhi, Guwahati, Amritsar, and Gangtok. It also sought to strengthen the existing HIV Integrated Clinics, which offer comprehensive services such

as HIV /STI care, mental health support, nutrition counselling, and legal aid. Additionally, the project focused on building the capacity of clinic staff, thereby improving their efficiency and enhancing the quality of care provided to the communities.

The anticipated success of this initiative is expected to inform the National Program of India about the critical need for community-based, holistic care to address the gaps in service delivery for LGB and TG/Hijra communities, as well as those living with HIV in India. The project was implemented in partnership with HST's community partners in each state.

406

People Living with HIV (PLHIV) received a total of 3387 nutrition kits during the year

275

LGBTQ+ individuals availed socio-legal assistance services.

1380

individuals received mental health services for depression, anxiety, suicidal ideations, ADHD, insomnia, etc. (Psychological counselling - 987 and Psychiatric consults - 393)

55

Support Group meetings were held to reach 406 PLHIV populations and 3387 nutrition kits distributed

Integrated HIV Clinic (IHC)

CATEGORY	INDICATOR	Target	Achieved
SERVICE ACCESS and UTILIZATION	No of Condoms Distributed	As needed	96395
	No of Lubes Distributed	As needed	97830
	DIC Footfall	0	9317
	Number of New Clients	3000	3456
	Number of Follow-up Clients	4000	6951
	Clinic Footfall	0	16606
	HIV Testing	4200	3310
	Testing HIV Positive	As needed	146 (4.4%)
	Linked to treatment	As needed	141 (97%)
	Syphilis Tested	As needed	3118
	Syphilis Reactive	As needed	304 (9.74%)
	Syphilis Treated	As needed	280 (92%)
	STI Screening	As needed	1976
	STI Reactive	As needed	175
	STI Treated	As needed	175
	Community Counsellor Sessions	4000	5334
	Mental Health Counselling Sessions	900	937
	Nutritionist Counselling Sessions	600	834
	PrEP Counselling	360	782
	Receiving PrEP medication	As needed	285

World AIDS Day

World AIDS Day (WAD) remains one of the most significant observances at The Humsafar Trust. This year we set up a Red Ribbon Stall which was open to the general public and also conducted a panel discussion at HST to discuss how far we have come and how recent changes in the funding circles will affect our future work.

A silent rally was conducted starting from LGMT Hospital Gate No. 7, Sion, to Maheshwari Garden, Matunga. Community members and staff walked with candles, honouring and remembering the lives lost to HIV/ AIDS.

During the WAD week, the PLHIV support group Sanjeevani which consists of HIV-positive individuals who are committed to maintaining better health outcomes, underwent routine health monitoring.

A blood testing camp was organized, including tests such as LFT, RFT, HbA1c, fasting blood sugar, complete blood counts, and vitamin profiling. A total of 65 clients benefited from this health camp, ensuring they continue to monitor and manage their health effectively.



Annual Health Camp

Every year, HST organizes Medical Health Checkup Camps for the community. This year, six such camps were organized for PLHIV across all six Sahyog Clinics. The medical checkup included complete blood count, lipid profile, kidney function, liver function, Hepatitis B, Hepatitis C, and VDRL. A total of 750 beneficiaries benefited from the blood investigations, resulting in early diagnosis of underlying infections and chronic conditions among 120 members. Individuals were provided with expert medical advice and treatment for their conditions.

The following are details from key camps organised:

- A cancer screening camp was held where 200 community members attended the awareness session, 22 individuals participated in the screening for common cancers.
- Other camps included Dental Check-up, Eye camp, Gynaecologist and other general health checkups at all Sahyog Clinics.
- Pro community activities under the HST Friday Workshops helped draw communities to the Mumbai (Vakola clinic) and also create a bigger impact top the clinic footfalls.



Support Group Meetings & Nutrition Kit Distribution

Support Group Meetings are safe, structured spaces where People Living with HIV (PLHIV) come together to receive emotional support, medical guidance, and information about treatment adherence, mental, and overall well-being. These sessions are facilitated by counsellors and healthcare professionals to encourage peer interaction, reduce stigma, and improve health outcomes.

In parallel, Nutrition kit distribution ensures that PLHIV have access to essential dietary support. The kits are tailored to promote immunity and maintain strength during treatment.

By combining psychosocial support with nutritional care, these interventions play a vital role in improving the quality of life and treatment adherence among PLHIV.

Health and Nutrition Education sessions were conducted by clinic counsellors, medical professionals, and guest nutritionists, covering topics such as immunity building, hydration, hygiene practices, and managing ART side effects. A common side effect of ART medication also includes weight gain, and hence, diet counselling becomes an integral part of care. Nutritional experts were invited during the sessions to offer diet counselling to PLHIV and to curate specialised diet plans, if necessary.

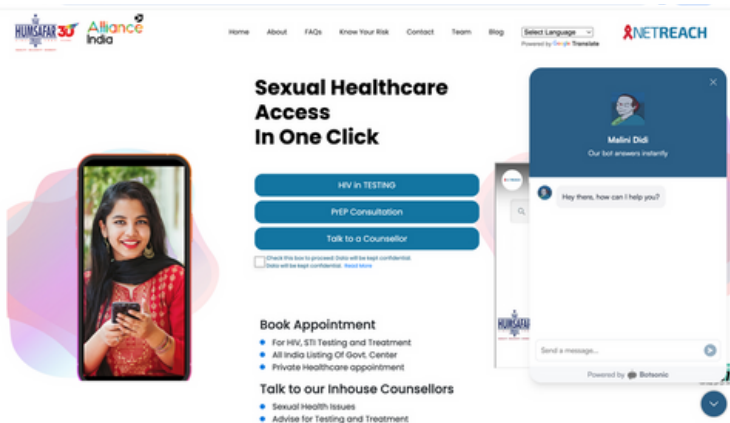


Project NETREACH

Project NETREACH completed four years of implementation and has gained wider acceptance from the clients, government, and private stakeholders, especially among the SACS and ICTC counsellors making virtual referral process easy and accessible in India.

The Humsafar Trust is now seen as a leader in virtual intervention and providing guidance and training to SACS and CBOs to implement locally.

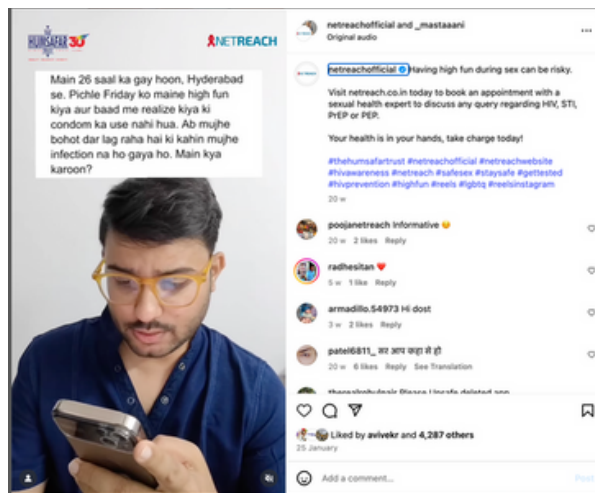
Indicators		(April 2024- March 2025)
1	Number of hits on the NETREACH website (number of times)	189737
2	Number of unique hits on the NETREACH website (unique hits by IP address)	88800
3	Number of individuals who opted and initiated Risk Assessment	39745
4	Number of individuals who completed the Risk Assessment	5789
5	Number of individuals booked appointment (referral service)	4079
6	Number of individuals tested for HIV (PID number reported)	2532
7	Number of individuals tested HIV positive	212
8	Number of individuals linked for ART	191



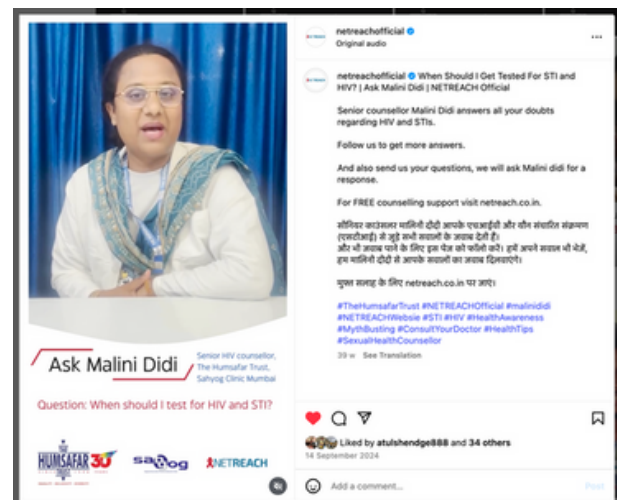
www.netreach.co.in



IEC materials



Influencer



Reels



Grindr Ads

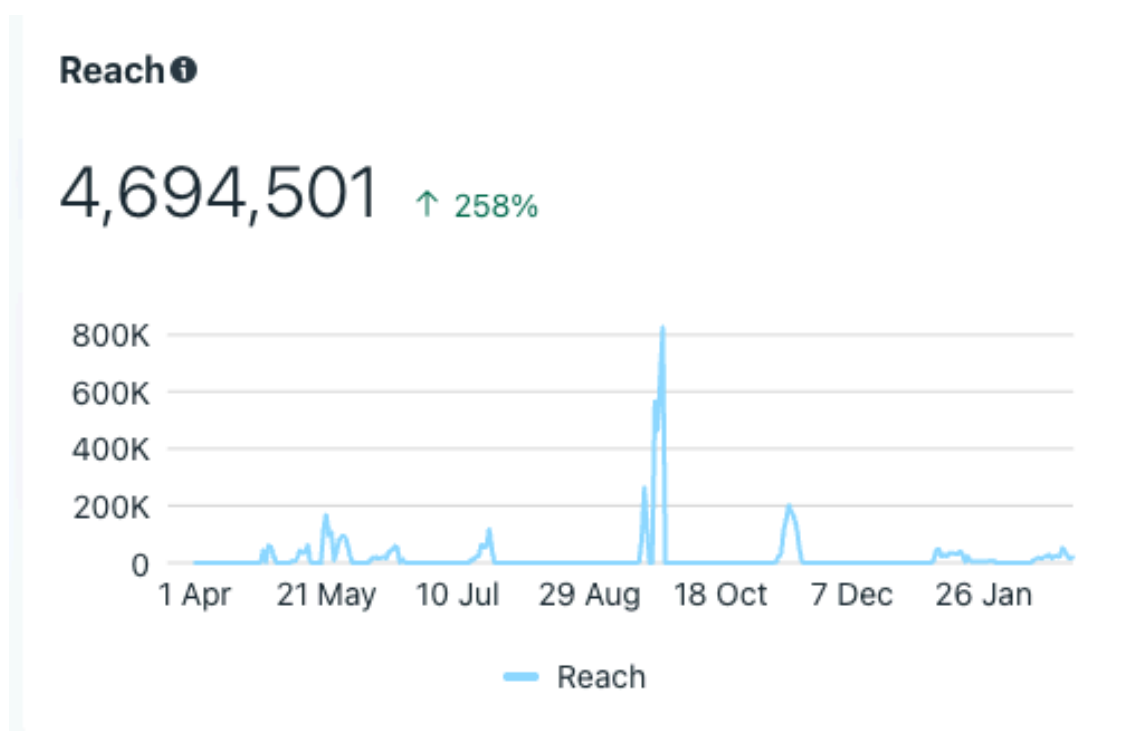


Key Updates

- During April 2024-March 2025, NETREACH digital campaign created a total impression of about 13 million and reached to more than 6.6 million. This shows growing popularity of NETREACH across virtual platforms as a credible destination for providing correct information and linking clients for HIV and related services.



- The NETREACH social media handles both Instagram and Facebook have a following of about 16k profiles each with interesting and in-depth engagement with important messages on safer sex practices, behavior change communication, normalizing conversation around sex, sexuality including HIV testing, prevention and care.
- Project NETREACH recieved an opportunity to demonstrate different methods to engage with the virtual population at the 13th AIDS conference organized by the Chandigarh SACS where SACS officials across India were present, giving them an opportunity to plan and design state specific virtual intervention with the help of NETREACH's long standing experience.



META Advertising Reach (Facebook+Instagram)

Advocacy

Social Inclusion

Initiatives:



Projects:

Project	Goals	Under the Corporate Social Responsibility Initiative
<u>Avsar 1.0</u>	Bridging Access to Education, Upskilling, and Livelihood Opportunities	BMC Software India Pvt. Ltd.
<u>Avsar 2.0</u>	Enhancing academic inclusion and employability of LGBTQ+ Community	Generali Central Insurances
<u>Unnati 1.0</u>	Fostering Socio-Economic Inclusion and Growth of the LGBTQ+ Community	Dorf Ketel Chemicals India Ltd.
TRANScend 4.0	Upskilling Transgender persons	Indian Hotels Company Ltd.
Pragati for Pride	Promotion of academic inclusion of LGBTQ+ community	Procter & Gamble

SDGs contributed to:



A) Social Inclusion

The Humsafar Trust's advocacy efforts in 2024–25 continued to build spaces of visibility, acceptance, and dialogue, enabling LGBTQ+ persons to be seen, heard, and celebrated across India.

1) **Yaariyan**, our youth-led initiative, expanded its creative and cultural footprint this year. The Gulabi Mela became a vibrant platform for 15 LGBTQ+ artists, engaging an audience of over 1,300 Queer individuals. The QGames and other youth-driven activities brought together 200 LGBTQ+ Youth. Our flashmob performance not only drew 1,300 live attendees but also reached 20,000 online viewers, sparking conversations on acceptance in public spaces. Through consistent visibility at international platforms such as the International AIDS Conference, Yaariyan amplified the voices of queer youth on global stages.

2) **Umang**, the support group for Queer – Assigned Female at Birth individuals, nurtured safe and affirming community spaces through the Queer Premier League (QPL), with 45 Queer-Assigned Female at Birth individuals, and a series of meetups attended by community members who often lack platforms for solidarity and expression.

3) **STUDIO DHANAK**, our in-house media platform, continued to use storytelling as a tool for social change. The Queering the Syllabus video podcast series reached 30,000 viewers, while 10 social media reels on queer identities and acceptance surpassed 125,000 views. Two short films –on parental inclusion (100K views) and workplace inclusion (50K views)—expanded conversations beyond community spaces into families and corporate environments.



4) **Likho** carried forward the critical work of documenting trans lived realities, initiating five autobiographies of trans persons.

5) **Prabal**, our parent and ally collective, deepened intergenerational dialogue on acceptance. The flagship Acceptance Meet – Legacy of Love brought together 231 participants (171 cis persons / 35 trans women / 25 parents) to exchange stories of resilience and affirmation. Over the year, 8 parents' meetups engaged 116 participants (60 parents / 56 trans persons [34 trans women / 22 trans men]), building family support as a cornerstone of inclusion.

6) **Bhavishya**, our education-focused initiative, reached 269 queer individuals (106 queer men / 25 queer women / 14 trans men / 86 trans women / 8 non-binary persons) from 21 states, supporting their educational journeys through 77 vocational and 192 formal courses. Beyond individual support, 3,650 individuals (373 teachers / 3,165 students / 112 staff) from 42 institutions in 8 states were sensitized through 56 awareness sessions, bridging gaps in acceptance within academic spaces.

7) **CONNECT Partners** – Through our CONNECT Partners network of grassroots LGBTQ+ collectives, HST amplified local advocacy. Across 5 states, 11 visibility events engaged 3,184 individuals, while 8 seed grants enabled local partners to directly support 408 participants.

Together, these initiatives strengthened the social fabric of inclusion—by creating cultural spaces, documenting lived realities, engaging families, transforming schools, and empowering regional partners.



Legal Inclusion

Initiatives:



Projects:

Project	Goals	Under the Corporate Social Responsibility Initiative
<u>TRANScend 1.0</u>	Socio-economic inclusion and empowerment of Transgender communities	Publicis Sapient
<u>TRANScend 3.0</u>	To empower and enhance the capacity of local transgender individuals and transgender Community-Based Organizations	Elca Cosmetics Pvt. Ltd.

SDGs contributed to:



B) Legal Inclusion

This year, our advocacy in the legal and policy space focused on strengthening transgender rights, building queer-affirmative legal leadership, and sensitizing institutions.

1) TRANScend, our flagship transgender inclusion initiative, convened five regional consultations across four states with 175 transgender participants (124 trans women / 41 trans men / 10 non-binary persons). These platforms addressed issues from gender-based violence and chosen families to marking 10 years of NALSA and developing awareness resources for academic spaces.

To support legal identity and entitlements, TRANScend organized 5 TG ID camps, and through 6 advocacy meetings with 37 stakeholders, facilitated the filing of 177 transgender ID cards (134 trans women / 32 trans men / 11 non-binary persons). Our institutional advocacy extended to sensitizing 8 law enforcement institutions (635 personnel) and 3 legal institutions (278 personnel), strengthening systemic understanding of transgender rights.



2) EQueL (Emerging Queer Leadership Programme) nurtured emerging queer leaders by conducting 3 state-level workshops, engaging 53 queer leaders (6 queer men / 15 trans men / 32 trans women). Further, 5 fellowships supported initiatives spanning queer-affirmative legal education, climate change and trans vulnerabilities, cultural visibility of the trans community, and livelihood-oriented legal training.

Through these efforts, HST advanced both policy advocacy and grassroots legal empowerment, ensuring that legal inclusion translates into lived rights for LGBTQ+ communities.



Economic Inclusion

Initiatives:



Projects:

Project	Goals	Under the Corporate Social Responsibility Initiative
<u>TRANScend 2.0</u>	Promoting workplace inclusion and livelihood opportunities among Transgender communities	KPMG Global Services
<u>Unnati 2.0</u>	Strengthening Economic inclusion of LGBTQ+ Communities	BDO Rise

SDGs contributed to:



C) Economic Inclusion

Economic independence remained a critical pillar of our advocacy this year, with programs building pathways for entrepreneurship, workplace inclusion, and livelihood opportunities.

1) Dolphin Tank - HST supported LGBTQ+ entrepreneurship by creating market linkages for 52 entrepreneurs (21 queer men / 11 queer women / 7 trans men / 10 trans women / 3 non-binary persons) at the Gulabi Mela, offering mentorship, and providing financial support worth INR 21.32 lakh to 19 entrepreneurs (11 trans persons / 8 cis queer persons). A comprehensive manual on entrepreneurship was developed to further guide aspiring LGBTQ+ business owners.

2) Saksham, our workplace inclusion initiative, strengthened employability and access to dignified jobs. We engaged 18 queer-affirmative employers with 547 LGBTQ+ job seekers (250 queer men / 44 queer women / 83 trans men / 60 trans women / 110 non-binary persons).

Sensitization remained at the heart of this work, with 15 sessions for the hospitality sector across 6 states (493 participants), and workplace programs with 23 corporates reaching over 900 employees. Additionally, 9 performances of “Ek Madhavbaug” across 6 states sensitized 750 employees to lived realities of LGBTQ+ persons.

Together, Dolphin Tank and Saksham have expanded both entrepreneurial opportunities and corporate inclusion, enabling LGBTQ+ individuals to envision sustainable futures with dignity and independence.



Testimonials & Case Studies:

“My name is Dr. Rudra Bhasani, and I’m a physiotherapist based in Indore, Madhya Pradesh. As a trans man, I’ve faced many challenges—especially hiding my identity out of fear of violence and lack of family acceptance. Starting my own clinic allowed me to live and work authentically. With support from the Dolphin Tank initiative, I expanded my clinic space, doubled my patient capacity, and upgraded my equipment to offer better care. This support hasn’t just strengthened my business—it’s also empowered me personally. Today, I live a more confident, fulfilling life, both as a healthcare provider and as myself.”

“My name is Rayyan Monkey, a trans woman from Mumbai, and I’m pursuing a Master's degree in Film Making from Whistling Woods International. Without the support from The Humsafar Trust I wouldn’t have been able to take this course. As someone without the backing of my birth family, I’ve been relying solely on my own earnings, the support of my friends and chosen family, as well as scholarships and grants to make this dream a reality. HST’s and TRANScend support scholarship support under Bhavishya helped me overcome a significant financial hurdle which allowed me to focus on my studies and work towards my goal without being overwhelmed by financial stress. If I were to recommend this project to anyone in need of educational support, I’d say go for it. There are very few organizations out there truly dedicated to helping LGBTQI+ individuals pursue education, and HST is doing exceptional work in this area. Take this opportunity and cherish it—you are fortunate to be able to occupy that space, wherever you are.”





“ Dr. Sanvi Jethani (Transwoman engaged under TRANScend consultations, Nanded):

I received an invitation from The Humsafar Trust for a consultation themed on way forward to the NALSA vs. Union of India judgment on the account of its anniversary year. Before attending, even as a trans-community leader, our understanding of the judgment was limited, but the consultation helped us grasp the rights it guarantees and the real-world challenges in implementing them. The consultation opened our eyes to the gaps between policy and practice—especially around access to identity documents, healthcare, and government support. It also triggered a thought on what diverse roles CBOs and communities can play in bridging these gaps. I am grateful to TRANScend and the The Humsafar Trust team and all the resource persons involved, for equipping me to spread awareness and take action at the local level. I have been focused on making TG Cards more accessible and discussions engaged in here will support me in ensuring policies actually reach our community.

What makes us proud is being part of a larger effort to turn the NALSA judgment from paper to practice—toward dignity, opportunity, and justice for all trans persons.



Research

The ‘**Consortium for Advancing LGBTQ+ Health Research, Policy Engagement and Training**’ (CARET) is a collective bringing together researchers from The Humsafar Trust, Mumbai (Host Institution); the Postgraduate Institute of Medical Education and Research (PGIMER), Chandigarh; and the Tata Institute of Social Sciences (TISS), Mumbai; and other partner institutions such as Centre for Sexuality and Health Research and Policy (C-SHaRP). CARET is committed to improving LGBTQ+ health outcomes, addressing health disparities, contributing to effective and evidence-based health policies and programmes, and strengthening a new generation of skilled researchers equipped to conduct policy-relevant studies on LGBTQ+ health.

The primary goals of CARET are as follows:

- Conduct high-impact policy-relevant research, including development and evaluation of evidence-based interventions.
- Engage with policymakers to facilitate translation of research evidence into action.
- Build research capacity of next-generation researchers on LGBTQ+ health.



A national-level consultation on Gender-affirmative Medical Care for transgender persons was held in March 2025, involving 22 participants.

The Third National and First Asia-Pacific Conference on LGBTQI+

Held at the Postgraduate Institute of Medical Education and Research (PGIMER) in Chandigarh, India, from September 26-28, 2024, the Third National and First Asia-Pacific Conference on LGBTQI+ Health marked a pivotal event in the advancement of LGBTQI+ health within India and the broader Asia-Pacific region. This hybrid conference, featuring 14 in-depth sessions, brought together 182 in-person attendees and several virtual participants who engaged through live-streamed proceedings. The event served as a crucial platform for collaboration among regional stakeholders, policymakers, researchers, healthcare providers, and community advocates, aiming to foster an inclusive approach to healthcare that addresses the unique needs of LGBTQI+ populations across Asia-Pacific.

This conference was co-organised by the PGIMER, The Humsafar Trust and C-SHaRP, with support from UNDP and UNAIDS, and in collaboration with the Ministry of Social Justice and Empowerment (MoSJE). Other supporters and collaborators include DBT/Wellcome Trust India Alliance, Mariwala Health Initiative, Integrated Network for Sexual Minorities (INFOSEM), National Network of Transgender Persons, APCOM, Youth Voices Count, CHIAS, Equal Asia foundation and University of Toronto.

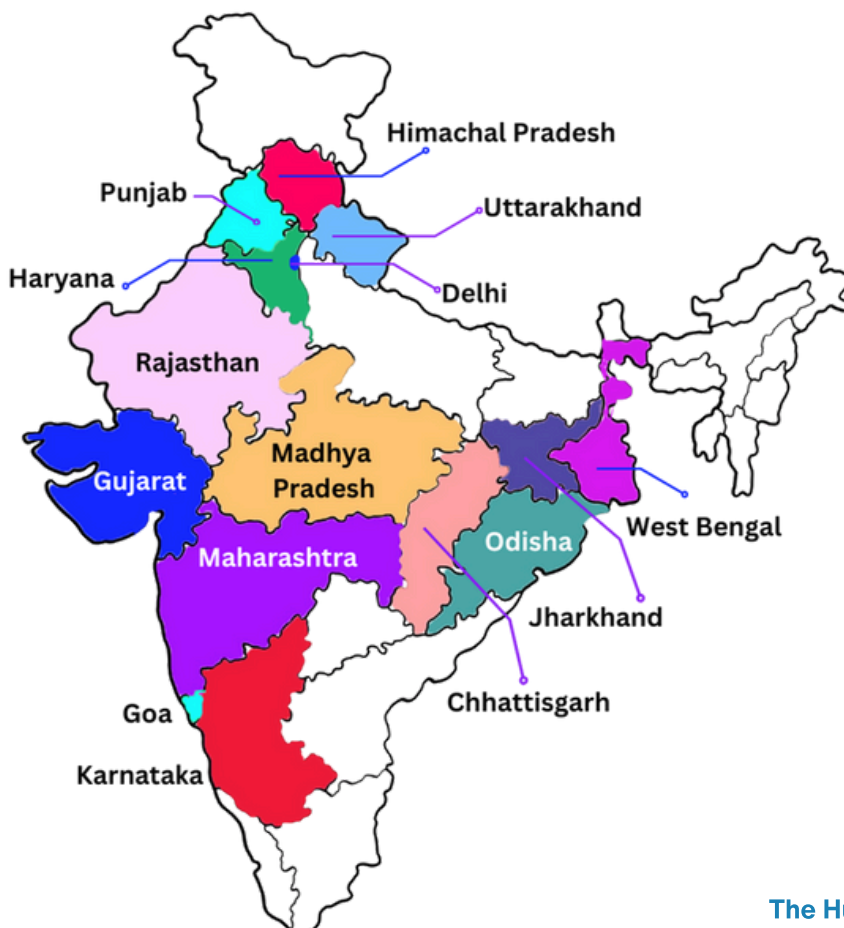


Capacity Building

C-19 KP Grant

As a key partner in the Global Fund supported C19 RM KP Grant, The Humsafar Trust (HST) continues to play a leading role in advancing community-based responses that strengthen health and social equity for key populations across India. With its deep-rooted experience as the country's first community-based organization working with LGBTQ+ communities, HST has been instrumental in empowering CBOs, building resilient support networks, and addressing barriers that hinder access to HIV and related health services.

Under this grant, HST collaborates with Plan India, the Principal Recipient, which brings expertise in program management, child rights, and gender equity. Together, the partnership ensures that community voices remain at the center of the response, linking grassroots realities with national-level health priorities. Through this collaboration, the program has successfully supported community-led organizations of MSM, TG, and FSW networks across multiple states, laying pathways for sustainable, inclusive, and rights-based health interventions.



Phase- I

In first Phase of the program which functioned between December, 2023 to August, 2024 the grant supported 24 CBOs (14 MSM/TG and 8 FSWs CBOs.) spanning over 15 States.

List of major projects/initiatives completed:

SSR Level activities

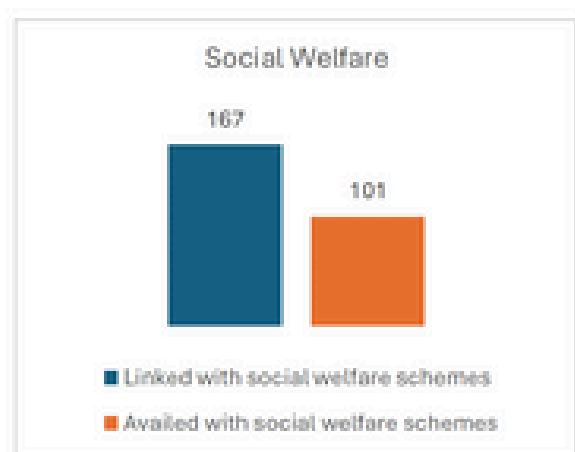
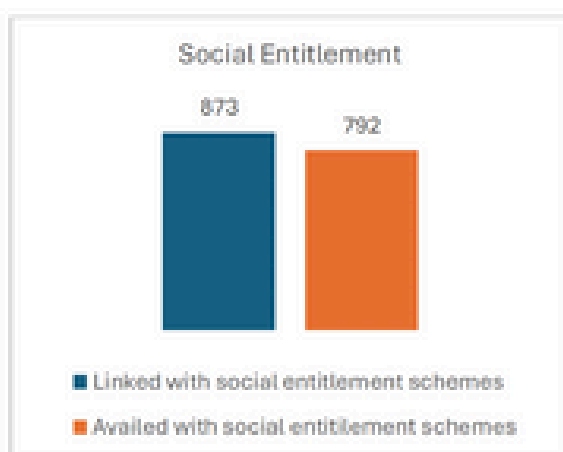
- Formation & Registration of CBOs
- 8 FSW & 3 MSM CBOs transitioned from informal groups to legally registered entities.
- 11 CBOs supported in obtaining 12A, 80G, 3 CBOs for CSR certificate, and
- Darpan (NITI Aayog) registrations; support also provided for renewals of 12A and 80G.
- Support Group & Sensitization Meetings.
- HIV Testing , ART & STI & TB Linkages, SRHR Services, NCDs.
- Social Entitlements and Social Welfare support.

SR Level Activities

- One day consultation was held in Mumbai with Cis-Gender (MSM) community on the social, legal and economical barriers and strategies to resolve issues. 40 Community members attended this consultation.
- Two trainings were organised in Delhi for CBO's and the training dwelled on topics like Legal Rights, Access to Justice, Issues of Discrimination, Social Entitlement and Skill Development Schemes etc.
- Formation & Registration of Azad Titliyaan - an FSW network of 10 CBOs.



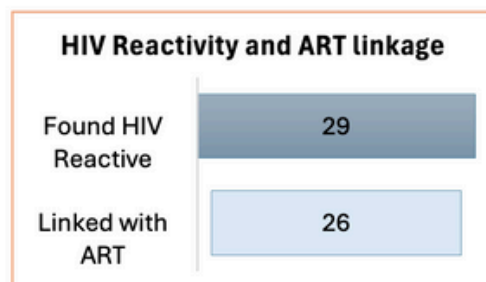
Social Protection and safety-nets



Phase-II

In the second phase of the program which ran between February, 2025 to July-2025. The grant supported 18 CBOs, out of which 8 were FSW CBOs and 10 are MSM/TG CBOs which are located over 13 States.

HIV Services



Activities Completed in 2nd phase

SSR Level activities:

- Support Group & Sensitisation Meetings.
- HIV & STI Testing , ART Linkages , SRHR Services & NCD service, Hepatitis B, Hepatitis C and TB screening.
- Social Entitlements and Social Welfare support.

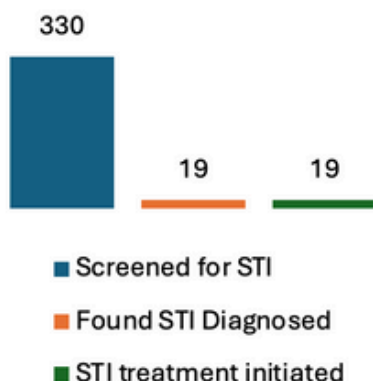
Indicator	Number	%
Screened for HIV	2316	—
Found HIV Reactive	29	1.25% of screened
Linked with ART	26	89.7% of reactive

Health Services Delivered (April'24-March'25)

Screened for HIV	2316
Found HIV Reactive	29
Linked with ART	26
Screened for STI	330
Found STI Diagnosed	19
STI treatment initiated	19
Screened for TB	285
Found TB Diagnosed	2
TB treatment initiated	2
Tested for Hep. B	22
Hep. B positive	0
Tested for Hep. C	18
Hep. C Positive	1
Referred for SRHR Services	725
Availed SRHR Services	714
Referred for NCD Services	446
Availed NCD Services	426

Note: Hep. B & C, TB are introduced in Phase-II only. SRHR and STI both are recorded in SRHR during Phase-I but in Phase-II w have separate indicators for SRHR and STI.

STI Services



Indicator	Number	%
Screened for STI	330	--
Found STI Diagnosed	19	5.8% of screened
STI Treatment completed	19	100% of diagnosed

SRHR Services



Indicator	Number	%
Referred for SRHR Services	725	--
Aailed SRHR Services	714	98.5% uptake

NCD Services



Indicator	Number	%
Referred for NCD Services	446	--
Aailed NCD Services	426	95.5% uptake

Other Health Services:

Indicator	Number	%
Screened for TB	285	--
Found TB Diagnosed	2	0.7% of screened
Linked with ATT	2	100% of diagnosed
Tested for Hep. B	22	--
Hep. B Positive	0	--
Tested for Hep. C	18	--
Hep. C Positive	1	5.6% of tested

C19 RM

The Global Fund to Fight AIDS, Tuberculosis and Malaria (GFATM) has entrusted SAATHII to implement the project COVID-19 Response Mechanism (C19RM), that focuses on key populations. The project aims to reach nearly 58,000 individuals from the FSW (Female Sex Workers), MSM (Men who have Sex with Men), and TG (Transgender) communities by facilitating access to identity cards, bank accounts, and linkages to social welfare schemes. The project is being implemented through three Sub-Recipients (SRs), including The Humsafar Trust (HST) and other FSW network organizations. Additionally, the project works in close coordination with the Ministry of Health and Family Welfare, the National AIDS Control Organization (NACO), State AIDS Control Societies (SACS), and various central and state government departments to seek support for linking the community with social welfare schemes and essential services.

The following are the list of collaborations with State level CBOs working with MSM and TG community.

- 1.Amitie Trust, Hooghly, West Bengal,
- 2.Infocem, Hyderabad, Telangana
- 3.Payana, Bangalore, Karnataka
- 4.Sarathi Trust, Nagpur, Maharashtra,

5. Baseara Samajik Sanstha, Noida Uttar Pradesh
- 6.Pahal Foundation, Faridabad, Haryana
- 7.Manasa Foundation, Ludhiana, Punjab,
- 8.Triveni Samajik Vikas Sanstha, Mumbai, Maharashtra,
- 9.Kinnar Asmita, Thane, Mumbai Maharashtra
10. Lakshya Trust, Vadodara, Gujarat
11. Sahodaran, Chennai, Tamil Nadu
12. Kolkata Rista, Kolkata, West Bengal.
13. Maa Majhigauri CBO, Raygada, Odisha

Key Metrics

Each Sub-Sub Recipient (SSR) has a team of 4 staff members, and a total of 80 Community Facilitators (CFs) who have been trained to implement the program. Additionally, around 70 state-level staff at the SSR level and 1,440 trained community members are engaged as Community Facilitators to support program implementation.



Case Study-1

Empowering Transgender Individuals through Social Protection Schemes –

Payana Project

Beneficiary Name: Savithri M

Age: *[not provided]*

Location: Bengaluru District, Karnataka

Background:

Savithri M, a transgender individual from Bengaluru district, had limited awareness of the government schemes available for her community. Despite her desire to access welfare benefits, she had not been informed about crucial state government schemes, such as the Gruha Lakshmi Scheme, which provides financial support to eligible citizens. Living in a marginalized community, Savithri faced barriers in navigating government processes and lacked the guidance to apply for these services.

Challenges:

Savithri's primary challenge was the lack of awareness about the social protection schemes available to her. As a member of the transgender community, she was unaware of the benefits and schemes that could significantly improve her financial situation. Without the necessary knowledge or support, Savithri struggled to access these entitlements.

Intervention by Payana's Social Protection Project:

In July, Savithri met Aishwarya, a Community Facilitator working under the Payana Social Protection Project, who informed her about the various state government schemes, including the Gruha Lakshmi Scheme. This scheme, designed to offer financial assistance to eligible individuals, was something Savithri had never heard of before. With Aishwarya's guidance, Savithri was able to apply for the Gruha Lakshmi Scheme, which provided direct financial support to eligible women and transgender individuals.

Over the next few months, Aishwarya assisted Savithri with the application process, ensuring that all required documentation was in order. After a six-month wait, Savithri received a total of ₹6,000 for three months, a significant amount that greatly improved her financial stability.

Impact:

Receiving the payment from the Gruha Lakshmi Scheme had a profound impact on Savithri's life. The ₹6,000 provided her with much-needed financial relief, which she could use for essential needs and improve her living conditions. Savithri expressed immense happiness and gratitude for the support she received through the scheme, which she had previously been unaware of.



Through this experience, Savithri's awareness of the available social protection schemes has increased, and she now feels more empowered to access government services in the future. Moreover, her story serves as a powerful example of how the Payana Social Protection Project is bridging the gap between marginalized communities and the government services designed to support them.

Conclusion:

Savithri's case highlights the importance of awareness and guidance in helping marginalized individuals access essential government services. The intervention by Aishwarya, the Community Facilitator, played a crucial role in ensuring Savithri's successful application for the Gruha Lakshmi Scheme. This case not only illustrates the success of the Payana project in connecting communities to vital services but also underscores the need for continued outreach to ensure that all individuals, especially those from marginalized communities, benefit from social protection schemes that are rightfully theirs.



Case Study -2

From Exclusion to Empowerment: Janu Shaik's Journey to Recognition through the C-19 RM Project.

Background:

Janu Shaik, a 37-year-old transgender woman from Jagityal, Telangana, faced lifelong stigma, rejection, and lack of support. Forced to leave home, she lived without essential ID documents like Aadhaar or a ration card, making her ineligible for welfare schemes and food subsidies.

Challenge:

Janu's absence of documentation, especially a ration card, excluded her from vital entitlements under both general and transgender-specific quotas.

Intervention:

Under the C-19 RM Project (INFOCEM), she was identified as a priority case: CF Shivakumar engaged with Janu and understood her needs. The team, with Project Director Mahesh and support from MRO and DWO, facilitated documentation. With no prior ID, a gazette officer's signature enabled ration card processing under the transgender quota.

Her application was submitted on 16 May 2025, and the ration card issued by 28 May 2025.



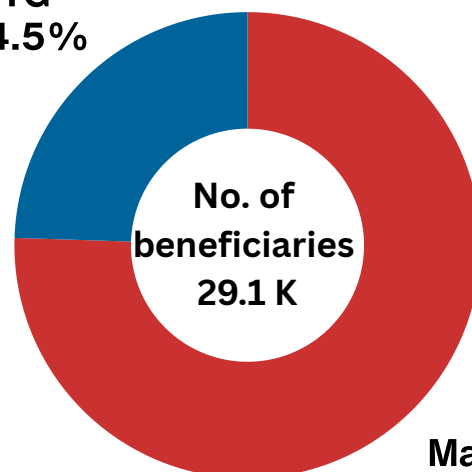
Impact:

Janu began receiving 30 kg subsidized rice monthly from June 2025.

She expressed emotional relief and gratitude, saying it was her first step toward recognition and dignity.

Inspired by the support, she now wishes to assist others in accessing government schemes.

TG
24.5%



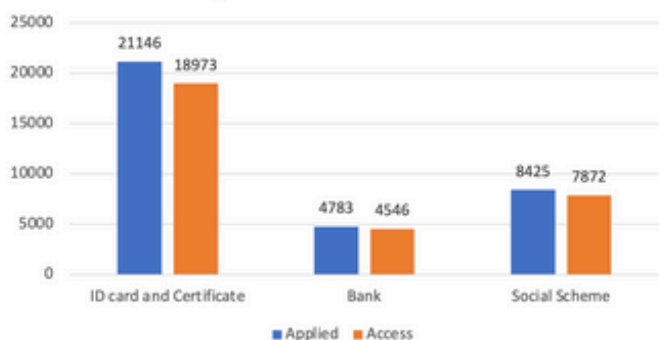
Male
75.5%

Total 29109 MSM and TG are the individuals who have been received the services.
632 Active CF who provide minimum 1 services after training.

No. of services during April-24 to March-25

Services	Applied	Access	(%)
ID card and Certificate	21146	18973	89.72
Bank	4783	4546	95.04
Social Scheme	8425	7872	93.44
Total	34354	31391	91.38

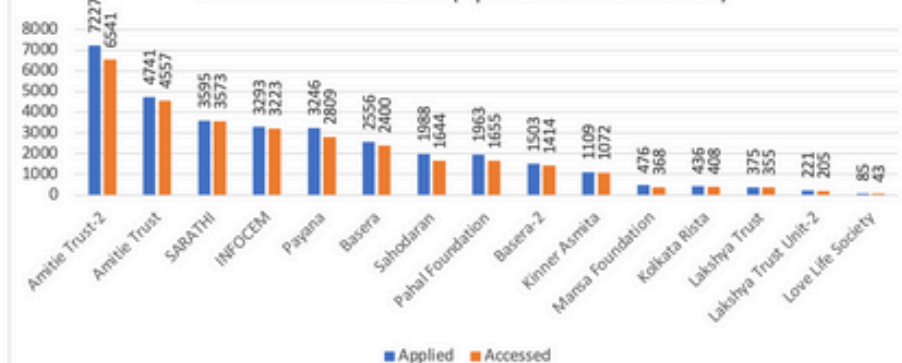
April-2024 to March 2025



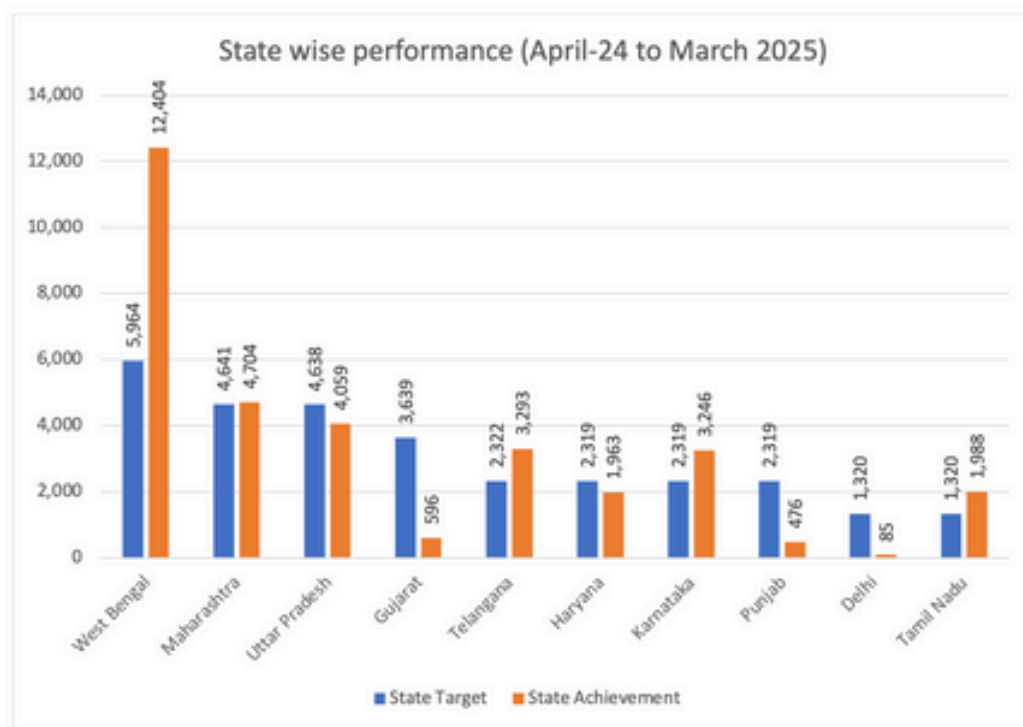
That total target was 38,360 for the year.

For the 2025-26 Year We have target of 32,004 Service provide to MSM and TG community through 12 SSRs partner.

SSR wist Performance (April-24 to March 2025)



SSRs	Applied To...	Accessed Total	Due	% Applied	% of Accessed
Amitie Trust-2	7,227	6,541	686	311%	281.7
Amitie Trust	4,741	4,557	184	204%	196.25
SARATHI	3,595	3,573	22	155%	153.88
INFOCEM	3,293	3,223	70	142%	138.8
Payana	3,246	2,809	437	140%	121.13
Basera	2,556	2,400	156	110%	103.49
Sahodaran	1,988	1,644	344	151%	124.55
Pahal Foundation	1,963	1,655	308	85%	71.37
Basera-2	1,503	1,414	89	65%	60.97
Kinner Asmita	1,109	1,072	37	48%	46.23
Mansa Foundati...	476	368	108	21%	15.87
Kolkata Riota	436	408	28	33%	30.91
Lakshya Trust	375	355	20	16%	15.31
Lakshya Trust U...	221	205	16	17%	15.53
Love Life Society	85	43	42	6%	3.26



Outreach activities

The team has provided technical support to the SSRs on how to achieve targets, assisted them in developing their micro plans, and guided them on effectively using online platforms. They were further supported in identifying and listing various government schemes relevant to the community's background and needs.

Program and Advocacy Officers, along with the core team from HST, regularly visit the SSRs to validate the services against the Standard Operating Procedures (SOPs). These visits include reviewing whether appropriate documentation is maintained, and conducting discussions with Community Facilitators (CFs) and beneficiaries to understand the quality and impact of services on their lives. HST also supports the SSR teams in conducting sensitisation meetings with welfare departments, especially when the SSR teams face challenges in reaching out to them. Additionally, HST provides training to both SSR staff and CFs on project SOPs and the various documentation protocols required at the SSR level. The team regularly reviews and monitors the performance of SSRs to ensure effective implementation of the program.

Community engagement events

Under this programme, which covers a vast geographical area, we have worked not only with registered entities but also extended opportunities to informal community groups and individuals. Community members who were willing to contribute were encouraged to nominate individuals from their own networks to serve as Community Facilitators (CFs) under the programme. The SSRs identified CFs from various regions and trained them on social protection mechanisms.

The CFs were responsible for reaching out to community members, educating them, and facilitating access to essential services such as obtaining identity cards and opening bank accounts, based on individual needs. In total, 80 Community Facilitators were selected by each SSR.

CFs serve as the backbone of grassroots outreach, and their training is crucial to ensure that accurate information and services reach the community effectively. Our overall target is to train 1,440 CFs across 18 SSRs, plus an additional 208 newly approved CFs, making a total of 1,648 CFs to be trained under the C19RM Project. So far, we have successfully trained 1,375 CFs.



Qualitative Impact:

The Community Facilitator (CF) trainings not only equipped participants with technical knowledge on accessing social protection schemes, HIV prevention, and documentation processes but also empowered them as grassroots community leaders. These trainings helped build local capacity and fostered ownership within the community, enabling CFs to act as trusted agents of change. While challenges were encountered—such as a few CFs became inactive—the programme demonstrated adaptability, by implementing innovative strategies, which included the reallocation of responsibilities and the replacement of inactive CFs. These timely interventions helped maintain the programme's momentum and ensured continued service delivery. As a result of increased awareness and support, community members have started actively using their bank accounts and are now beginning to save money, recognising the importance of financial security for their future—especially during ageing. Enrolment in various health insurance schemes has also enabled them to access medical claims during health emergencies, significantly improving their resilience and access to essential healthcare services.

Testimonials from Beneficiaries

- *“The schemes have helped me rebuild my confidence. I feel seen and valued for the first time.”*— Sania
- *“There are many like us who still don’t know these services exist. We want more of our community to benefit and live with dignity.”*— Heena
- *“I never thought I would be able to get a Voter ID or bank account. But through the CF’s help, I got everything. Now I feel like I truly belong in society.”*— Malar
- *“The WDC loan helped me start a small tailoring business. I can now earn independently. I am so grateful for this support.”*— Renuka
- *“CFs treated us with respect and listened to our problems. They didn’t just guide us—they stood with us.”*— Pavithra
- *“We want this project to continue and grow. There are so many more trans and MSM individuals who haven’t been reached yet. The need this help too.”*— Supriya
- *“Earlier I was scared to go to government offices. Now I go with confidence because I understand the process—and I know someone has my back.”*— Aishu







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