



2023 Annual Report

Flash Our True Colors



Editorial Note

In 2023, our association experienced a remarkable expansion. The number of our activities doubled, and we welcomed a much more diverse public during our events. Also, many new activists joined us.

Our participative approach has been enriched by a strategy including internal training, which has allowed our members to better take charge of our projects and continue on together.

Raising awareness has been at the centre of our efforts, with the development of our radio show, interventions in schools, and even conferences. Increasing our opportunities to raise awareness, along with a redo of our communication strategies, have amplified visibility of our association and our projects.

In addition, this year we saw the start of many collaborations with organisations from all over the region, for the Pride March, the Festival, and our other axes.

Our anti-discriminative approach has been enlarged, and has become more inclusive, participative and democratic.

We would like to thank all our our activists for their efforts.

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Acknowledgements

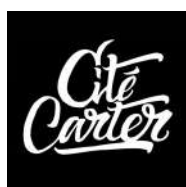


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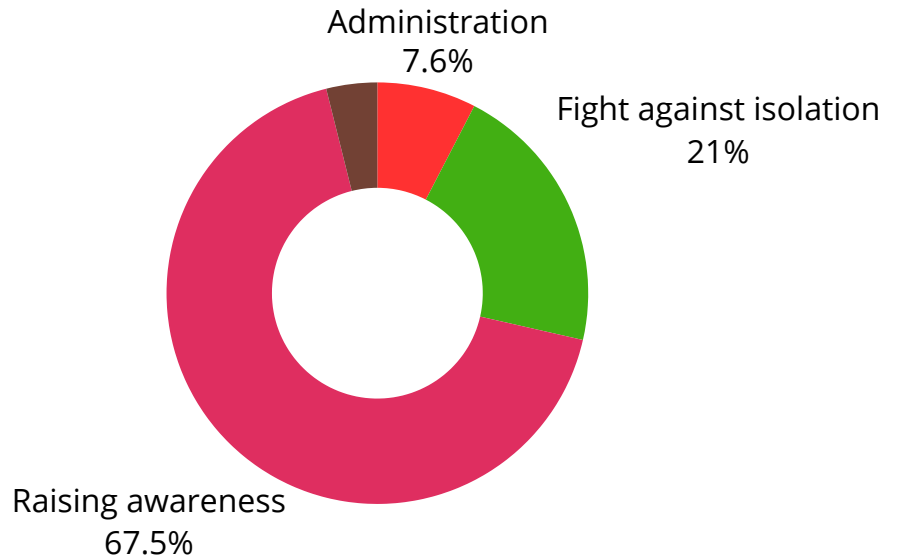
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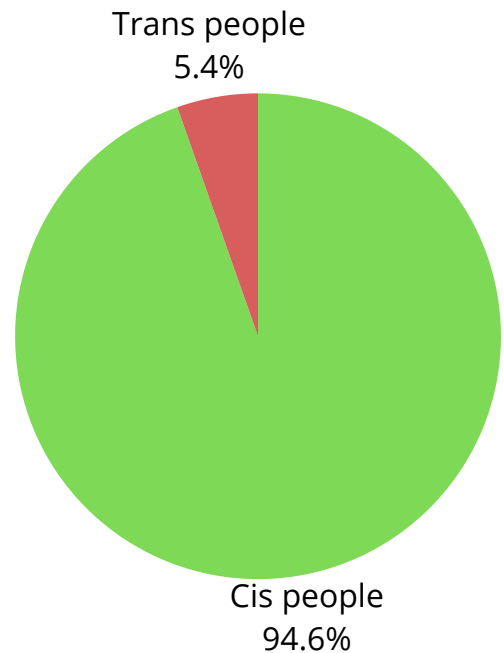
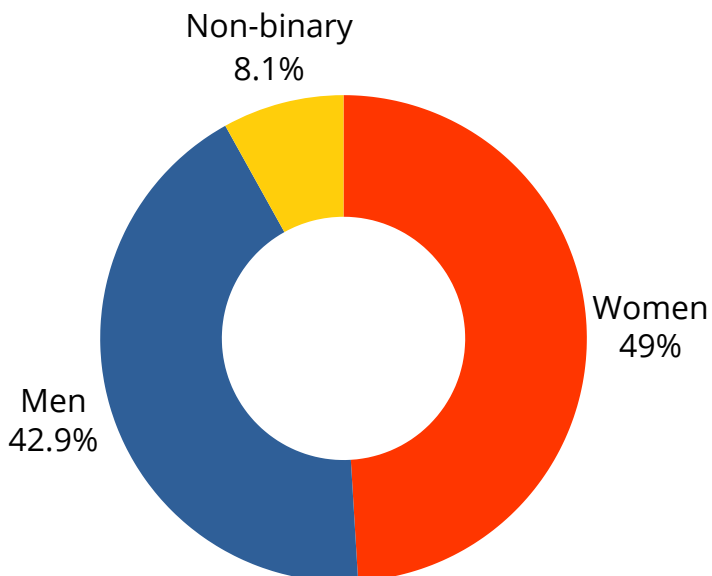
Page 34 **Thanks to our volunteers**

Introduction to our Actions

In 2023, Flash Our True Colors held **64 actions** which welcomed **3505 people**. To ease the understanding of these events, we have categorized them into the 9 axes of the association. The Festival and Pride March are not included in these statistics.



The communities that participated in the events are classed as **woman, man or non-binary**, but also as identifying as **cisgender or transgender**. These two elements are part of our evaluation criteria, and are presented as graphs in each part of the report. The colour code remains the same throughout.



Administration

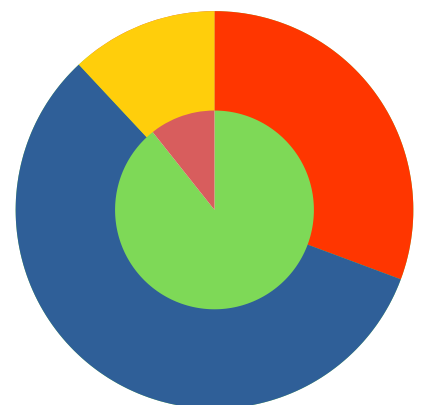
OUR MISSION

- Fight against discriminations, especially those related to gender identity and sexual orientation.
- Recognize the dignity of LGBTQIA+ people and raise awareness around the problems they face as a result of discriminations.
- Foster social activities, meeting others and discussions.
- Support and guide.
- Foster actions to inform about and promote the history of LGBTQIA+ struggles and LGBTQIA+ cultural heritage.



MEMBERS

In 2023, our association had **103 members**, half of whom have contributed to Flash Our True Colors' projects this year. Amongst our members, there are **35 women, 60 men and 8 non-binary people**, including 11 trans people.



FLASH MOMENTS

The administrative council is responsible for many administrative tasks, but we also organize Flash Moments. These are **development meetings that allow members to discuss their needs and to plan how the association can respond to those needs**. This fosters discussion and diverse points of view in the construction of projects. They also allow us to include and value everyone's thoughts and opinions.

This year, we had **11 Flash Moments** with a total of **251 people** (77 women, 144 men and 30 non-binary people). There were **19 trans people**, and an **average of 23 people** per event. This is **triple** what we observed in 2022.



GENERAL ASSEMBLY

The general assembly happened in the first trimester of the year, and allowed us to renew our governance. The results of the vote gave us a greater number of administrators, meaning that some of these administrators also took on specific missions linked to those of our association. We were happy to see that the administrative council and the bureau were representative of the diversity which is found within our association, both in terms of origin and gender. **19 people were present** (7 women, 9 men and 3 non-binary people) including **3 trans people**.



ACCREDITATIONS

This year, our association took the steps to be **recognized as being of general interest**. This permits us to give a tax reduction to those who donate to us. We hope to eventually diversify our financial sources.

GROUPS AND PARTICIPATION

This year, the association was represented during several instances and reflection or organisational groupes, such as the **Conseil Local de Santé Mentale**, the **Observatoire Amiénois de Lutte contre les Discriminations**, and the **Comité Opérationnel de Lutte contre le Racisme et l'Antisémitisme et la Haine anti-LGBT** of the DILCRAH.

As time goes on, our association collaborates with more and more associations from many different horizons and subjects. Pushed by the desire to **learn more about the associative network in Amiens and the inter-associative**, one of our members was elected to become an administrator of the **Maison des Associations d'Amiens Métropole**.

JUSTICE

About two years ago, our association was a victim of **theft by the old presidency**, who, after a change in governance, refused to hand over to the new administrators the access to the bank account, administrative documents, and **more than €3000**.

Due to this situation, our association took steps towards justice. Although this has been difficult for our administration, **we have now been successful**, and we come out of this reinforced by the idea that we must orient the association in the direction of democracy and auto-administration. We sincerely regret this **prejudice and the impact it has had on the communities we accompany**. A big thank you to the referent administrator who obtained justice for Flash Our True Colors.

REGULATION

Our governance, destabilized by the difficult ordeals we have been through in the past year, it was important for us to redefine our way of functioning and to participate in **regulation**. Following the proposition of a member, regulation sessions were put in place for administrators of the association and certain active members, supervised by a volunteer mental health practitioner.

These privileged moments gave us the opportunity to reinforce our bonds and get to know each other better. **5 regulation** sessions were held.

Communication

RENCONTRES TÉLÉSPECTATEUR·RICE·S

We had the opportunity to participate in an event called les Rencontres Téléspectateur·rice·s : an exchange about the representation of diversity in the content of France Télévision. Our activists brought their lived experience to several round tables concerning the **representation in media** of LGBTQIA+ people, social and ethnic origins, as well as gender equality.



SOCIAL MEDIA

The association has put in place this year a communication strategy with the goal of **better communicating about our existence and actions**. This strategy, as well as a more recurring communication allowed for a nice progression on all of our social media platforms, which has ipositively influenced the attendance of our events.



1646
followers

2022

1797
followers

2023

+9%



536
followers

808
followers

+51%



70
followers

103
followers

+47%



3
followers

28
followers

+833%



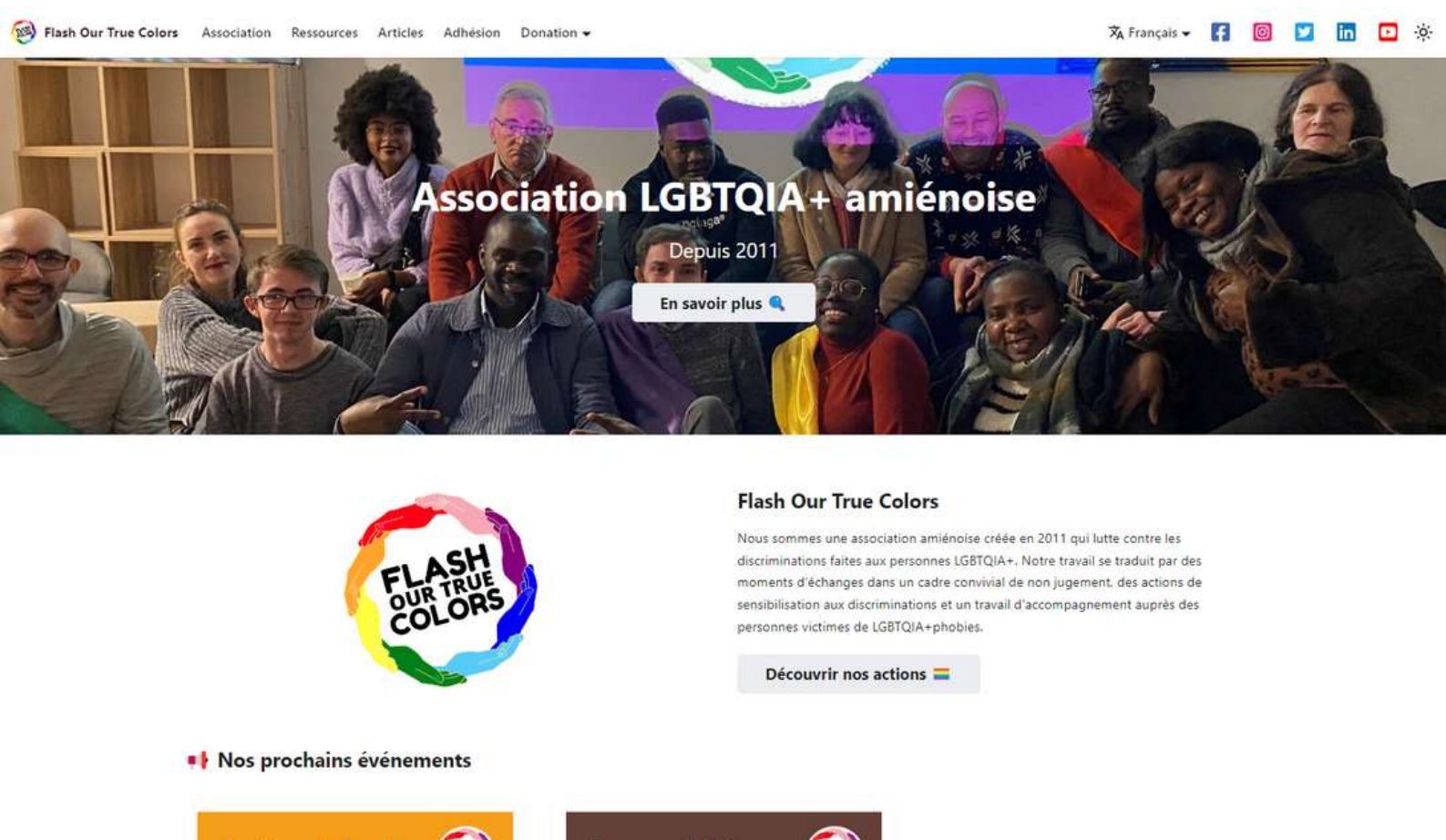
33
followers

55
followers

+67%

WEBSITE

Initiated by one of our members, a **redo of our website** was completed. This redo, graphic but also functional, was done to make the site more ergonomic, accessible, and adapted to the association's needs.



Amongst the notable changes:

- **upcoming events** are now displayed on the homepage of the website.
- the site is **entirely translated into english**, making it completely accessible to the anglophone people we accompany.
- the creation of an **Association section that explains what we do**, the association's history, our actions and projects.
- the improvement of the **Ressources section**, in addition to keeping the existing documentation on gender and sexuality, a lexicon was added to permit people to stay informed via up-to-date content.

This redo was **very beneficial for the search engine optimization** of the site, which was viewed **17647 times this year**, compared to 8210 times in 2022.

+115%

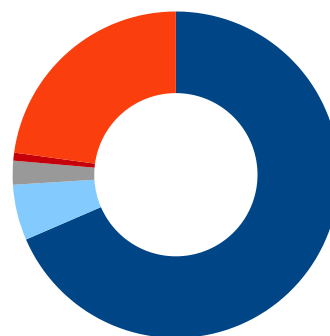
COMMUNITY CONTACTS



Contacts by e-mail (393)

- Requests for internship (7)
- Requests for partnership (15)
- Requests for academic research (13)
- Project propositions (13)
- Requests for interventions (20)
- Emails from social workers (7)
- Emails from lawyers (9)
- Emails from businesses (18)
- Requests for information (164)
- Requests for help (127) :

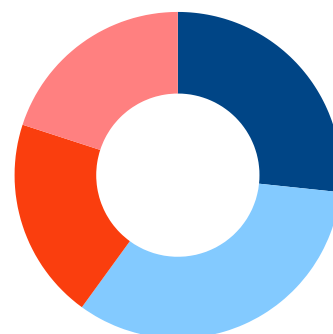
Gay men 87 ■ Trans men 7 ■ Questioning men 3 ■
Bi women 1 ■ Lesbian women 29 ■



Contacts on social media (94)

- Requests for interventions (2)
- Requests from journalists (4)
- International requests for help (2)
- Thanks (7)
- Requests for academic research (3)
- Requests for information (62)
- Requests for help (15) :

Gay men 4 ■ Trans men 5 ■
Lesbian women 3 ■ Trans women 3 ■



Contacts by phone (185)

- Requests for an action (21)
- Calls from social services (12)
- Calls from associations (38)
- Calls from lawyers (9)

- Calls from journalists (16)
- Calls from the University (5)
- Requests for information (84)

Requests for help by phone are to be found in the accompaniment by phone report.

Fight against isolation

We have diversified our events to fight against isolation and respond to the needs of different publics.

NO-JUDGMENT APEROS

The no-judgement aperos are happy hours where people are welcomed as they are. These events allow for making new connections, creating friendships, and fighting against the social isolation that many LGBTQIA+ individuals experience. These events also allow people to discover our association's work easily. In 2023, we held **11 aperos**, attended by **522 people** (181 women, 284 men and 57 non-binary people). We welcomed **51 trans people**. These events allowed **90 people to discover the association**. Attendance has **doubled compared to 2022**.



SPECIAL APEROS

Normally, our no-judgment aperos take place on the last Monday of each month except in December. However, this year we wanted to get together for various other reasons, so we organized additional events to play board games and sing karaoke. We held **3 special aperos** which were attended by **150 people** (60 women, 75 men and 15 non-binary people). We welcomed **13 trans people**.



DISCUSSION GROUP

At the initiative of one of our members, a discussion group was created to reflect on women's discrimination. This was a women-only group, and allowed us to bring together voices from different associations, generations, and cultures. This event was attended by **6 women**.



CULTURAL OUTING

Due to our partnership with the Amiens International Film festival, and a gay rom-com programme, **we organised an outing** to the cinema. This event invited our members to benefit from the local cultural propositions and to discover cultural places in Amiens. We welcomed **14 people** (3 women, 10 men and 1 non-binary person) including no trans people.



ARTISTIC WORKSHOPS

During our work with the Conseil Local de Santé Mentale, we contributed to the events of the Semaines d'Information en Santé Mentale (Mental Health Information Weeks). We proposed **2 physical expression workshops** to give people the opportunity to come into contact with their body and self-image, in a welcoming environment. We welcomed **23 people** (11 women, 8 men and 4 non-binary people). Amongst these people we had **3 trans people** and 5 people discovered the association through these workshops.



Raising Awareness

ASSOCIATIVE FAIRS

Fairs are a special occasion to meet the public in Amiens (and elsewhere), to introduce our association and raise awareness about LGBTQIA+phobia. Our militants were particularly mobilized during these events this year, including the **Journée d'Accueil des Étudiant·e·s** (student welcoming day), May 1st, and **AGORA**. These events allowed us to **create links with the people who solicited our association** and/or who are today amongst our militants. We would like to thank the organizers of the fairs for inviting us.



We participated in **11 fairs** in 2023, mostly **associative events or in schools**. We met **2051 people** (1163 women, 752 men and 136 non-binary people). Amongst these people there were **86 trans people** and 1432 people discovered the association through these fairs. Compared to 2022, we participated in 4 times more fairs this year and met 10 times more people.

CONFERENCES

This year our association had the opportunity to participate in **3 conferences**, largely within the **Jeudis Citoyenneté** (Citizenship Thursdays), organized by the City of Amiens. During these, we intervened on subjects such as sexual orientation, gender identity, welcoming LGBT migrants, and inclusion.

We met **140 people** (62 women, 68 men and 10 non-binary people). Amongst these people there were **18 trans people** and 103 people discovered the association through these events.



IN SCHOOLS

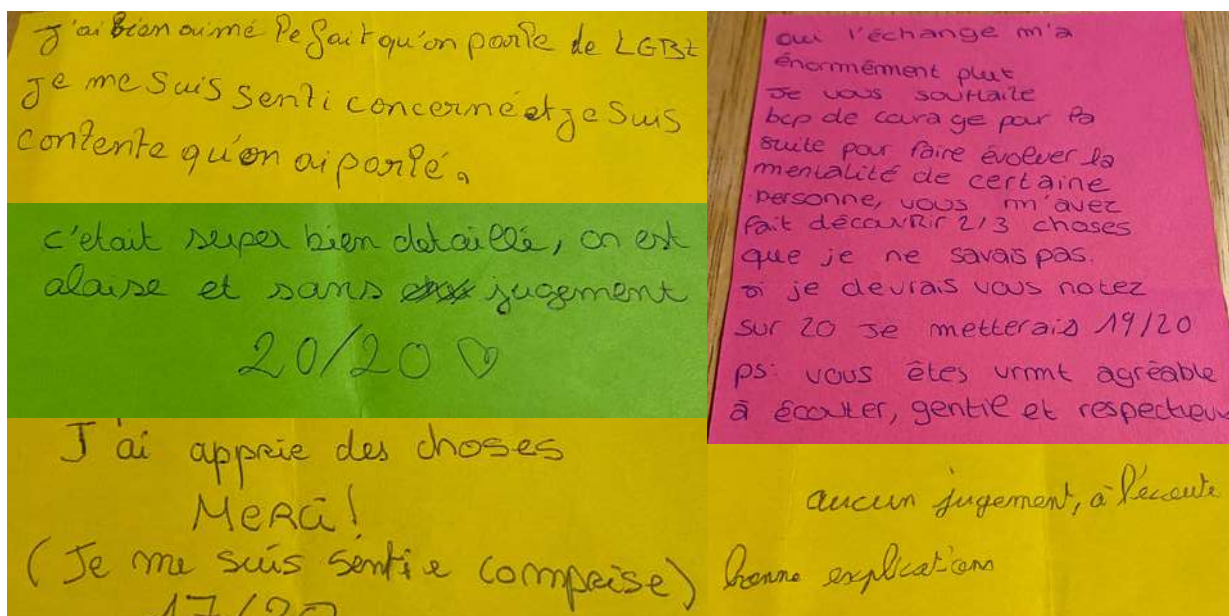
In 2023, we were able to bring a project to life that has been an idea in our association for a long time: **intervening in school settings**.

The subject wasn't simple, and was very serious, especially because we find it very important that these interventions reflect us and our values: non-judgment, intersectionality, and empowerment. This project was a real challenge for our team, who had to be trained to work with kids in schools, especially via **popular education methods** and the conception of activities for our interventions, all while creating a real dynamic between our volunteers.

We did **12 interventions** in **3 schools**. In total, we worked with **197 students** (101 women, 93 men and 3 non-binary people) including no trans people regarding discrimination in 2023. Several interventions are already planned for 2024.

Also, 5 of our associative salons have taken place in schools or for school publics. We met 863 students during these times, bringing the **total number of students met to 1060**.

Here are some examples of anonymous feedback from students:



VIDEOS

This year our association published **8 videos** on our YouTube channel or on social media. Overall, the videos have **2608 views** this year, compared to 1651 views in 2022.

Videos from previous years have gained **571 views** and our videos have been watched **67 hours** in 2023, compared to 28 hours in 2022.



Teaser - Festival Hauts en Couleurs 2023

Published
30 April 2023
120 views

A teaser for the 2023 edition of our LGBTQIA+ festival for May 17th. Cinema debates, workshops, concerts and activist moments. .



Discours Lille Pride 2023

Published
28 May 2023
454 views

Our speech at Lille Pride: an opportunity for us to let people know about our militancy and fights, in front of 25 000 people.



Retour sur le festival Hauts en Couleur 2023

Published
9 June 2023
173 views

A look back on the Haut en Couleur Festival: a week full of propositions surrounding LGBTQIA+ people and their place in our societies.



Pique-nique sans jugement - Carmen

Published
5 July 2023
70 views

A report made by the association Carmen on our no-judgment aperos. We thank them!



Cinquième Marche des Fiertés d'Amiens - Carmen

Published
18 July 2023
189 views

Video about the 2023 Amiens Pride March made by the association Carmen, thank you to them!



Marche des Fiertés d'Amiens 2023

Published
22 July 2023
613 views

A look back on the Amiens Pride March that took place on Saturday 1 July 2023. A fantastic time together.



Migrant·e·s LGBT, Fuir pour Exister Épisode 4

Published
15 November 2023
229 views

For this 4th episode of our series Migrant·e·s LGBT, Fuir pour Exister, we want to thank our member Traoré for sharing his story.



Flash Our True Colors en 2023

Published
29 December 2023
189 views

Our year-end video that combines all the big associative moments. Many moments spent together, many emotions again this year.







GRAPHIC NOVEL

In 2014, our association had the opportunity to edit a graphic novel concerning LGBTQIA+ themes. Last year, we edited this work to correct the terminology due to the fact that terminology has changes a lot since its initial publication. So we were able to update the terminology to replace terms now considered stigmatizing.



25 copies of this work were reprinted in 2023 so it could be **given** to schools and universities, and could be given out as prizes. It has never been for sale, as the original volunteer creators had wanted.

QUIZZES

QUIZ	Number of uses	# correct answers
 Quiz ? Culture LGBTQIA+	27	3/10
 Quiz ? Culture Lesbienne	3	4/10
 Quiz ? Culture Gay	9	7/10
 Quiz ? Culture Bi	12	4/10
 Quiz ? Culture Trans'	12	5/10
 Quiz ? LGBTQIA+ International	7 uses	7/10
Total / average	70	5/10

The online quizzes developed in 2022 are games that are used as **icebreakers at associative fairs**. They allow us to raise awareness in a fun way and give an immediate score. We analyse the responses to **better understand the differences in awareness of different communities** designated in the LGBTQIA+ acronym.

In 2023 they were **used 70 times**, compared to 186 times in 2022. This descent can be explained by less use of the quizzes poster during associative fairs due to the creation of new posters that we displayed as a priority.

However, the **average of 5/10 is the same** as last year, which confirms the previous tendencies.

ONDES EN COULEURS

In partnership with **Radio Campus Amiens**, we have developed our own radio program, called “**Ondes en Couleurs**”.



Starting in March, we recorded an episode each month, once a month, that are aired the last tuesday of each month at 5PM on Radio Campus Amiens (87.7), **dedicated to queer themes, news topics, LGBTQIA+ history or culture from here and abroad.** We created it to be participative, the subjects come from our activists, who discuss their journeys and knowledge, but also other organisations we have met.

In total, **17 people** spoke in our episodes. Once each episode is aired, we **upload it to our Soundcloud account so as to continue the moment in time** so everyone can listen to it at any time.

The episodes are only available in French.

Number	Name of episode	Number of listens
1	Journée de visibilité des personnes trans	51
2	Témoignages de personnes migrantes LGBTQIA+ d'Afrique	79
3	Le drag : un combat artistique	42
4	Marches des Fiertés : Un pas vers l'égalité?	27
5	Rencontre entre associations LGBTQIA+ de Picardie – Partie 1	47
6	Rencontre entre associations LGBTQIA+ de Picardie – Partie 2	17
7	Personnes bies et pans, majorité invisible	21
8	Santé mentale : Tous·tes concerné·e·s	13
9	Représentations LGBTQIA+ dans les films et les séries	26
10	Être transparent : parent de personne trans	38
TOTAL		361

Accompaniment

Our association **accompanies LGBTQIA+ people and their loved ones** for 3 main themes:

- Victims of LGBTQIA+phobia
- Trans people in transition
- People seeking asylum because of persecution in their country of origin linked to their sexual orientation or gender identity

Our accompaniment takes the form of **interviews (in-person or online), and/or intermittent communication by phone**. We occasionally accompany people to appointments with other organisations or other participants in their accompaniment.

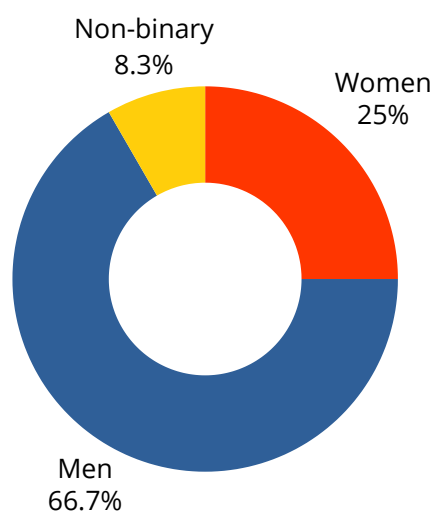
ACCOMPANYING VICTIMS

For several years we have offered to accompany people who are victims of LGBTQIA+phobic violences. This year again, we have noted that although we had contact with **4 people** who were listened to and oriented to other organisations, many victims do not wish to take legal action. One of the main reasons remains a **lack of confidence in law enforcement and the justice system** as well as, less often, fear of retaliation.

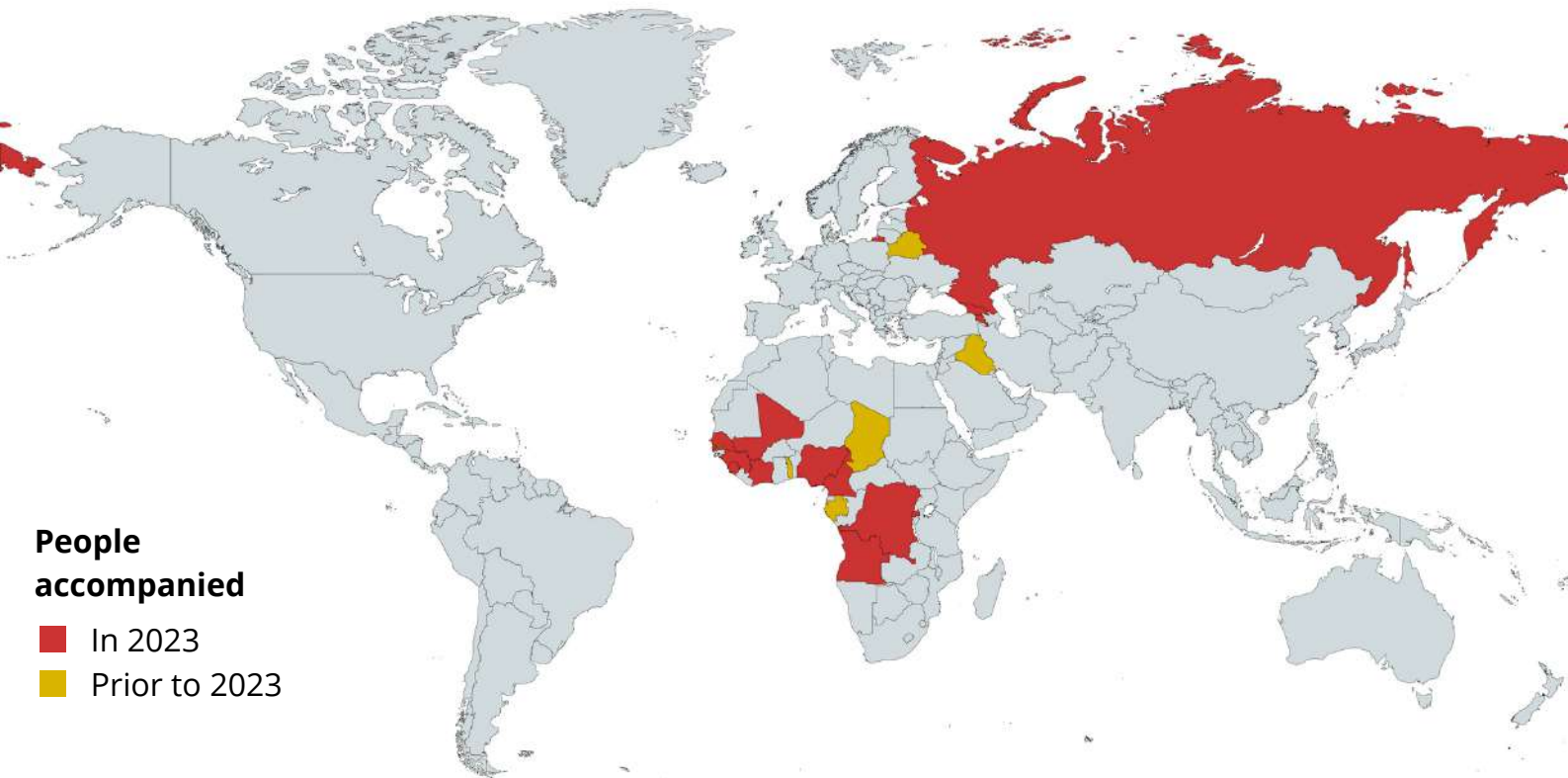
ACCOMPANYING TRANSITIONS

Since the beginning of the year, our association has begun **accompanying trans people on 3 aspects: administration, medical, and social**. Within this new axis, we have accompanied **12 trans people** (3 women, 8 men and 1 non-binary person), as well as 2 loved ones of trans people.

The topics discussed are primarily the **needs for orientation towards welcoming and safe healthcare professionals**, as well as help with the **name change process** at city hall or sex marker changes at tribunal.

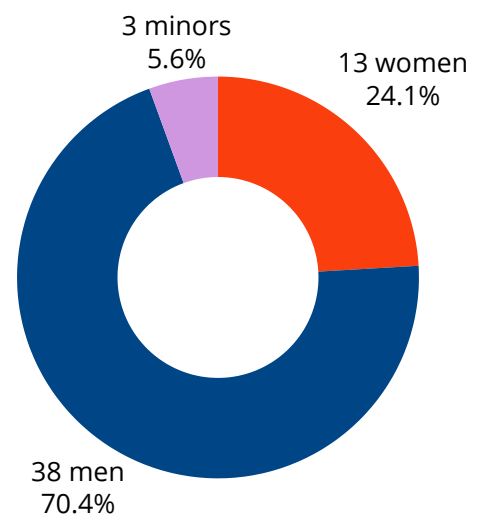


ACCOMPANYING ASYLUM SEEKERS



Our association welcomes people seeking asylum because of persecution based on their sexual orientation, coming from 13 countries. We have given a personalized accompaniment for **54 people coming from 11 different countries**: Democratic Republic of Congo (28), Nigeria (13), Georgia (5), Cameroon (2), Angola (1), Armenia (1), Guinea (1), Mali (1), Rwanda (1), Russia (2).

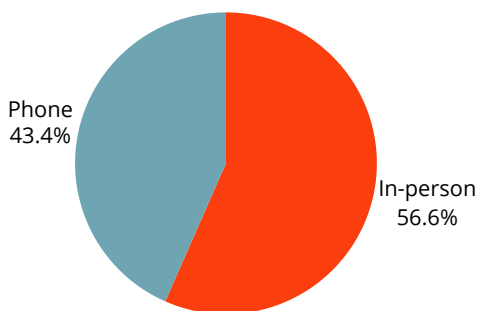
This work surrounds very sensitive subjects and extreme violence. We have noted that we have received **double the amount of requests** compared to 2022.



We had 22 confirmed refugee statuses accepted (4 women, 15 men, 3 minors). We congratulate them for their victories.

A large part of the people we accompanied in 2023 are **still waiting for a response**. Hence, it is impossible to calculate a success rate because some people break contact with the association during the procedure.

INTERVIEWS



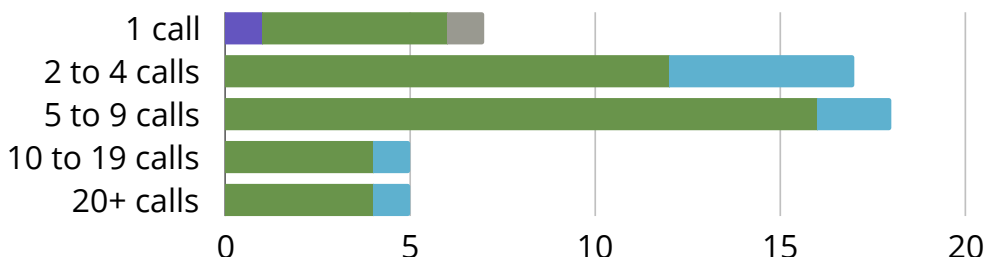
Our association held **129 interviews** this year, compared to 114 in 2022. Amongst these interviews, **73 were in-person and 56 were by phone.**

Also, following a proposition from the city of Amiens, in April 2023 we became a part of the **Point Justice de l'Espace Dewailly** (Justice Space at the Espace Dewailly). This new place where we accompany people in a fixed, more reassuring

allowed us to develop further. Also, having a fixed time and place is more reassuring for the people we accompany. It had become **difficult to find places to have our interviews**, we are happy that this problem could be resolved. In addition, our presence in this system allowed us to meet other organisations from the territory, especially those that also accompany people that we may encounter. Hence, we held **7 permanences** this year, amongst our in-person interviews, **30 happened here.**

ACCOMPANYING BY PHONE

- Legal action
- Migratory trajectories
- Transitions
- Questioning



Our association accompanied **52 people by phone**, 4 more than in 2022. Many people are accompanied over a long period with several calls. Also, it is important to note that the asylum seekers are very present here as they more often use the phone as a first point of contact. A person accompanied by phone is not necessarily counted as an accompanied person because this can be a simple question or a questioning individual.

Combining the three big themes of our accompaniment, plus those accompanied outside these topics, **we accompanied a total of 76 people in 2023**, compared to 51 in 2022.

Training

The nature of our activities has pushed our activists to **develop specific knowledge so as to ensure the quality of our work with different groups**. This is why this year we have begun the creation of an axis of training within the association, to transmit our knowledge internally, but also towards other organizations. In 2023, we held **7 types of training**, over **9 sessions**. **5 association members** intervened in this training and highlight their abilities.

INTERNAL TRAINING

Internal training has allowed us to **encourage engagement by transmitting tools and knowledge necessary to our actions**. It is evidently easier for our members to be activists if they have been trained. Our activists share knowledge they have gathered through their studies or work in the community. Also, our trainings allow us to develop the founding knowledge unique to Flash Our True Colors, and the continuity of our work.

- **Imagining and leading an action**

This training formation encourages members to contribute to the development of associative actions by proposing projects that reflect their wishes. It included: identifying needs, presenting a project, evaluating an action. This allows us to empower our volunteers. We had **7 participants**: 2 women, 4 men and 1 non-binary person.



- **Programs in schools**

This training allowed us to **define our association's approach when speaking about discrimination in schools**. It gave us the opportunity to develop our own modules based on our own activism and also to practice being facilitators. This completed the training from the Groupe d'Appui et de Solidarité, which happened a couple weeks prior. We had **17 participants**: 8 women, 5 men and 4 non-binary people, including no trans people.



- **Come as you are, how to engage**

This training was developed in the **goal of integrating international publics**, in easing the appropriation of the french associative model, but also the way our association functions. This training was given **3 times** and increased the number of engaged activists. There were **55 participants**: 17 women, 34 men and 4 non-binary people, including 1 trans person.



- **The website, creating online content**

The objective of this training was to teach activists to create documents (ressources or articles) that could then be put on our website. There were **10 participants**: 2 women, 4 men, 4 non-binary people, including 3 trans people.



TRAINING OTHERS

Outside organisations have asked us to train them, to **acquire tools to reflect on the needs and inclusion of different groups** in their associative project.

- **Accompanying LGBTQIA+ migrants**

The goal of this training was to better understand the issues linked to groups that are victims of intersectional discrimination and migrations. We welcomed **3 LGBTQIA+ associations from the Hauts-de-France**. The **12 participants** included 2 women, 7 men and 3 non-binary people, including 3 trans people.



- **Inclusion of trans people**

This training was created at the request of an LGBTQIA+ association to **better their approach of including trans people**. It concentrated especially on the use of correct terminology and led to the creation of resources on this subject on our website. There were **18 participants**: 5 women, 9 men and 4 non-binary people, including 5 trans people.



- **Including LGBTQIA+ students within associations**

This workshop, **co-directed with Animafac** aimed to allow students to better understand the issues surrounding the inclusion of LGBTQIA+ people in their association in the short, medium and long-term. There were **13 participants**: 5 women, 4 men and 4 non-binary people, including 1 trans person.



TRAINING FROM OTHERS

- **Certificate of training in association management (CFGGA)**

To consolidate and certify their skills in association management, two administrators earned their **Certificate of training in association management** at the **Maison des Associations d'Amiens Métropole (MAAM)**. This week-long training, supplemented by a 20-day internship within our association allowed for a better understanding of association administration and management. Our members also took part in other trainings by the MAAM in 2023.

- **Developping Psycho-Social Skills**

This training proposed by the **Projet Territorial de Santé Mentale** (Territorial Mental Health Project), was attended by 4 of our volunteers who work on the axis of accompanying victims. It was useful to acquire or refresh our techniques in understanding pain, communication and group work.

- **Social Innovation Incubator at the Machinerie**

One of our activists wanted to develop a project of creating a salaried position in the association, which should come to life in the coming years, so he joined the social innovation incubator at the Machinerie: a **4-month training program** one day per week concerning several different subjects surrounding the direction of a social or solidary economy structure. This included **communication, marketing, economic models, accounting, human resources**, understanding different institutions, etc. Our volunteer will finish this training at the beginning of 2024.

All of these trainings also allow our activists to **develop their network of association and make enriching meetings**.

Hauts·en·Couleur Festival



May 17th is the **International Day Against HOmophobia and Transphobia: IDAHOT**.

In Amiens, this day is celebrated by a festival since 2012. Initially put in place by our association, from 2018 to 2022 it was organized by a collective as new associations fighting for LGBTQIA+ rights and visibility. In 2023, after several structures left the collective, our association took on the continuation of the festival.

To do this, we worked with the association **Divergenre**, with which we have been collaborating with since the collective.

We have also been supported by various partners, such as the **FIFAM**, the **Ciné St-Leu**, **Cité Carter**, the **Université de Picardie Jules Verne** and the **Maison de la Culture**.

We are very happy and proud to have been able to put together this **festival during the week** surrounding May 17th, an essential date in our fight and that commemorates the declassification of homosexuality as a mental disorder by the World Health Organization on May 17th, 1990.



PROGRAMME



Associative village and drag workshop with the UPJV



Opening event at Côté Jardin



Ciné-licorne with the FIFAM at Ciné St-Leu



Creative workshop on gender by Divergenre



Rassemblement contre les LGBTQIA+phobies



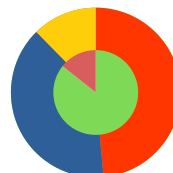
Physical expression workshop



Closing night at Cité Carter



Our association welcomed **915 people** (444 women, 358 men, 113 non-binary people), including **131 trans people** at our events.



Amiens Pride March

In 2023, Amiens held its **5th Pride March**. Like the festival, after the collective, our association took on the **responsibility for this project** all while ensuring a dialogue via several meetings with associations, institutions, unions and businesses that wanted to take part in the organization of this event.

This is an important event for our association because it brings together people who are part of associations and those who aren't, **to march, express themselves and exist in the public eye.**



We would like to thank our volunteers who, **despite the worrying security context** at the time of the March, put in even more work to ensure the security of all and make this moment festive, but also one for activism. Thanks also to the approximately **3 500 people** who had the courage to march in the streets of Amiens with at our sides.



MARCH

This year, the march had 3 floats: our association, the **CFDT Somme** and the **Red & White**, which is one more than last year. We were also happy to include 2 groups within the march: **Les Rosies** and **la Batucada**. The diversity of the floats and groups proposed a large variety of different ambiances and ways to express themselves during the march.

ASSOCIATIVE VILLAGE



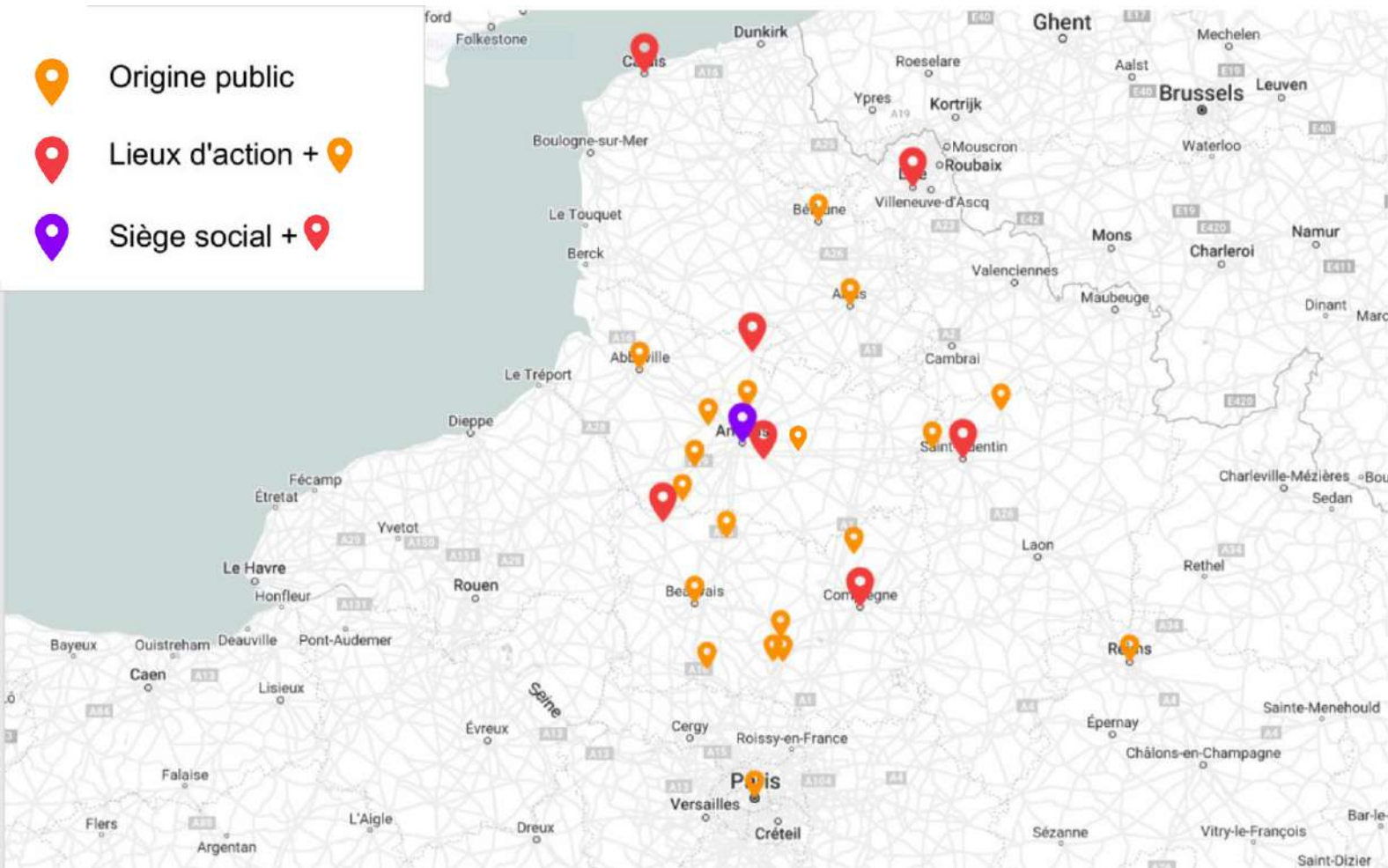
The associative village was held again this year, in the goal to **create a space for discussion and encounters between associations, unions, and the people who may be victims of discrimination**. We would like to thank the CGT, the CFDT, UNEF Amiens-Picardie and the City of Amiens for their solidarity in organizing this village.

This village and the communication around it permitted us to highlight **13 associations** from many horizons: LGBTQIA+, feminism, health and prevention, and **4 unions**.

During the village, 8 associations had the opportunity to **make speeches** before the beginning of the march to remind us of our combats, both past and future.

Also, through a **collaboration between ENIPSE and the MAIL**, HIV and Hepatitis testing was available directly at the associative village.

Regional Outreach



In our efforts to **create a synergy with our partner associations** and to respond to the requests we receive, we participate in **17 regional events**, most often outside of Amiens, including 3 associative fairs, 2 cultural outings, 2 school presentations, 3 conferences, 4 networking events and 3 pride marches.



ASSOCIATIVE FAIRS

We were invited to **3 associative fairs**: in Lille for the **Rencontres LGBT+** (LGBT+ meetings) with the Lille Pride Collective, where we were the **only association from ex-Picardie**. Another time we were in a school 20 minutes outside of Amiens, and yet another time during a forum on equal opportunity in **Saint-Quentin**.

CULTURAL OUTINGS

We were able to go on **2 cultural outings** during 2 festivals to fight against discriminations while highlighting the existence of a population in a workforce or in art. Many thanks to Majestic from Compiègne for the invitation to the **Festival Pluriel.les**.



OUTREACH IN SCHOOLS

Within our axis of intervening in schools, developed by our association this year, we intervened in schools in Amiens, but also in Doullens. A school in Grandvilliers also contacted us to obtain information posters from our association to put together an exposition for their students. We find it very important that we **raise awareness in rural communities outside of Amiens**.



CONFERENCES

Our association travelled to participate in **3 conferences** to talk about discriminations or our work in intersectionality. We try to travel as much as possible to **engage in discussions with the public** and exchange practices with other associations. These moments are often very beneficial for us.



NETWORKING EVENTS

We continue our effort to **consolidate the network** of LGBTQIA+ associations in the territory, all while trying to create new links. Our association was invited to hold a round-table discussion on discrimination and inclusion by **Animafac**, the national network of student associations. At this event, we spoke before a group of activists coming from all over France.



REGIONAL PRIDE MARCHES

In 2023, our association was yet again prompted to **represent the LGBTQIA+ community** and their efforts **across the region**. We participated in the Pride marches in **Lille, Saint-Quentin** and **Compiègne**.

We went to Lille on Saturday May 27th, where the **Lille Pride Collective** where we **spoke in front of 25 000 people** where our activists, in addition to having a stand in the associative village, contributed to holding the first banner of the March.



June 10th 2023, our activists divided themselves into two groups to support two different pride marches which took place on the same day:

In **Compiègne**, we renewed our support of the association **Clin d'œil LGBTQIA+** which organized the second Pride March of the Oise. Our activists **participated in the preparation** and decoration before the event and made a speech. **900 people** were present.

Last year, not having enough people, we supported but could not attend the **Saint-Quentin** pride, organized by the new association **Fier-e-s et Queer**. This year **the collaboration between our two associations** allowed us to participate in the March in Saint-Quentin, which brought together **600 personnes**. During this, our volunteers were implicated in the organisation, held a stand and made a speech.

We give ever more energy to support the Pride Marches in the Hauts-de-France territory, in an effort to **make LGBTQIA+ people visible**, as well as their combats. This seems so important to us also because it creates synergy and solidarity in the **territory's associative network**.



Compared to 2022

Type of Activity	2022	2023	Participant evolution	Organized in 2022	Organized in 2023	Orga evolution
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Number of participants per year for collective activities						
Flash Moments	62	251	+189	8	11	+3
General assemblies	46	19	-27	2	1	-1
No-judgment aperos	245	522	+277	11	11	0
Special aperos	PP	150	+150	0	3	+3
Discussion groups	PP	6	+6	0	1	+1
Outings	6	14	+8	2	1	-1
Artistic workshops	PP	23	+23	0	2	+2
Thanks meals	24	PP	-24	1	0	-1
Associative fairs	275	2051	+1776	3	11	+8
Conferences	PP	140	+140	0	3	+3
School interventions	PP	197	+197	0	12	+12
Internal training	PP	89	+89	0	6	+6
External training	PP	43	+43	0	2	+2
TOTAL	658	3505	+2847	27	64	+37

PP = not planned

Regional outreach activities are not presented here as they mostly concern both the Regional outreach axis and another axis.

Number of participants per year for collective activities						
IDAHOT Festival	1055	915	-140	1	1	0
Pride March	3000	3500	+500	1	1	0
TOTAL	4055	4415	+360	2	2	0

Moral Report

The year 2023 has been a **year of growth and vitality** for our association, characterised by an expansion on all of our axes.

The participation in our activities has grown as never before. The Flash Moments brought together 4 times more people than last year, highlighting the rich nature of the discussions and a need for democracy within the association, which we already noted in 2022. Our activities to fight against isolation have become more diverse, in terms of their formats and affluences, welcoming now more than 50 people, coming from various horizons at each event. This large increase in our numbers has led to **difficulties to find appropriate places** for our events.

Our accompaniment of diverse people was intensive in 2023, especially with the creation of a **new axis of accompaniment dedicated to trans people** in transition. The number of requests we receive is growing and comes from regions farther and farther away. Despite this, we have doubled down to reinforce our relationships with other contributors in the territory as this also contributes to the quality of our accompaniment. However, despite internal trainings, we have difficulty mobilising volunteers for this subject, meaning this will be a priority in 2024.

Last year, we lacked the time to complete all of our projects - this year we had our revenge. We were able to **accomplish a complete project of intervening in schools**, started our own monthly radio show and a complete redo of our awareness posters.

On one hand, the intensification of our activities to raise awareness allowed us to come into contact with more people. On the other, **the redo of our communication** has reinforced our visibility, which explains the raise in participation in our activities. Amongst the new participants, many made the decision to **join us and be activists with us**, giving new inspiration for the participation in our association, also encouraged by our **internal training**. In addition, we have noted a **reemergence of the trans community** within the association, both regarding those present at our events and within our active members.

We have also overcome **two major challenges this year**, especially at the end of our work with the collective, in ensuring the continuity of two major projects: the **Festival and the Amiens Pride March**. In doing this, we reinforced our collaboration with a, ever-larger spread of associations and cultural organisations, which gave a **new dimension to these two events**.

Moral Report

Finally, **a quarter of our activities took place outside of Amiens**, showing a significant regional outreach throughout the Hauts-de-France, and opening new perspectives for our association.

In conclusion, the year of 2023 was distinguishable by significant growth, a diversification of our activities, and a consolidation of our partnerships, all while demonstrating a **more important impact for everyone**.

Thanks to our volunteers!

