

REBUILDING LIVES GLOBALLY



DEAR FRIENDS AND SUPPORTERS

When I reflect upon the last twelve months at ORAM, one word comes to mind – extraordinary. The extraordinary growth in staff and resources that enables us to support and empower more LGBTIQ refugees than ever. The extraordinary lives of brave and resilient LGBTIQ refugees who graciously share their stories that inspire us all. And unfortunately, extraordinarily challenging circumstances around the world that have led to more LGBTIQ people having to flee their homes for safety in another country.

ORAM's incredible growth would not be possible without the generous support of our committed philanthropic partners, community members, and hard-working staff, and our work is always centered on and built together with the LGBTIQ refugees we serve. Before implementing our programs, we speak extensively with the community to ensure the programs will best address their greatest needs. We often implement our programs together with the community and we communicate with participants throughout to hear their thoughts. And when a project comes to completion, we always request feedback to guide our future programming. Our relationships with the displaced queer community help us provide tools needed to **rebuild lives globally**.

This report shares examples, stories, and figures of how ORAM helped rebuild the lives of displaced queer people throughout 2022 and early 2023. 2022 began with our response to the crisis of Russia's full-scale invasion of Ukraine, supporting LGBTIQ Ukrainians to find safe and secure housing and later mentorship training as the conflict continued. In Kenya, our economic empowerment and skills training programs expanded thanks in part to our launch of a Digital Learning Center for LGBTIQ refugees in Nairobi. And in late 2022, we conducted an in-depth needs assessment of LGBTIQ refugees in Mexico City that is serving as the basis for our latest programmatic work there.

I'm proud to share more details on our work over the last year that has brought positive and sustainable change to the lives of so many LGBTIQ refugees across the globe. Thank you to all of you who have been a part of this **transformative era** for ORAM. We would not be here today without your unwavering support. Please enjoy the following pages of this report, where you will see how we are rebuilding lives globally together.

In solidarity,



Steve Roth
Executive Director





OUR HISTORY

Founded in 2008, ORAM - the Organization for Refuge, Asylum and Migration is a pioneer in advocating for the protection and well-being of extremely vulnerable LGBTIQ refugees and asylum seekers globally. ORAM is recognized as one of first international NGOs to assist people fleeing persecution based on their sexual orientation and / or gender identity and expression and has since become a thought leader in LGBTIQ migration.

Over the last decade, ORAM has trained NGOs, governments and UNHCR on the unique protection needs of the severely marginalized LGBTIQ refugee population. We support LGBTIQ asylum seekers and refugees by providing tools to help them achieve self-sufficiency and live with dignity. The tools can vary from economic empowerment, housing support, skills training, and emergency response, but the results are consistent – a life with dignity and respect.

OUR MISSION

ORAM protects and empowers LGBTIQ asylum seekers and refugees globally, creating sustainability and systemic change.

WHERE WE WORK

MINNESOTA/UNITED STATES

ORAM's U.S. headquarters.

MEXICO

ORAM began working in Mexico at the U.S./Mexico border in Tijuana in 2019. Our work began partnering with El Jardín de las Mariposas, a grassroots LGBTIQ shelter, and we started by helping address the greatest needs of LGBTIQ asylum seekers and refugees. In September of 2022, thanks to the support of our partner, Microsoft, we facilitated a digital skills training for the shelter's residents. In late 2022, ORAM conducted a needs assessment of LGBTIQ refugees in Mexico City and, in 2023, we are building programs to address the needs of queer refugees there as identified in our report.

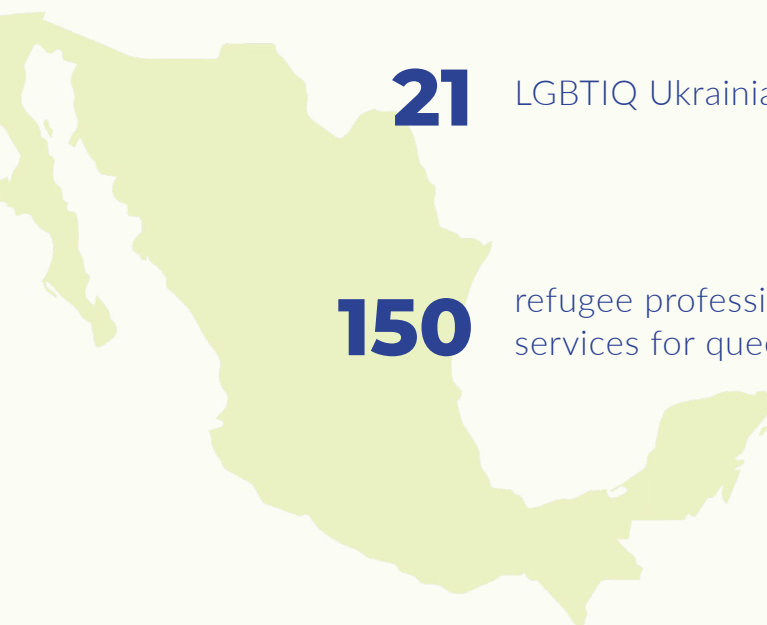
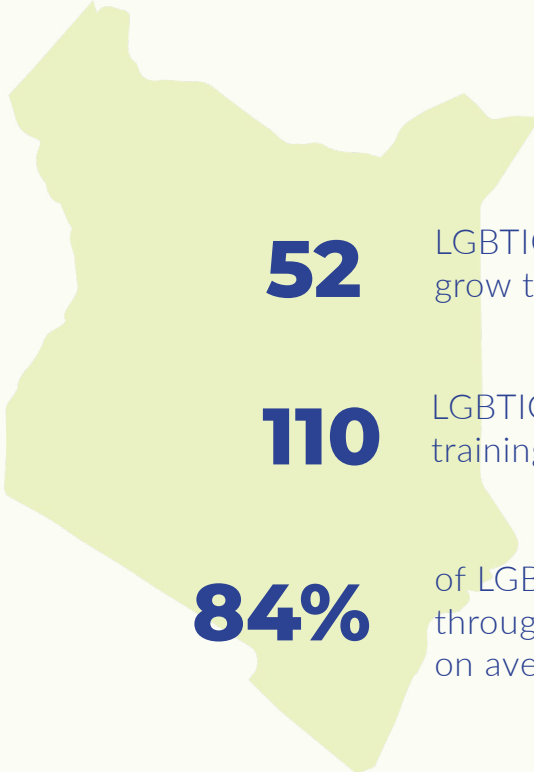
GERMANY/EU

In 2022, ORAM started its Ukraine Response Program after Russia launched its full-scale invasion of Ukraine. ORAM's Ukraine Response Program is managed from ORAM's office in Berlin, Germany. In March of 2022, through a partnership with Airbnb.org and our parent organization Alight, we began providing 30-day emergency housing for queer Ukrainians in Germany. Since then, we've expanded to provide short-term housing for LGBTIQ Ukrainians and third-country nationals across Europe. We also launched a longer-term housing program to provide queer Ukrainians with housing for six months and have housed more than 20 individuals through this program.

KENYA

In Kenya, ORAM supports LGBTIQ refugees in both Nairobi and Kakuma Refugee Camp in the country's northwest region. ORAM began working in Kenya in 2019, supporting livelihood projects implemented by the queer refugee communities in Nairobi and Kakuma. ORAM provides LGBTIQ refugees with business and vocational skills training, and upon successful completion of the training, the participants can seek jobs in the labor market or apply for seed funding from ORAM to start their own business ventures. Today, Kenya is ORAM's largest country program.

OUR IMPACT AROUND THE WORLD



2022/23 PROGRAM OVERVIEWS



This report covers the period of April 1, 2022 through March 31, 2023 (Fiscal Year 2023).

KENYA

Economic Empowerment

ORAM protects and empowers LGBTIQ refugees in Kenya by connecting them with safe employment opportunities so they can rebuild their lives. We walk with our clients every step of their journey. For many, it begins with participating in skills training we provide by connecting queer refugees with resources in the community. After completing skills training, many LGBTIQ refugees find employment with established businesses or choose to start their own. For those queer refugee entrepreneurs, ORAM provides seed funding to help set our clients up for success.

ORAM's Kenya team frequently checks in with the LGBTIQ refugee trainees and entrepreneurs to see how the organization can best support the participants towards self-reliance. Further support ORAM can offer participants includes additional mentoring, training, and connections to resources in their community.

Digital Learning Center

In October 2022, ORAM launched a Digital Learning Center for LGBTIQ refugees in Nairobi. The Digital Learning Center, made possible thanks to the generous support of Steven Walker and Microsoft, is part of a larger effort to provide workforce skills and opportunities for queer refugees. The Center is managed by Team No Sleep, an LGBTIQ refugee-led community-based organization (CBO), and provides access to computers and digital skills training for LGBTIQ refugees. Initial training on sourcing and securing online job opportunities that began in October 2022 resulted in over 80 percent of the LGBTIQ refugee participants finding online employment before the two-month training had concluded.

Early 2023 brought Social Media Marketing training for LGBTIQ refugees who owned businesses or were self-employed. The training piloted in Nairobi was also offered virtually to queer refugees in Kakuma Refugee Camp.





UKRAINE RESPONSE PROGRAM

Short-term Housing

ORAM began providing short-term housing for displaced LGBTIQ people fleeing Ukraine in late March 2022 after Russia launched its full-scale invasion. During our last fiscal year, we provided 2,226 nights of safe housing to 276 LGBTIQ Ukrainians and third country nationals across Europe.

In 2023, Airbnb.org reaffirmed its commitment to supporting displaced LGBTIQ refugees globally. They awarded ORAM a significant grant that continues to allow us to provide 30 days of housing to displaced LGBTIQ Ukrainians and third country nationals across Europe and we are working to expand this project in Kenya.

Longer-term Housing

In late May 2022, ORAM launched its longer-term housing for displaced LGBTIQ people fleeing Ukraine. Longer-term housing provides displaced queer Ukrainians and third country nationals with an apartment in Berlin for six months. This program helps LGBTIQ refugees adapt to their new environments, register for essential resources and services, and establish stable livelihoods. In 2022, ORAM provided 21 LGBTIQ Ukrainian refugees with safe and uninterrupted housing for six months.

“Long-term housing from ORAM provided me with a wide range of opportunities...I had the chance to sort [through a] huge amount of bureaucratic processes,” Viktoriia, a former ORAM client, shared about the positive impact of longer-term housing.

Employment and Mentorship Connections

In addition to longer-term housing, employment and job opportunities are other significant needs for LGBTIQ Ukrainian refugee community across Europe. ORAM began partnering with Tent, a mentorship program for refugees, and NIYA, a networking and job opportunity organization for marginalized communities, to provide mentorship training and job opportunities to the LGBTIQ refugees we serve.

ORAM is a proud referral partner to Tent and NIYA, and we look forward to working with them in the year ahead.



RESEARCH AND CONVENING

In 2022, ORAM facilitated discussions with LGBTIQ refugee activists, connected with many organizations providing services to the displaced queer community, conducted thorough research, and reached out directly to LGBTIQ refugees themselves to identify and address their greatest needs.



BERLIN CONVENING

In July, ORAM held a two-day roundtable discussion in Berlin focused on the LGBTIQ organizations supporting queer Ukrainians displaced by the war with Russia. During the convening, activists, human rights defenders, and funders from ten countries and 20 organizations coordinated strategic plans to support displaced LGBTIQ Ukrainians and third-country nationals. They also discussed how collectively the organizations can fill the gap as global support for displaced Ukrainians dwindles over time. The convening concluded by setting action plans including follow-up discussions, creating a map of services for displaced LGBTIQ Ukrainians across the EU, and gathering more input from queer Ukrainian refugees regarding their needs.

MEXICO CITY NEEDS ASSESSMENT

ORAM conducted a two-month research project identifying LGBTIQ refugees and asylum seekers in Mexico City and understanding their greatest needs. From interviews conducted with 23 LGBTIQ refugees from seven countries in Mexico City, 12 primary needs were identified. The most pressing needs were for housing and stable employment. The research also found that a majority of the LGBTIQ refugees interviewed intend to stay in Mexico City. This needs assessment will be crucial in guiding and informing ORAM's work in Mexico City going forward.

NEEDS ASSESSMENT OF LGBTIQ DISPLACED UKRAINIANS IN THE EU

In 2022, ORAM began research to understand the unique challenges of displaced queer Ukrainians. ORAM spoke with 32 LGBTIQ Ukrainian refugees living within nine EU member states. They were asked about housing, employment, social and legal support, healthcare, education, local integration, and migration. The research identified key findings, one of which was the need for stable long-term housing, especially as the conflict continues with no end in the foreseeable future. Another important takeaway was that many queer Ukrainians interviewed experienced difficulties finding local LGBTIQ information and resources in their new communities. Lastly, the research unveiled the need for improved employment opportunities for queer Ukrainians living within the EU. [You can read the entire report here.](#)

LGBTIQ REFUGEES SHARE THEIR STORIES

WILLIAM

William, a queer refugee from Uganda, fled to Kenya in 2017. He was forced to leave his home because his life was being threatened due to his sexuality. “It wasn’t easy – the country was new, the language was new,” he said when asked about his initial resettlement in Nairobi in February 2017. A few months later, William was introduced to Team No Sleep, a community-based organization (CBO) operated by LGBTIQ refugees providing support to the queer refugee community-based in Kenya. William was introduced to ORAM in 2019 when Steve Roth, ORAM’s Executive Director, visited Nairobi. Members from Team No Sleep attended skills training and applied for seed funding for their poultry farm livelihoods project that same year. William is currently the director of Team No Sleep, and in 2022, Team No Sleep was selected to manage ORAM’s Digital Learning Center for LGBTIQ refugees in Nairobi. William hopes to see the Center continue to grow and empower queer refugees to support one another. “We have to fight for our rights, and we have to be strong,” he said.



VERONIKA AND OLENA

Veronika, a transgender woman from Ukraine, fled to Germany one month after Russia launched its full-scale invasion of Ukraine in February 2022. She left without her mother, Olena, but struggled to live in a new country alone. “I came only in the summer to help her cope because she was feeling very down at the time,” Olena shared with ORAM. Veronika lives with a physical disability that

has made living in Germany difficult. “When I first arrived, there was a lot of help from just normal people and volunteers,” Veronika recalled from when she first arrived.

Soon after, Veronika began looking for a place to live independently. “I struggled a lot,” Veronika said, before she met ORAM and we provided an apartment for her and her mother for six months. “It’s comfortable here, but...I’m not home. I’m not in Ukraine,” she shared with ORAM. Veronika and Olena mentioned art therapy sessions have brought them moments of joy and connection. “That we get together in such groups to do something and communicate with our people, both Ukrainians and not Ukrainians, helps a lot,” Olena said.

DANIEL*

Daniel, a gay asylum seeker from Mexico, was a resident at El Jardin de las Mariposas, an LGBTIQ migrant shelter in Tijuana, after a harrowing experience. “I had been kidnapped and threatened with death,” Daniel shared. “This was because of my sexuality. I was kidnapped for five years.” Daniel worked at El Jardin, welcoming visitors and new residents to the shelter. “[El Jardin] is a place of harmony,” he said. “When someone comes for a visit, I manage it and help make sure that they feel welcome and our hospitality.” In 2022, Daniel participated in a digital skills training facilitated by Microsoft. “I used the training to refresh my skills, and now I teach others how to use those programs to complete forms or find the information they need.” Later in 2022, Daniel was resettled in the United States. Inspired by his work helping new residents at El Jardin, Daniel now wants to help other refugees. “I want to invest my time in helping other people.”

ORAM IN THE COMMUNITY

Over the last year, ORAM's global team members spread awareness about the unique challenges facing LGBTIQ refugees and asylum seekers and the work ORAM is doing to address those challenges across many corners of the globe.

Here are a few highlights of special events ORAM staff presented at in this past year:

OUT & EQUAL WORKPLACE SUMMIT (LAS VEGAS, USA)

ORAM was selected to be a featured panelist at Out & Equal's annual Workplace Summit in October 2022, the largest LGBTIQ conference in the world. ORAM's Executive Director, Steve Roth, represented the organization in a panel discussion on the benefits of corporate and nonprofit partnerships. The co-panelists were Airbnb.org, Deutsche Bank, and Alight, ORAM's parent organization.

IGLA-EUROPE'S ANNUAL CONFERENCE (SOFIA, BULGARIA)

In 2022 IGLA-Europe hosted its annual conference in Sofia, Bulgaria, after a three-year hiatus due to the COVID-19 pandemic. ORAM's Senior Program Manager, Anja Limon, presented at the conference where participants discussed how to move the collective work of the European and Central Asian LGBTIQ community forward.



THE ALLIANCE BY MCKINSEY & COMPANY (ATHENS, GREECE)

The Alliance by McKinsey & Company is a global network of LGBTIQ leaders from the public, private, and social sectors committed to addressing issues facing the LGBTIQ community. In October, their annual summit was held outside of Athens, Greece, and ORAM's Senior Program Manager, Anja Limon, spoke on a panel. The summit focused on inclusion in the workplace, intersectionality within the LGBTIQ community, and LGBTIQ migration due to geopolitical insecurity.

CENTER FOR DISASTER PHILANTHROPY WEBINAR (GLOBAL - VIRTUALLY)

ORAM's East Africa Program Manager, Winfred Wangari, was featured on a webinar presented by the Center for Disaster Philanthropy, one of ORAM's most significant supporters. The webinar examined the growing hunger crisis around the world and what can be done to build resilience in communities to prevent malnutrition and starvation. Winfred shared about the current drought and famine in Kenya, its impact on LGBTIQ refugees, and what ORAM is doing to address this issue through livelihoods, kitchen gardens and economic empowerment programs.

WORLD PRIDE (SYDNEY, AUSTRALIA)

In March, ORAM Executive Director Steve Roth presented at Sydney World Pride's Human Rights Conference, the largest human rights conference in the Southern Hemisphere. Steve spoke on a panel discussion on the positive impact economic empowerment opportunities can bring LGBTIQ refugees and the impact ORAM's programs have had on the lives of queer refugees who have participated in them.

PARTNERS SPOTLIGHT

ORAM's corporate and non-profit partners help further our mission in a variety of ways. In addition to generous financial contributions, our partners utilize their resources to help teach invaluable skills and provide opportunities for displaced LGBTIQ people. Throughout the past year, several of our corporate partners stepped up to help ORAM empower LGBTIQ refugees around the world. Below are a few examples of how our partners made it possible to provide tools to more LGBTIQ refugees to help them rebuild their lives.



AIRBNB.ORG

One partner that was instrumental in the success of ORAM's short-term housing program for LGBTIQ Ukrainian refugees is Airbnb.org, through providing **30 days of safe and secure housing for queer Ukrainian refugees across Europe**. This partnership has helped us continue to address the most significant need of LGBTIQ Ukrainian refugees across Europe – housing – and create beautiful friendships between queer Ukrainians and their Airbnb hosts ([like Dima and his host, Mary](#)).

Airbnb.org stepped up their support for LGBTIQ refugees globally through recently awarding ORAM a significant grant that will enable us to grow our short-term housing program for displaced LGBTIQ Ukrainians in Europe and **expand to provide short-term housing to LGBTIQ refugees in Kenya and elsewhere**.



MICROSOFT

Microsoft supported LGBTIQ refugees across three of ORAM's country programs this past year. In September, Microsoft employees accompanied ORAM's Executive Director, Steve Roth, to **El Jardin de las Mariposas, an LGBTIQ shelter in Tijuana**. Microsoft generously donated three laptops, software, and other items for the shelter and its residents. They set up the new technology and conducted technical training for the LGBTIQ refugees who live at the shelter. "It was such a pleasure to create a learning opportunity for this community. I am grateful to be of service in this way with my work colleagues," Microsoft employee, Anton Sarkisov shared with ORAM.

Microsoft also supported ORAM's **Digital Learning Center for LGBTIQ refugees in Nairobi**. Thanks in part to their generous contributions we were able to open the Center in late 2022, to provide computer access and online job skills trainings to LGBTIQ refugees in the community.

Through their employee giving program, Microsoft has had a significant role in ORAM's Ukraine Response Program. Microsoft matches donations from their employees, which has enabled ORAM to support more LGBTIQ Ukrainian and third country nationals by providing housing and employment support.

2022/23 FINANCIALS

April 1, 2022 to March 31, 2023

[To view our full FY23 audited financial statement click here.](#)

CONSOLIDATED STATEMENT OF ACTIVITIES AND CHANGE IN NET ASSETS

REVENUES AND SUPPORT	AS OF MARCH 31, 2022	AS OF MARCH 31, 2023
Contributions	\$259,818	\$216,961
Grants	\$370,000	\$1,093,505
Consulting fees	0	\$50,664
Other revenue	\$12,775	\$19,212
Total revenue	\$642,593	\$1,380,342
EXPENSES	AS OF MARCH 31, 2022	AS OF MARCH 31, 2023
International programs	\$328,590	\$613,945
General and administrative	\$147,565	\$182,262
Fundraising	\$55,660	\$81,988
Total expenses	\$531,815	\$878,195
OTHER	AS OF MARCH 31, 2022	AS OF MARCH 31, 2023
Foreign currency translation loss/gain	(\$2,207)	\$2,987
Changes in net assets	\$108,571	\$505,134
Net assets at beginning of year	(\$48,607)	\$59,964
Net assets at end of year	\$59,964	\$565,098

CONSOLIDATED STATEMENT OF ORAM'S FINANCIAL POSITION AS OF MARCH 31, 2023

CURRENT ASSETS	AS OF MARCH 31, 2022	AS OF MARCH 31, 2023
Cash and cash equivalents	\$143,162	\$334,019
Accounts receivable	\$354	\$27,680
Grants receivable	-	\$285,005
Prepaid expenses	\$1,265	\$1,050
Deposits	-	\$4,842
Total assets	\$144,781	\$652,596
CURRENT LIABILITIES	AS OF MARCH 31, 2022	AS OF MARCH 31, 2023
Accounts payable	\$64,866	\$64,924
Accrued salaries and related benefits	\$19,951	\$22,574
Total liabilities	\$84,817	\$87,498
NET ASSETS	AS OF MARCH 31, 2022	AS OF MARCH 31, 2023
Without donor restrictions	(\$20,176)	\$42,255
With donor restrictions	\$80,140	\$522,843
Total net assets	\$59,964	\$565,098
Total liabilities and net assets	\$144,781	\$652,596

THANK YOU TO ORAM'S SUPPORTERS!

We are deeply grateful to our generous community of supporters who make our work possible. All the support ORAM receives, whether from foundations, corporations, individuals, or organizations, helps us provide more LGBTIQ refugees with the tools to help them rebuild their lives with dignity.

\$1,000

Alan Miles
Demetrios Marantis
Linda & John Massopust
Matthew Staman & Marin Quezada
Naomi Sobel and Becky Silverstein
Tim Hughes
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\$1,001 - \$4,999

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\$5,000 - \$9,999

Bob Morrison Giving Fund
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\$5,000 - \$9,999 (contd.)

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Steven Dumas
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\$10,000 - \$49,999

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Emily Rosenberg and Darlene DeManincor
Henkel Corporation
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JP Morgan Chase
Max and Victoria Dreyfus Foundation
Microsoft
Mossier LLC
Steven Walker
The Rising Foundation

\$50,000 and above

Alight
Center for Disaster Philanthropy Global Recovery Fund
Equality Without Borders
Open Society Foundations
Wellspring Philanthropic Fund





OUR STAFF

- Steve Roth** Executive Director
- Anja Limon** Senior Program Manager
- Winfred Wangari** East African Program Manager
- Camille Ogoti** Ukraine Program Manager
- Kyle Kvamme** Communications and Development Coordinator
- René A. Tec-López** Mexico Program Officer
- Kennedy Mwangi** Program Assistant – Nairobi
- Reuben Okwach** Program Assistant – Kakuma
- Oliver Dougherty** Program Assistant – Berlin

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- Alex Bourgeau** Tech Support
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- John Helderman** Volunteer
- Jorge Chavez** Volunteer
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- Viktoriia Izotova** Volunteer/Translator

JOIN US TODAY

DONATE

Give online at <https://www.oramrefugee.org/donate>
 or by mail to: ORAM 1325 Quincy St NE Ste A1, Minneapolis, MN, 55413

EIN: 26-3748676

JOIN THE CONVERSATION

Join ORAM’s community on our social media and subscribe to our newsletter to receive important updates about our work and ways to help us advocate for refugees and displaced queer people. You can find us [@ORAMRefugee](#).



FUNDRAISE

Start your own fundraising campaign and ask your friends and family to join you in amplifying LGBTIQ asylum seekers’ voices. You can start your own fundraiser on Facebook or for additional support email oraminfo@oramrefugee.org.