

HELLO COMRADES!



My name is Samantha Jordans She/her a Trans woman and Human rights Advocate from Uganda. Currently serving as Executive Director of Feminist Inclusion Leadership Center (FIL-Center) and Board Member at (Black Trans Travel Fund). with six years of working experience in community mobilization and facilitating access to sexual and reproductive health services, particularly for LGBTQ+ and key populations individuals.



ABOUT FIL CENTER

Feminist Inclusion Leadership Center (FIL-Center) is a trans-led feminist organization based in Uganda, dedicated to promoting equality and empowerment for transgender, non-binary, and LBQ individuals. Established in 2019 and official registration in 2023. FIL-Center focuses on enhancing access to health, education, and justice for marginalized communities.

We focus on multi-strategy approaches to address diverse issues comprehensively. We are Collaborating with local and international networks.

FIL-Center amplifies its impact through advocating for positive change and advancing feminist causes across Uganda.





WHAT WE BELIEVE IN

ABOUT OUR VISION AND MISSION

VISION

Our vision is 'To achieve a just and peaceful world where marginalized communities' human rights including health, bodily autonomy, dignity, safety and security are safeguarded'.

MISSION

We are committed to intersectional grassroots activism. This means tackling opposing narratives around gender identity, sexuality and expression rights by actively promoting Feminist concepts and gender transformative approaches. We foster change for societal mindset, attitude and transformation on gender discrimination, and specifically securing equal rights for Transgender and gender diverse groups including key populations across all dimensions of social, political, and economic life.

EAST AFRICAN

COUNTRIES

UGANDA



Names of 8 E.A Countries

Burundi , Democratic Republic of the Congo (DRC), Kenya, Rwanda, South Sudan, Tanzania, Uganda, Somalia

Countries that have expressed interest in joining;

Ethiopia, Sudan, Djibouti, Zambia

ABOUT UGANDA

Uganda, located in East Africa, is administratively divided into 146 districts. The country recognizes several traditional kingdoms as cultural institutions, including Buganda, Bunyoro, Toro, Akola and Busoga. These kingdoms were abolished in 1967 but restored in 1993 without political sovereignty. Since 1986, Uganda has been led by President Yoweri Museveni, making him one of Africa's longest-serving leaders.

Improving Gender-Affirming Care and Employment Opportunities for the Trans Community in East Africa

PRESENTING SAMANTHA JORDANS



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TOPIC ONE

Gender Affirming Care

Is any kind of support that helps a person feel comfortable and accepted in their gender. It can include:

- Using the right name and pronouns
- Wearing clothes that match how they feel
- Taking hormones (like testosterone or estrogen)
- Getting surgeries to change their body if they choose
- Talking to a supportive doctor or therapist

NB: I will also share how is it like to access Gender Affirming Care in East African context and also a bit of personal experience.

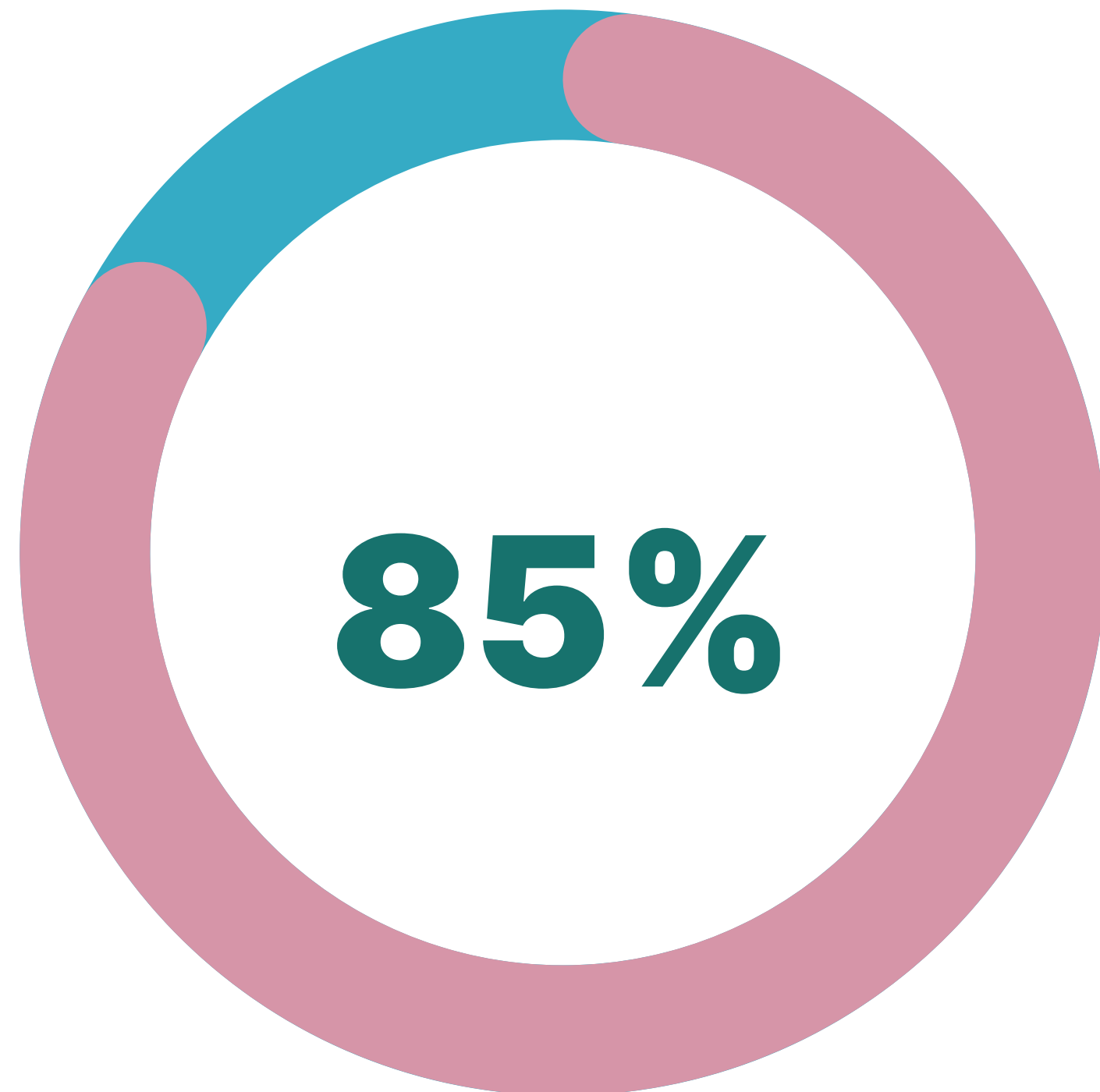
**GENDER-
AFFIRMING
HEALTHCARE
SAVES LIVES**

onecentkoart



STATISTICS

FOR GENDER AFFIRMING CARE ACCESS



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EATHAN Report 2020 provides key insights on challenges faced by transgender individuals in access gender-affirming care data has been gathered from local healthcare providers, trans advocacy organizations and regional studies to give a comprehensive overview of the current healthcare landscape for transgender individuals in the region.

85%

Transgender individuals who have no access to Gender affirming Care services and knowledge.

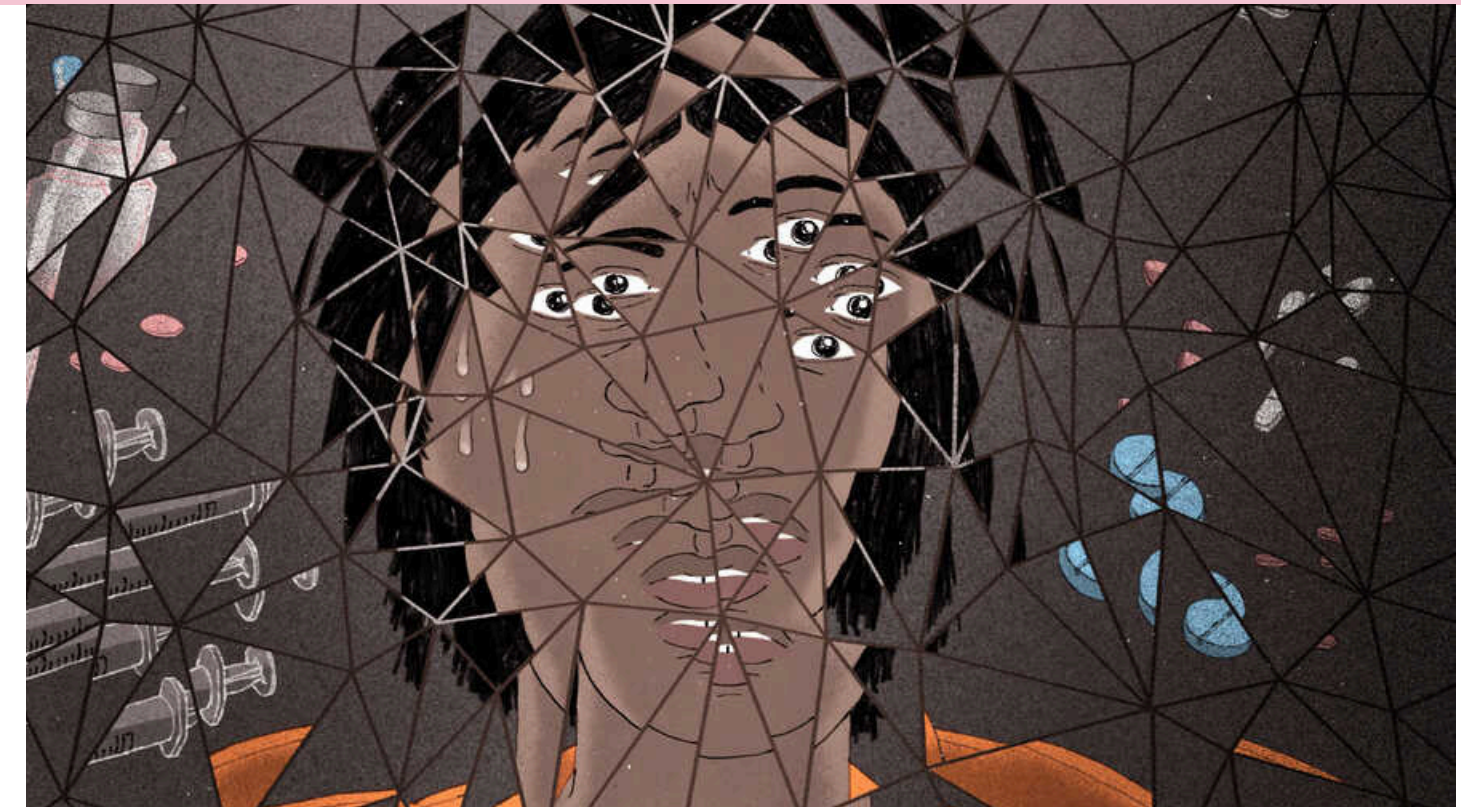
15%

Transgender individuals who have managed to access primary Gender affirming Care services

CHALLENGES

CHALLENGES HINDERING TRANSGENDER INDIVIDUALS IN EAST AFRICA FROM ACCESSING AFFIRMING CARE SERVICES

- Limited financial/income opportunities
- Limited public awareness/sensitization
- Lack of strong support networks
- Lack of family/parental support
- Restrictive legal systems
- Limited access to endocrinologists
- Limited availability of gender-affirming supplies
- Systemic stigma/discrimination
- Limited funding for community-led care
- Harmful social stereotypes
- Lack of safe/inclusive spaces



SOLUTIONS

POSSIBLE SOLUTIONS TO IMPROVE ACCESS TO GENDER-AFFIRMING CARE FOR TRANSGENDER INDIVIDUALS IN EAST AFRICA

- **Establish economic empowerment programs**
- **Conduct online/community awareness campaigns**
- **Develop peer support networks**
- **Engage in policy/legal advocacy**
- **Expand safe spaces/healthcare access**
- **Partner with medical experts (endocrinologists)**
- **Partner with pharma for HRT availability**
- **Develop gender-affirming care toolkit**



SOLUTIONS

POSSIBLE SOLUTIONS TO IMPROVE ACCESS TO GENDER-AFFIRMING CARE FOR TRANSGENDER INDIVIDUALS IN EAST AFRICA

- Establish complaint mechanisms for institutional stigma/discrimination
- Strengthen alliances with progressive policymakers/human rights advocates
- Use international platforms to amplify local challenges/pressure governments for inclusive policies
- Develop community-led fundraising strategies for gender-affirming care
- Create testimonial short videos media

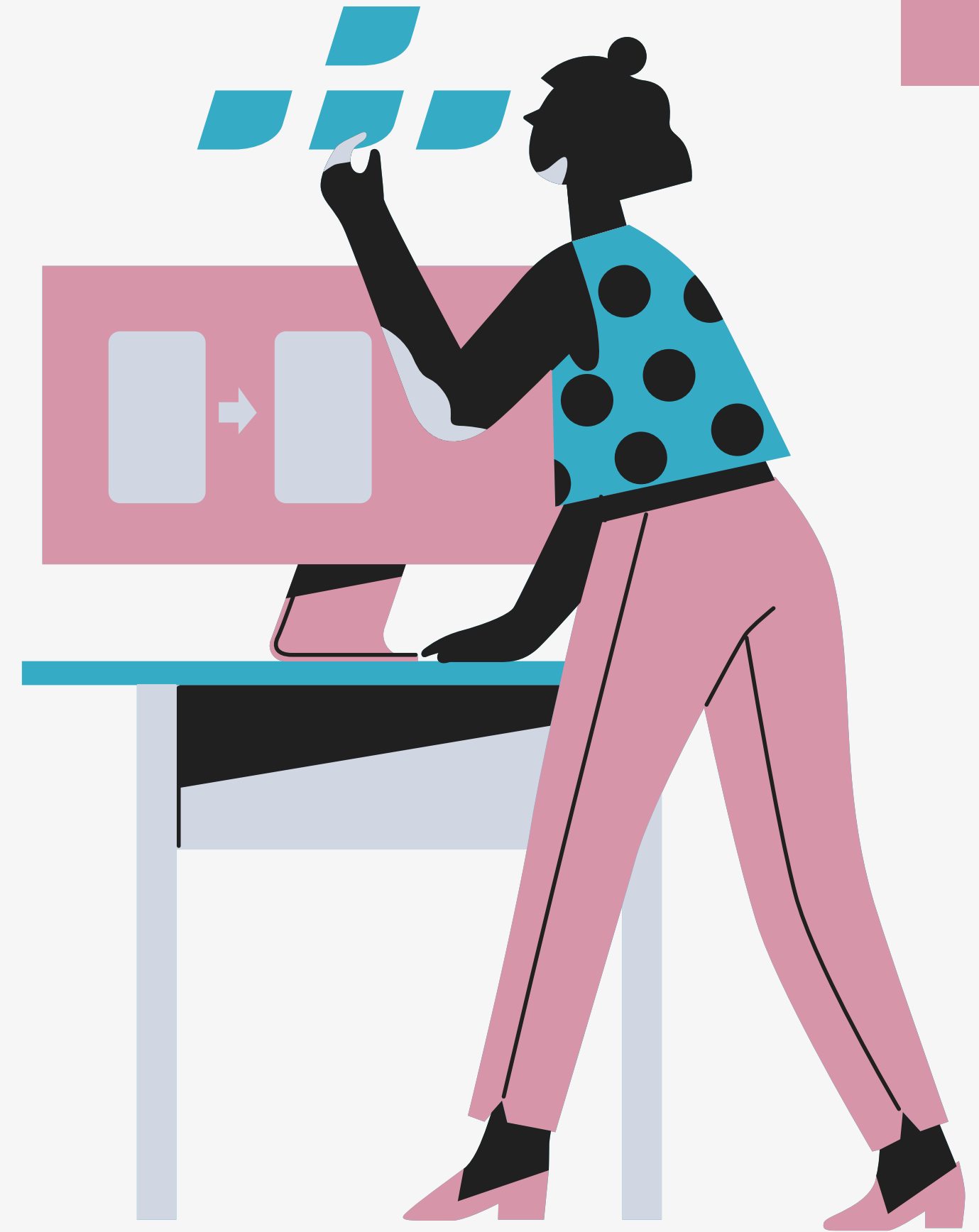


TOPIC TWO



EMPLOYMENT

Being Employed is more than just having a job but its about being able to earn a living, support yourself, others beneficiaries and be about contribute to the society. It provides a sense of purpose, stability, personal growth, shaping one's identity and social connections.



STATISTICS

FOR UNEMPLOYED AND EMPLOYED FOR
TRANSGENDER YOUTH IN EAST AFRICA



The EATHAN (East African Transgender Health and Advocacy Network) Report of 2020 highlighted the necessity for economic empowerment initiatives, including financial literacy, entrepreneurship skills development, and access to seed capital to improve the livelihoods of transgender individuals.

90%

Unemployed rates for transgender
in 2020

10%

Employed rate for transgender in
2020

STATISTICS

FOR UNEMPLOYED AND EMPLOYED
FOR YOUTH IN EAST AFRICA



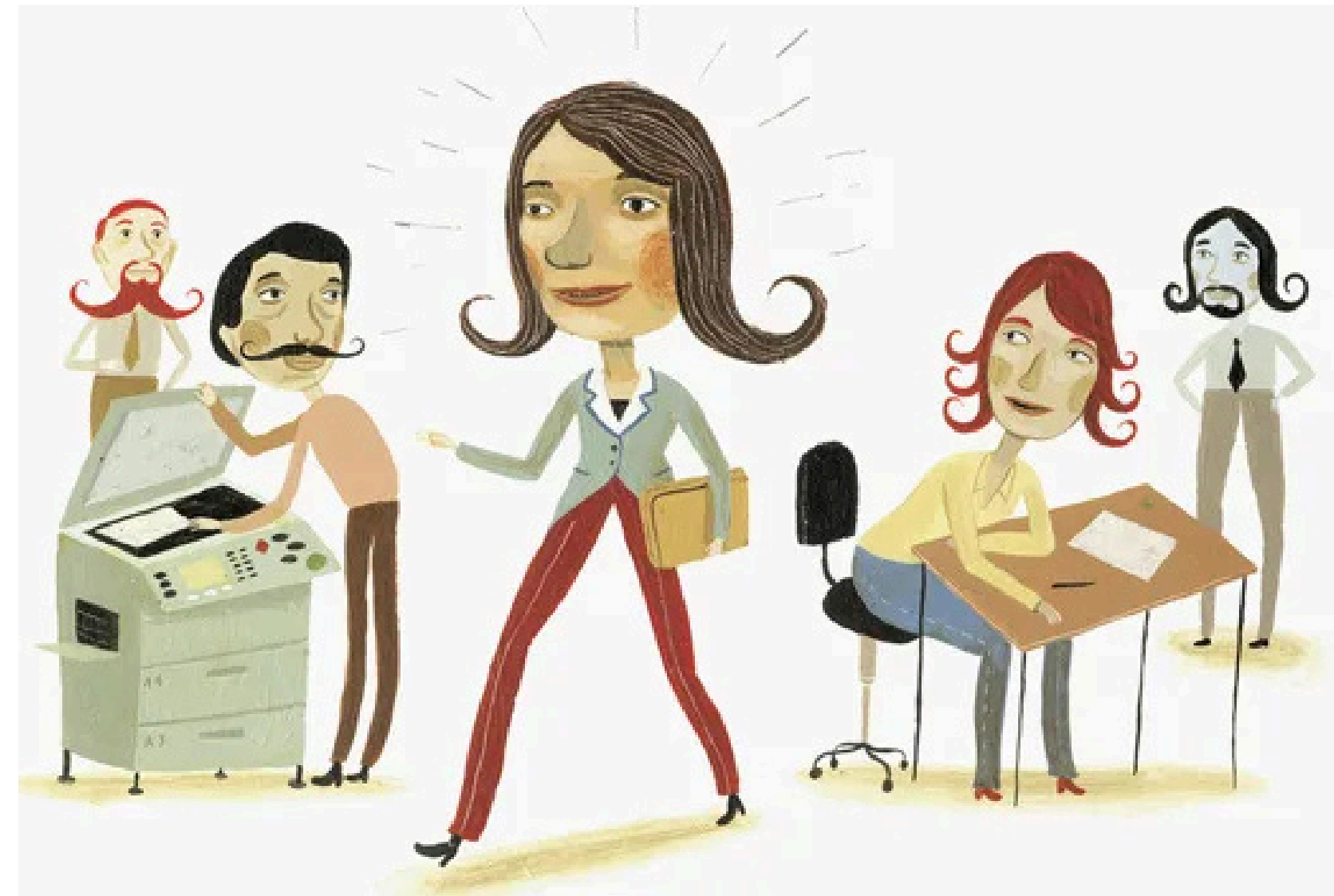
Mr Nangayi Guyson international investigative journalist, published a report indicating the Ugandan youths at aged 12 to 35, account for 78% of the country's population, or approximately 27 million people. As many as 64% - 70% of those of working age are unemployed. Some his source information: Advocates Coalition for Development and Environment report Infosheet No. 26, 2014



CHALLENGES

CHALLENGES WE ARE FACING AS TRANSGENDER INDIVIDUALS TO SECURE BETTER EMPLOYMENT OPPORTUNITY IN EAST AFRICA

- Workplace/hiring discrimination
- Inequality/limited education access
- Unfavorable labor laws
- Difficulty changing legal documents
- Low self-esteem
- Limited funds for enterprise
- Societal stereotypes
- Limited access to skill development



SOLUTIONS

SOLUTIONS TO CHALLENGES FACED BY TRANSGENDER INDIVIDUALS IN SECURING BETTER EMPLOYMENT OPPORTUNITIES IN EAST AFRICA

- Engaging with policymakers/ institution for inclusive policies on hiring/workplace discrimination
- Advocate for inclusive education policies
- Establishing scholarships token
- Advocating for reform of labor/existing laws
- Collaborating with legal/ human rights institutions
- Offer mental health support/confidence building (counseling, mentorship, empowerment)"



SOLUTIONS

SOLUTIONS TO CHALLENGES FACED BY TRANSGENDER INDIVIDUALS IN SECURING BETTER EMPLOYMENT OPPORTUNITIES IN EAST AFRICA

- Mobilizing resources for entrepreneurship support
- Establishing Micro Finance Enterprise
- Use online campaigns to challenge stereotypes/promote workplace inclusion
- Empowering individuals with vocational skills
- Documenting /interviewing individuals/parents lived realities



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FEMINIST INCLUSION LEADERSHIP CENTER CURRENT PROGRAMS 2024 TO 2029

- **Comfort for All Program**
- **East Africa Education Support**
- **Leadership and Capacity Building**
- **Health and Gender Affirmation Support**



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CALL OF ACTION

As an audience, what role can play in helping Feminist Inclusion Leadership Center to improve the accessibility of Employment opportunities and Gender affirming care Services for Transgender community in East Africa;

- Donating and fundraising for current programs
- Volunteering your time and sharing your expertise.
- Sharing our message/ following on social media handles
- Subscribe to our Newsletter
- Becoming monthly donor



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FEMINIST INCLUSION LEADERSHIP CENTER



THANK YOU

● **FOR YOUR NICE ATTENTION**



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