

<b>Position</b>		<b>Gender equality and social norms Expert</b>	
<b>Name</b>		<b>Anna Kirey</b>	
<b>Date of birth</b>		8 March 1980	
<b>Nationality</b>		Ukraine	
<b>Countries of Work Experience</b>		Kazakhstan, Kyrgyzstan, Ukraine, Azerbaijan, Russia, Tajikistan and Uzbekistan, Sweden, UK, US	
<b>Language skills</b>		English, Russian, Ukrainian – fluent	
<b>Education:</b>			
Mm/year		Institution <b>Degree/certificate</b>	
Ongoing		MA Gendering Practices, University of Gothenburg, Sweden	
August 2010 – August 2015		MA in Russian, Eurasian and East European Studies, University of North Carolina- Chapel Hill, Chapel Hill, USA	
September 2003- June 2004		MA Gender and Peace Building, University for Peace of the United Nations, Ciudad Colon, Costa Rica	
August 1999 – June 2003		BA Journalism, minor – International and Comparative Politics, American University – Central Asia, Bishkek, Kyrgyzstan	
<b>Additional training</b>			
August– December 2009		Human Rights Advocates Program, Columbia University, New York, USA	
January-June 2001		Exchange semester studying Politics and Latvian language, Vidzeme University, Vidzeme, Latvia	
<b>Key qualifications:</b>			
Project management, gender mainstreaming, participatory research, qualitative research methods and interviewing techniques. Training and evaluation methodologies, community mobilization.			
<b>UN advocacy experiences</b>			
<ul style="list-style-type: none"> <li>• UN Human Rights Committee: submitted alternative reports on LGBT rights issues in Ukraine and Kyrgyzstan, recommendations on LGBT issues in Ukraine included in Concluding Observations (July 2013, March 2014)</li> <li>• CAT: submission on Kyrgyzstan, engaged with the Committee during the session (November 2013)</li> <li>• CCPR: wrote an alternative report on LGBT rights in Uzbekistan (March 2010)</li> <li>• CEDAW: Wrote an alternative report on the situation of lesbian, bisexual women and transgender people in Uzbekistan, delivered interventions and organized informal lunch for the Committee at 45<sup>th</sup> Session of the UN Committee on Elimination of Discrimination Against Women (January 2010)</li> <li>• Universal Periodic Review: Researched sexual and reproductive rights in Turkmenistan, Kyrgyzstan, Azerbaijan, Kazakhstan, Tajikistan and Uzbekistan, wrote reports for the UN Human Rights Council Universal Periodic Review in cooperation with local NGOs. Lobbied with missions of different countries to include questions and recommendations on sexual rights, provided NGO interventions on sexual rights in Turkmenistan and Uzbekistan (March 2009, June 2009, February 2010, May 2010; October 2012; April 2013)</li> <li>• UN General Assembly: part of NGO delegation lobbying the governments to sign UN Joint Statement on Sexual Orientation and Gender identity. Lobbied post-Soviet governments to sign the statement, organized meetings with mission representatives. (December 2008)</li> <li>• CEDAW: participation in 41<sup>st</sup> session of CEDAW Committee, preparation of alternative report on Kyrgyzstan, organized a parallel event for the CEDAW Committee.</li> </ul>			
<b>Employment record</b>			
From -to	Institution/comp any/donor	Position	<b>Project title</b> Project description and consultant roles/responsibilities
Jan 2022 – present	RFSL, Sweden	Team Lead for Ukraine and Eastern Europe/Russia	Leading two programs focusing on building resilience of LGBTIQ+ communities in Eastern Europe through capacity strengthening, subgranting and accompaniment. Manage three staff members and two consultants.
Aug 2016-Jul 2019	Amnesty International	Deputy Director for Campaigns in	Managed a team of ten campaigners and coordinators based in London and Tbilisi, developed strategic campaigns and processes; co-developed and implemented new directions of

		Eastern Europe and Central Asia	engagement, activism and presence in Eastern Europe and Central Asia region.
Aug 2014- Aug 2016	Open Society Foundations, New York	Senior Program Officer	Public Health Program. Managed trans and intersex rights portfolios with over 20 grantee partners, engaged with grantees and internal OSF structures to build trans and intersex rights as a field in grant-making. Developed changes to the Program's strategy on intersex rights and secured insurance coverage for trans employees. Secured additional \$1,180,000 for trans and intersex international advocacy globally.
Sep 2012 – Aug 2014	Human Rights Watch, New York	Researcher	Europe and Central Asia and LGBT Rights programs. Monitored LGBT rights developments in Eastern Europe and Central Asia; responded to urgent human rights concerns with various advocacy means; interviewed victims of human rights abuse; engaged with various national and international institutions to address police violence against LGBT people in Kyrgyzstan and discrimination of LGBTI people in Ukraine.
	LGBT Organization "Labrys", Bishkek, Kyrgyzstan	Different job positions	Senior Advisor (project coordinator 2005-2007, executive director 2007-2009, senior advisor 2009-2011). Coordinated and supervised the work of program teams in four departments, fundraised and liaised with funders, developed and coordinated needs assessments, qualitative research projects and community mobilization projects. Regularly spoke in public on LGBT issues and human rights, liaised with media. Developed and facilitated trainings on gender, sexual health, human rights documentation, using international human rights mechanisms.
July 2004 – June 2005	Johns Hopkins University and Family Doctors Association of Kyrgyzstan	Research Assistant	Project on Women's Health and Domestic Violence conducted by Johns Hopkins University and Family Doctors Association of Kyrgyzstan. Conducted qualitative one-hour interviews with health care providers, pregnant women and survivors of domestic violence at "Sezim" shelter.
<b>Selected consultancies</b>			
Aug-Sep 2021	United Nations Development Program (UNDP)	Subcontractor	Interviewed members of parliament, researchers, UNDP staff and LGBT activists from Mozambique, North Macedonia, Bhutan and Botswana about their experiences supporting LGBT rights at different levels including with various parliamentary processes. Drafted case studies for the Handbook for Parliamentarians focusing on decriminalization of same-sex conduct in Botswana, Mozambique, Bhutan and Angola.
2020-2021	RFSL	LGBT Community Resilience Consultant	Provided consultancy support to RFSL staff members of "Resilient movements, stronger communities" program in Ukraine. Based on consultation with LGBTI+ communities in Ukraine, co-drafted a call for applications for professional development and English language courses for LGBTI+ activists. Co-developed application assessment tools and assessed over 70 applications in the first call and over 50 in the second call. Together with RFSL international program manager for Ukraine, assessed grant proposals from Ukrainian LGBTI+ initiative groups and organizations, provided

			detailed recommendations for proposal and program improvement.
Mar-May 2021	Turas Partners	Gender Expert	Provided a training on gender in international development and transgender inclusion, evaluating Gender Action Plan of UNAIDS; provided ongoing feedback about the evaluation document.
2016-2021	GFATM	Gender and Human Rights Expert	Technical Review Panel (TERG) of the Global Fund to Fight HIV, Tuberculosis and Malaria (GFATM). Four-year term, together with a team of technical experts conducted multiple reviews of country and multi-region proposals to the GFATM from gender and human rights perspective.
December 2020 – May 2021	Singizi-Africa	Evaluation Methodology Expert	With a team of consultants developed evaluation methodology based on feminist and participatory research principles to assess the work of RFSU, conduct interviews with RFSU partner organizations in Georgia, Ghana and Liberia, expected to contribute to the final report.
August – December 2020	CoC-Netherlands	LGBTI Needs Assessment Expert	With another consultant conducted an assessment to identify the needs of LGBTI initiatives and organizations in Kazakhstan, Kyrgyzstan, Tajikistan, Uzbekistan and Turkmenistan.
June-September 2020	Singizi – Africa	Evaluator/FG Facilitator	In a team of 5 consultants evaluated the work of MenEngage International Alliance. Facilitated focus groups with MenEngage Europe and MenEngage South Asia, interviewed ME members staff and external stakeholders. Provided edits and comments to the final evaluation report.
Mar-Sep 2020	RFLS Ukraine, Russia, Georgia, Armenia and Moldova	External Evaluator	Evaluated RFLS program Eastern European Coalition for LGBT+ Equality, in a team with another evaluator developed evaluation methodology, interviewed RFLS staff, six program partner organisations and their stakeholders in Ukraine, Russia, Georgia, Armenia and Moldova. Co-wrote an evaluation report and co-presented it to Swedish International Development Cooperation Agency (SIDA).
June – September 2019	RTI International	Gender Expert	With three team members conducted Gender and Inclusive Development Analysis of USAID programming in Central Asia. Interviewed over 60 stakeholders including government officials, civil society organizations and businesses working on land, water, economic growth, democracy, education and health (with a focus on TB and HIV) in Uzbekistan, Kazakhstan, Tajikistan and Turkmenistan. Drafted and edited country reports.
July-October 2019	CoC-Netherlands	Needs Assessment Expert	Interviewed 26 LGBTI activists from 12 countries of Eastern Europe and Central Asia about their organizational priorities and experiences with donor funding.
June-December 2019	The Foundation “Remembrance, Responsibility and Future” EVZ	Consultant on sexual orientation and gender identity issues	With a team of three monitoring and evaluation experts wrote an evaluation report about SOGI-darity program of the Foundation. Interviewed 10 donor organization about their funding for LGBTI organizing in Eastern Europe and two LGBTI NGOs about their experiences with the Foundation.
September – October 2017	HIV Alliance	SHR Expert	Wrote a 31-page report on human rights violations and limitations in access to sexual health and rights for LGBTI/MSM communities and organizations in Eastern Europe, Central Asia and Turkey.

Jan 2015- May 2016	IREX Europe	Advocacy trainer	Developed, conducted and evaluated training programs on advocacy and fundraising for LGBTI activists from small towns in Russia. Trained over 80 activists how to engage with the UN and Council of Europe human rights mechanisms, advocacy skills, trans and intersex issues.
July – September 2011	Open Society Foundations	SHR Expert	Sexual Health and Rights Project. Facilitated an exchange project between Labrys (Kyrgyzstan) and Insight (Ukraine) to learn from each other about transgender advocacy efforts. Consulted both organization on various aspects of organizational development with a focus on fundraising, advocacy and communications.
Jul 2018- Nov 2011	Sexual Rights Initiative	Sexual and Reproductive Issues Expert	Researched sexual and reproductive rights issues in Turkmenistan, Kazakhstan, Kyrgyzstan, Azerbaijan, Tajikistan and Uzbekistan. In consultation with civil society organizations, wrote six reports for UN Human Rights Council Universal Periodic Review. Followed up with reports, lobbied country missions for inclusion of sexual rights issues in their interventions, provided civil society interventions on sexual rights in Turkmenistan and Uzbekistan. Consulted NGOs on monitoring state implementation of the UPR recommendations.
February – May 2008	Sigrid Rausing Trust/ Open Society Institute	Researcher/Report Writer	Conducted interviews with 40 leaders of NGOs and initiative groups working in different spheres of human rights protection in Kyrgyzstan and Uzbekistan, prepared country reports and overviews, recommended groups for donor funding based on the interviews.
November – December 2006	COC- Netherlands	LGBT Consultant	Fact-finding Mission on LGBT situation in Kazakhstan. Conducted interviews with LGBT people, different institutions affecting their lives, made observations at LGBT meeting places and organizations, wrote detailed reports and wrote chapters of the baseline report.

**Volunteer service:**

- Intern at Trans Bodies, Trans Selves book project, contributed and edited 'Gender around the world' chapter
- Equality Ride, SoulForce Q. As a part of 6-week bus tour actively engaged in nonviolent dialogue about gender, sexuality and faith at 15 faith-based colleges in south of the United States (summer – autumn 2008)
- Organized a parallel event on lesbian, bisexual women and transgender people's rights for CEDAW session (summer-autumn 2008), assisted NGOs in Azerbaijan, Uzbekistan and Russia in preparing alternative reports for CEDAW (2009-2010)
- OSCE Central Asian Youth Network Supervisor. Provided academic supervision to a group of students from three Central Asian countries for a research project on young women's access to education. (February – November 2005)
- Mentor in Mentorship Program at Association of Women in Development (August 2003 – December 2003)
- Student newspaper "The Star" politics editor, reporter, photographer and proofreader (August 1999- April 2003)
- Coordinator of FSA/FLEX "Elections observing 2000" project with Coalition of NGOs for Democracy and Civil Society, Bishkek, Kyrgyzstan (January-April 2000)

### Academic Research:

- Wilkinson, Cai and Kirey, Anna (2010) 'What's in a name? The personal and political meanings of 'LGBT' for non-heterosexual and transgender youth in Kyrgyzstan', Central Asian Survey, 29: 4, 485 — 499 <http://www.tandfonline.com/doi/abs/10.1080/02634937.2010.533970#preview>
- Research report with Kartini Network. Oral history of activism, formal and non-formal organizing by women-loving women and transgender organizing in Central Asia (2011) <http://www.isiswomen.org/phocadownload/print/isispub/Women-Loving-Women.pdf#page=6>

### Selected UN submissions

- Joint submission on sexual rights in Kyrgyzstan [http://lib.ohchr.org/HRBodies/UPR/Documents/Session8/KG/JS1\\_UPR\\_KGZ\\_S08\\_2010\\_JointSubmission1.pdf](http://lib.ohchr.org/HRBodies/UPR/Documents/Session8/KG/JS1_UPR_KGZ_S08_2010_JointSubmission1.pdf)
- Joint submission on sexual rights in Kazakhstan <http://sexualrightsinitiative.com/wp-content/uploads/Kazakhstan-UPR-7.pdf>
- Joint submission on sexual rights in Azerbaijan <http://sexualrightsinitiative.com/wp-content/uploads/Azerbaijan-UPR-4.pdf>
- Joint submission on sexual rights in Uzbekistan <http://sexualrightsinitiative.com/wp-content/uploads/Uzbekistan-UPR-3.pdf>
- Human Rights Watch's submission for UN Human Rights Committee's review of Ukraine <http://www.hrw.org/news/2013/06/20/submission-ukraine-un-human-rights-committee>

### Op-eds and press releases

#### Open Society Foundations

- Europe Celebrates a String of Trans Rights Victories <https://www.opensocietyfoundations.org/voices/europe-celebrates-string-trans-rights-victories>
- To Stem Violence, States Must Recognize Trans Identities, November 20, 2015. <http://www.opensocietyfoundations.org/voices/stem-violence-states-must-recognize-trans-identities>

#### Huffington Post

- 'Evaluated' to Be Yourself: Ukraine's Flawed Gender Recognition Procedure. [http://www.huffingtonpost.com/anna-kirey/evaluated-to-be-yourself\\_b\\_4318276.html](http://www.huffingtonpost.com/anna-kirey/evaluated-to-be-yourself_b_4318276.html)
- A Land Where Nobody is Safe. [http://www.huffingtonpost.com/anna-kirey/a-land-where-nowhere-is-s\\_b\\_134972.html](http://www.huffingtonpost.com/anna-kirey/a-land-where-nowhere-is-s_b_134972.html)

#### Human Rights Watch

- "They Said We Deserved This": Police Violence Against Gay and Bisexual Men in Kyrgyzstan, Human Rights Watch (January 2014)
- Ukraine: EU Should Raise LGBT Rights at Summit <http://www.hrw.org/news/2013/02/21/ukraine-eu-should-raise-lgbt-rights-summit>
- Ukraine: Reject Discriminatory LGBT Laws <http://www.hrw.org/news/2013/04/16/ukraine-reject-discriminatory-lgbt-laws>
- Ukraine: Investigate Violence Against LGBT Activists <http://www.hrw.org/news/2013/05/30/ukraine-investigate-violence-against-lgbt-activists>

- Dispatches: To Be or Not to Be - Anti-discrimination and LGBT Rights in Ukraine
- <http://www.hrw.org/news/2013/11/04/dispatches-be-or-not-be-anti-discrimination-and-lgbt-rights-ukraine>
- Russia: Reject Homophobic Bill. Investigate Threats, Attacks on Peaceful Protests
- <http://www.hrw.org/news/2013/01/26/russia-reject-homophobic-bill>
- Dispatches: Kyrgyzstan Picks Homophobic Bill Over Europe Ties
- <http://www.hrw.org/news/2014/04/15/dispatches-kyrgyzstan-picks-homophobic-bill-over-europe-ties>

#### **Leadership and Associations:**

- Board of Mama Cash International Women's Fund (2016-present)
- Advisory Network of the Urgent Action Fund for Women's Human Rights (2011-present)
- Advisory Council of the Global Fund for Women (2009 - 2015)
- Advisory Committee of LGBTI Rights Initiative at Open Society Foundations (2011-2013)
- International Advisory Board at ASTRAEA Lesbian Foundation for Justice (2015-present)
- Advisory Network of International Women's Fund Mama Cash (2010-present)
- ILGA-Asia Central Asian Female Representative (2010-2012)

#### **Scholarships and honors:**

- Merit Assistantship University of North Carolina – Chapel Hill (2010-2011)
- Kartini Research Fellow: research project on collecting oral histories of women and transgender people involved in organizing in Central Asia (2009- 2010)
- Swedish Institute Scholarship funded by SIDA for graduate training in Social Work (2006-2007)
- Government of Finland Scholarship for studying at University for Peace (2003-04)
- Soros Supplementary Grant from OSI Foundation for 2001/02 academic year
- Youth in Action and UNESCO Leadership Award for LGBT rights project (2001)
- 4-year Full International Student Scholarship from American University – Central Asia ( 1999-2003)
- Finalist of “Freedom Support Act Future Leaders Exchange” program 1996-97, year in the United States, honor roll student at Pine Valley Central School.