

TOOLS FOR STRENGTHENING THE HIV RESPONSE AMONG MSM AND TRANS* PEOPLE

COMPENDIUM



*Eurasian Coalition
on Male Health*

2019



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on Male Health*

Eurasian Coalition on Male Health (ECOM), Tallinn, Estonia, 2019
Compendium «Tools for Strengthening the HIV Response among MSM and Trans* People»

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The Compendium contains main materials and practical tools developed by ECOM on various aspects of the response to the HIV epidemic among MSM and trans* people.

Tools and documents are recommended for use in the design and implementation of national HIV programs for MSM and trans* people, including within Global Fund grants.

The publication was prepared and published within the regional program «Right to Health», implemented by ECOM with the support of the Global Fund to Fight AIDS, Tuberculosis and Malaria (Global Fund). The views described herein are the views of this institution, and do not represent the views or opinions of the Global Fund, nor is there any approval or authorization of this material, express or implied, by The Global Fund.

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INTRODUCTION

The Compendium contains main materials (reviews, studies, reports, and other documents) and practical tools (guidelines, training modules etc.) developed by ECOM within the Right to Health regional programme supported by the Global Fund and other projects.

The practical information presented here can be used by various stakeholders in their work on different aspects of the response to the HIV epidemic among MSM and trans people: strengthening the strategic information related to HIV among MSM and trans people, programming and implementing HIV services, protecting the right to health of MSM and trans people, combating stigma and discrimination, and building the capacity of civil society organizations.

Tools and documents are recommended for use in the design and implementation of national HIV programs for MSM and trans * people, including within Global Fund grants.

The documents and tools are organized into six sections.

All practical tools are marked with a star.

SECTION 1. STRATEGIC INFORMATION

This section contains documents and tools: a methodological guide on developing strategic information related to HIV among MSM and trans* people; briefs on countries/sub-regions with available official information on HIV among MSM and trans* people; the results of national and regional studies, including their protocols; studies on innovative approaches — chemsex and PrEP.

SECTION 2. HIV/STI, SEXUAL, AND REPRODUCTIVE HEALTH SERVICES FOR MSM AND TRANS* PEOPLE

Documents and tools: international tools that regulate standards and the package of services for MSM and trans* people; a training module on these tools; a tool for monitoring services provided by the community using the «Secret Client» methodology; a study on the availability of PrEP programs in the region.

SECTION 3: ADVOCACY AND COMMUNITY PARTICIPATION IN DECISION-MAKING PROCESSES

Documents and tools: a review of tools on national trans*ition plans; community participation in country coordinating mechanisms; a study on the cascade of HIV services for MSM; a study on funding gaps in HIV services for MSM.

SECTION 4: LEGAL ENVIRONMENT

Documents and tools: a report on the legal environments in 11 EECA countries; regional and national reports on violations of the right to health of MSM and trans* people; a manual and tools on monitoring and documenting human rights violations.

SECTION 5: COMBATING STIGMA AND DISCRIMINATION

Documents and tools: a study on the attitudes of healthcare professionals, social workers, and the police towards LGBT people; training modules on combating stigma and discrimination towards MSM and trans* people by public servants (doctors, government officials, police).

SECTION 6: ORGANIZATIONAL DEVELOPMENT OF CIVIL SOCIETY ORGANIZATIONS

Documents and tools: tools for the assessment and self-assessment of organizational capacity; examples of human resources policies of NGOs; policies for working with volunteers; examples of technical assistance provided by ECOM, etc.

SECTION 7: ECOM TECHNICAL SUPPORT

ECOM offers technical support for the development and implementation HIV prevention interventions for MSM and trans* people, and other key populations, including in the Global Fund grants as well for the adaptation and use of all of our tools and documents.

See more details in the section.

For inquiries and clarifications, please contact: contact@ecom.ngo

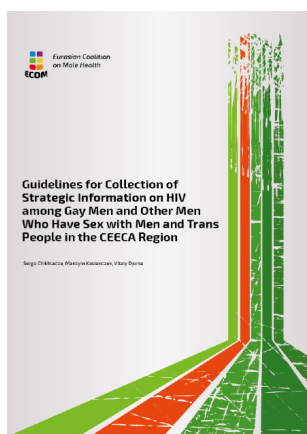


SECTION 1

STRATEGIC INFORMATION

This section contains documents and tools: a methodological guide on developing strategic information related to HIV among MSM and trans* people; briefs on countries/sub-regions with available official information on HIV among MSM and trans* people; the results of national and regional studies, including their protocols; studies on innovative approaches—chemsex and PrEP.

GUIDELINES FOR THE COLLECTION OF STRATEGIC INFORMATION ON HIV AMONG GAY AND OTHER MSM, AND TRANS* PEOPLE IN THE CEECA REGION



A methodological guide for researchers, people involved in planning, implementing, and managing HIV programs, non-governmental and community organizations working in the field of HIV prevention, as well as for community activists and LGBTIQI advocates, which discusses the rules and methods for collecting strategic information.

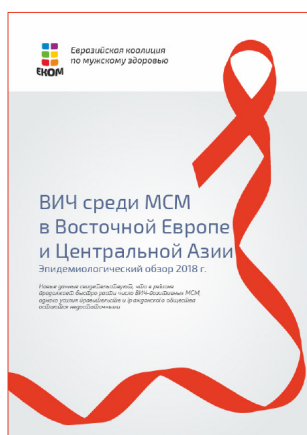


<https://ecom.ngo/en/library/guidelines-for-collection-of-strategic-information/>



https://ecom.ngo/library/guide_si_msm/

REGIONAL EPIDEMIOLOGICAL REVIEW



A regional review on the development of the HIV epidemic among MSM, which includes data from official sources of 20 countries of the region: the current estimated number of MSM, % of HIV-positive MSM who know their status, % of coverage by prevention programs, etc.

Data is updated by ECOM every year.



<https://ecom.ngo/hiv-msm-eeeca/>



<https://ecom.ngo/en/hiv-msm-eeeca/>

HIV AMONG TRANS* PEOPLE

A regional review with official data, including the availability of IBBS, the prevalence of syphilis, % of awareness about HIV, % of trans* people who used condoms when last having sexual contact.

The data was first collected in 2019. It is planned to update it every year.



https://ecom.ngo/hiv_trans_eeca/



https://ecom.ngo/en/hiv_trans_eeca/

INFORMATIONAL BRIEFS ON COUNTRIES AND SUB-REGIONS

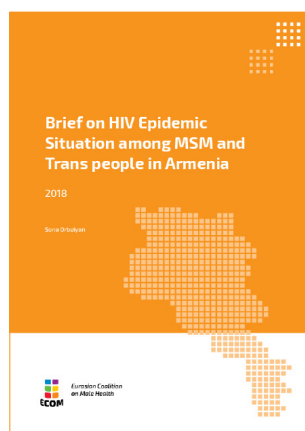
The most concise information taken from official sources and describing the development of the HIV epidemic among MSM and trans* people in a given country. They can be used as a data source, as well as an advocacy tool. They should be updated approximately once every 2 years, after IBBS or other large-scale national research is carried out.

Azerbaijan




<https://ecom.ngo/library/brief-on-hiv-among-msm-in-azerbaijan/>

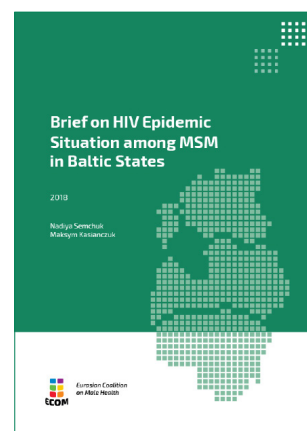
Armenia



https://ecom.ngo/library/brief_arm/

 <https://ecom.ngo/en/library/brief-armenia/>

Baltic Countries (sub-region)

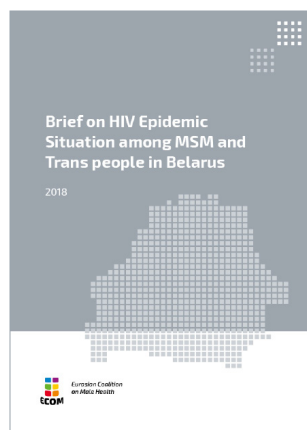



<http://ecom.ngo/library/brief-baltic-states/>




<https://ecom.ngo/en/library/brief-baltic-states/>

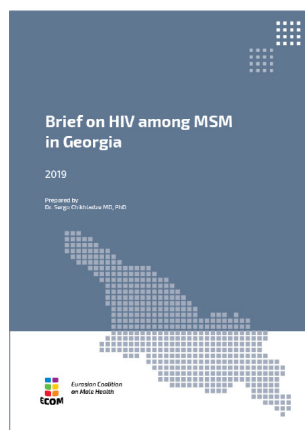
Belarus




 <https://ecom.ngo/library/msm-and-hiv-in-belarus/>

 <https://ecom.ngo/en/library/msm-and-hiv-in-belarus/>

Georgia




 <https://ecom.ngo/library/brief-georgia/>

 <https://ecom.ngo/en/library/brief-georgia/>


Kyrgyzstan




 <https://ecom.ngo/library/hiv-infection-among-msm-in-the-kyrgyz-republic/>

Kazakhstan




 <https://ecom.ngo/library/brief-on-hiv-among-msm-in-kazakhstan/>

 <https://ecom.ngo/en/library/brief-on-hiv-among-msm-in-kazakhstan/>

Moldova




 https://ecom.ngo/library/brief_moldova/

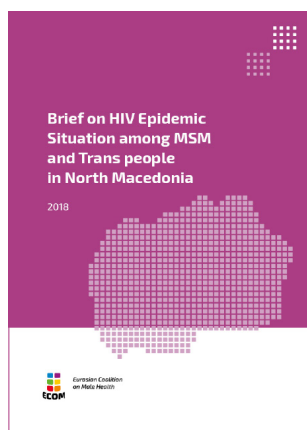
 https://ecom.ngo/en/library/brief_moldova/


Russia




 <https://ecom.ngo/library/msm-and-hiv-in-russia/>

North Macedonia





 <https://ecom.ngo/library/msm-and-hiv-in-macedonia/>

 <https://ecom.ngo/en/library/msm-and-hiv-in-macedonia/>

Tajikistan





 https://ecom.ngo/library/spravka_tdj/

 https://ecom.ngo/library/statement_tdj/

Ukraine




 <https://ecom.ngo/library/msm-and-hiv-in-ukraine-rus/>

 <https://ecom.ngo/library/msm-and-hiv-in-ukraine/>



Estonia

 <https://ecom.ngo/library/brief-on-hiv-among-msm-in-estonia/>

 <https://ecom.ngo/library/luhikokkuvote-hivist-meestega-seksivate-meeste-hulgas-eestis/>

 https://ecom.ngo/library/msm_estonia_note/

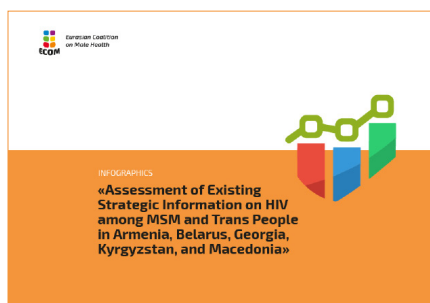
ASSESSMENT OF STRATEGIC INFORMATION IN COUNTRIES

The results of a regional study that assessed the availability of strategic information about MSM and trans* people in a given country. It analyzes information taken from open sources (monitoring systems, evaluation reports, program performance evaluations, surveys, and other thematic studies), and provides the most complete picture about the availability or lack of information necessary for adequate planning and decision-making

Protocol: available upon request.

Results of the 2017 study

(Armenia, Belarus, Georgia, Kyrgyzstan, North Macedonia)

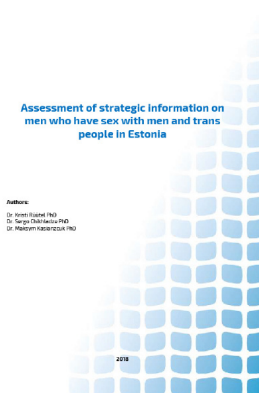


https://ecom.ngo/library/infogr_si-information/



https://ecom.ngo/en/library/infogr_si-information/

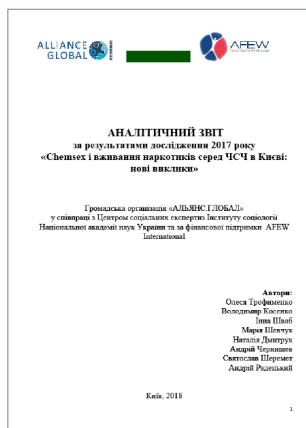
Assessment of strategic information in Estonia



https://ecom.ngo/library/si_estonia_est/



https://ecom.ngo/library/si_estonia/



The use of psychoactive substances that contribute to risky sex is one of the common trends in the region. One of the first studies on this phenomenon was carried out in Kiev (Ukraine) by the public organization Alliance.Global. The report was translated and edited with the support of ECOM.



https://ecom.ngo/library/chemsex_ukraine/



<https://ecom.ngo/library/otchet-po-rezul-tatam-issledovaniya-2017-chemsex-i-upotreblenie-narkotikov-sredi-msm-v-kieve-novy-e-vy-zovy/>



SECTION 2

HIV/STI SERVICES FOR MSM AND TRANS* PEOPLE



Documents and tools: international tools that regulate standards and the package of services for MSM and trans* people; a training module on these tools; a tool for monitoring services provided by the community using the «Secret Client» methodology; a study on the availability of PrEP programs in the region

STANDARDIZATION OF SERVICES



MSMIT — Practical guidance for collaborative HIV and STI programs for MSM

This guide was developed by the United Nations Population Fund (UNFPA) on the basis of WHO recommendations. It is an international tool standardizing the provision of HIV prevention services for MSM.

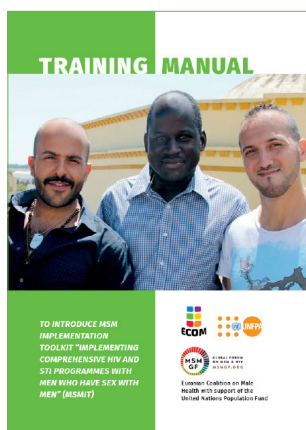
It is designed for employees of public health institutions, program managers in the field of HIV and STIs, representatives of non-governmental organizations at the community and civil sector levels, and for medical professionals. It may also be of interest to international funding agencies, public health policy makers, and advocacy activists. It is intended to cover the implementation of interventions across the continuum of HIV services, including prevention, treatment, care, and support.



<https://ecom.ngo/projects/msmit/>



<https://ecom.ngo/en/projects/msmit/>



Training module on the MSMIT

This detailed training module developed by ECOM assists with the development and carrying out of a training meeting to present the MSMIT to community activists, experts, and officials of state municipal healthcare institutions, as well as specialists working on health issues with MSM. The module makes it possible to present the MSMIT sequentially, part by part, or to select the most interesting issues and discuss them in detail, while briefly presenting the general context of the MSMIT.

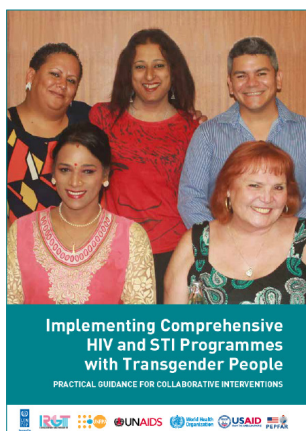


<https://ecom.ngo/projects/msmit/>



<https://ecom.ngo/en/projects/msmit/>

TRANSIT — PRACTICAL GUIDANCE FOR COLLABORATIVE HIV AND STI PROGRAMS FOR TRANS* PEOPLE

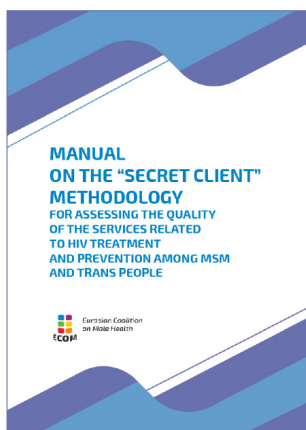


This guide was developed by the United Nations Population Fund (UNFPA) on the basis of WHO recommendations. It is an international tool standardizing the provision of HIV prevention services for trans* people.



<https://www.unfpa.org/publications/implementing-comprehensive-hiv-and-sti-programmes-transgender-people-practical-guidance>

MONITORING SERVICES PROVIDED BY THE COMMUNITY



«Secret Client» methodology.

This manual describes a methodology for evaluating medical and social services, which may be used not only by organizations working with MSM and trans* people, but also by those working with other key populations.

The manual provides a detailed methodology for adapting the well-known «Mystery Shopper/Secret Shopper/Mystery Consumer» monitoring method common in the commercial sector to the needs of civil society organizations.



https://ecom.ngo/library/secret_client/



https://ecom.ngo/en/library/secret_client/



SECTION 3

ADVOCACY AND COMMUNITY PARTICIPATION IN DECISION-MAKING PROCESSES



Documents and tools: a review of tools on national transition plans; community participation in country coordinating mechanisms; a study on the cascade of HIV services for MSM; a study on funding gaps in HIV services for MSM.


ANALYSIS OF THE CASCADE OF HIV SERVICES FOR MSM

ECOM developed a monitoring tool that makes it possible to track the cascade of comprehensive HIV prevention and treatment services for MSM in the CEECA region. The difference between this tool and others is that it relies on official national data and provides a picture of only one specific key population. If necessary, the tool can be adapted to other key populations, which will allow you to compare data and track differences across groups (for example, in diagnoses and examinations) or with the general population.

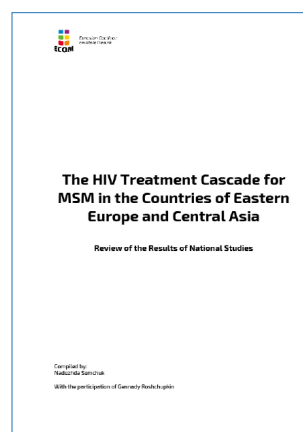
It is recommended to do this once every 2 years after approval of official IBBS data.

Regional report for 2018 Abridged version



 <https://ecom.ngo/library/analiz-kaska-da-kompleksnyh-uslug-profilaktiki-i-lechenija-vich-infekcii-sredi-msm-v-stranah-cveca/>

Regional report for 2018 Full version



 https://ecom.ngo/library/cascade_report/
 https://ecom.ngo/en/library/cascade_report/

National reports (Kyrgyzstan)



 https://ecom.ngo/library/cascade_report/

ANALYSIS OF FUNDING GAPS


This tool was developed by ECOM in order to analyze and summarize existing data on funding gaps in HIV prevention and treatment programs for gay and other MSM, and trans* people to make informed recommendations regarding the funding of such programs.

Report «Analysis of funding gaps in programs for MSM in the EECA region. 2018».

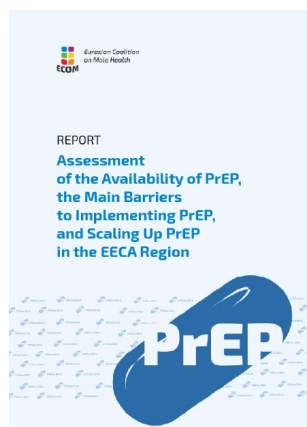
Analysis of Funding Gaps in HIV/AIDS Programs for MSM in the Countries of Eastern Europe and Central Asia.

A review of international approaches and studies on funding gaps in HIV programs for MSM, and recommendations based on the example of a number of countries in the region: Armenia, Belarus, Georgia, and Kazakhstan.

 https://ecom.ngo/library/funding-gaps_report/

 https://ecom.ngo/en/library/funding-gaps_report/

ASSESSMENT OF THE AVAILABILITY OF PRE-EXPOSURE PROPHYLAXIS IN EECA



This report presents the results of an assessment of the availability of pre-exposure prophylaxis (PrEP) in the countries of Eastern Europe and Central Asia (EECA). The assessment was carried out by the Eurasian Coalition on Male Health (ECOM) from June to September, 2018. The study included the collection of information and a general overview of PrEP programs currently being implemented, a clarification of plans to expand activities under these projects, the identification of the main barriers and obstacles to the implementation and expansion of PrEP programs in the region, as well as the development of recommendations for overcoming these barriers.



https://ecom.ngo/library/prep_report



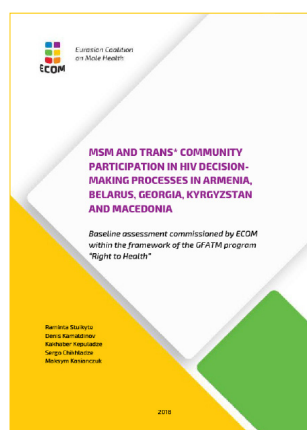
https://ecom.ngo/en/library/prep_report

STUDY «PARTICIPATION OF MSM AND TRANS* COMMUNITIES IN HIV DECISION-MAKING PROCESSES IN ARMENIA, BELARUS, GEORGIA, KYRGYZSTAN, AND MACEDONIA»

A review of the participation of representatives of the MSM and trans* communities in HIV decision-making processes was developed as part of a baseline assessment carried out in 5 countries (Armenia, Belarus, Georgia, Kyrgyzstan, and Macedonia) as part of ECOM's regional program "Right to Health", implemented with the support of the Global Fund.

During the initial stage of the assessment, a study protocol was developed, as well as quantitative and qualitative assessment tools. Countries were assigned points for each component of the first tool, with the exception of the first component, which deals solely with the characteristics of each country's socio-economic development. The study can be repeated every 2-3 years in order to determine trends in the involvement of the communities.

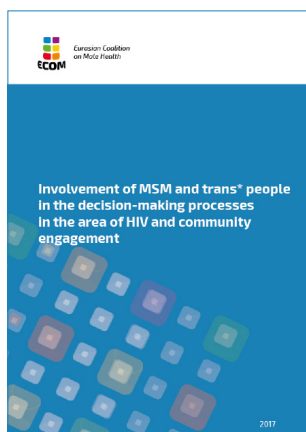
Protocol: provided upon request.



<https://ecom.ngo/library/uchastie-soobshhestva-msm-i-trans-ly-udej-v-protsessah-prinyatiya-reshenij-v-sfere-vich-v-armenii-belarusi-gruzii-ky-rgy-zstane-i-makedonii/>



<https://ecom.ngo/library/msm-and-trans-community-participation-in-hiv-decision-making-process-in-armenia-belarus-georgia-kyrgyzstan-and-macedonia/>



ECOM Position paper «Involvement of MSM and trans* people in decision-making processes in the field of HIV and community engagement»



<https://ecom.ngo/library/position-paper-involvement-of-msm-and-trans-people-in-the-decision-making-processes-in-the-area-of-hiv-and-community-engagement/>

ONLINE TOOL-COMMUNITY TOOL FOR TRACKING THE TRANSITION PLAN (EXAMPLE OF GEORGIA)

This tool was developed to present the Transition and Sustainable Development Plan (TSP) to civil society and community organizations, and patients in the most understandable and accessible way. The tool provides information about the most important activities for key populations (on both HIV and TB), timeframes for implementation, responsibilities, indicators, monitoring, and on the planned budget. It serves as a basis for advocacy and budget monitoring.



<http://tsp.ecom.ngo/en.htm>



<http://tsp.ecom.ngo/ka.htm>

COMMUNITY ENGAGEMENT GUIDE FOR JOINT ADVOCACY

«TOGETHER WE ARE STRONG»

This guide was developed as an online tool aimed at helping various communities to come together to work for a common advocacy goal.

The tool is an accessible format and helps to formulate a vision of the results and determine how to most safely and ecologically develop joint activities between communities, which can help to prevent disappointment from impossible tasks, burnout, and mistrust.

This material can either be used as a guide for self-study, or as the basis for a training module.



<http://together.ecom.ngo/ru.htm>



<http://together.ecom.ngo/en.htm>

The full printed version of the guide can be found at the top of the page

REPORT OF THE 2ND REGIONAL CONSULTATION ON HIV AMONG MSM AND TRANS* PEOPLE IN EECA, 2018



The 2nd Regional Consultation (31 May-1 June, 2018) was aimed at analyzing main challenges in the HIV response, understanding the most effective approaches, and ultimately strengthening the regional response to the epidemic among MSM and trans* people.

The Consultation came up with recommendations to strengthen the HIV response, addressed to all stakeholders, including governments, civil society organizations, international organizations and donors representing and/or working with MSM and trans* people in EECA.



https://ecom.ngo/library/2nd_consultuaion_report/



https://ecom.ngo/en/library/2nd_consultuaion_report/



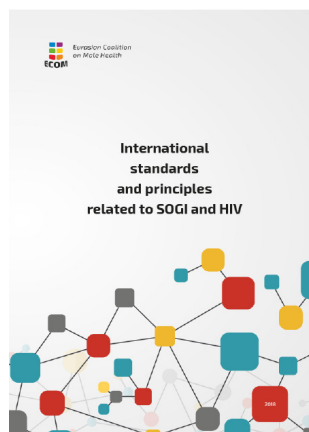
SECTION 4

LEGAL ENVIRONMENT



Documents and tools: a report on the legal environments in 11 EECA countries; regional and national reports on violations of the right to health of MSM and trans* people; as well as a manual and tools on monitoring and documenting human rights violations.

INTERNATIONAL STANDARDS ON SOGI AND HIV



This compilation includes excerpts from recommendations of the UN and the Council of Europe, international covenants of the UN, the Universal Declaration of Human Rights, international recommendations of UNAIDS, as well as from the Yogyakarta Principles.



https://ecom.ngo/library/sogi_and_hiv/

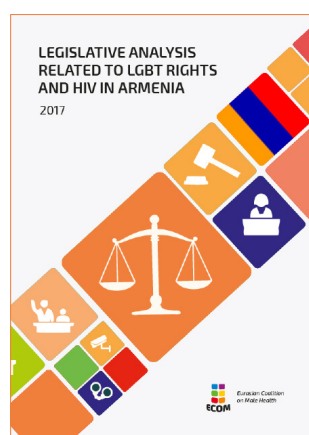


https://ecom.ngo/en/library/sogi_and_hiv/

ASSESSMENT OF NATIONAL LEGISLATION

These studies include an analysis of national legislation, which helps to identify legal barriers for MSM and trans* people. They were carried out in 2017. It is recommended that the studies be updated every 3 years.

Armenia

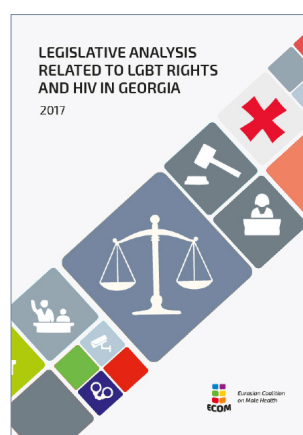


https://ecom.ngo/library/armenia_legislative_analysis/



<https://ecom.ngo/library/legislative-analysis-armenia/>

Georgia



<https://ecom.ngo/library/legislative-analysis-georgia/>



<https://ecom.ngo/library/legislative-analysis-georgia-2/>

North Macedonia



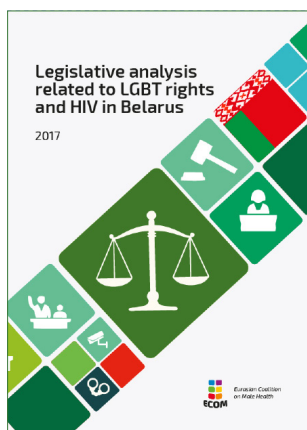
 https://ecom.ngo/library/macedonia_law_2017/

 <https://ecom.ngo/library/legislative-analysis-related-to-lgbt-rights-and-hiv-in-republic-of-macedonia/>


Kyrgyzstan



 https://ecom.ngo/library/legislative_analysis_kyrgyzstan_kyr/



Belarus

 <https://ecom.ngo/library/analiz-natsional-nogo-zakonodatelstva-respubliki-belarus-svyazannogo-s-pravami-lgbt-i-vich/>

 <http://ecom.ngo/library/legislative-analysis-belarus/>

REGIONAL ASSESSMENT OF THE LEGAL ENVIRONMENT IN 11 COUNTRIES
OF THE CEECA REGION, 2018


This regional report is compiled annually on the basis of regular national reports monitoring violations of the right to health. The national reports themselves are based on cases documented by national organizations.

The reports can be used as an evidence base when advocating for legislative changes, as well as a means of illustrating the current situation when preparing reports to UN committees.

Compiled annually.

Regional report on violations of the right to health of gay and other MSM, and trans people in the CEECA region 2017



 <https://ecom.ngo/library/regional-report-on-violations-of-the-right-to-health-of-gay-men-other-msm-and-trans-people-in-the-ceeca-region-in-2017/>

Regional report on violations of the right to health of gay and other MSM, and trans people in the CEECA region 2018



 https://ecom.ngo/library/violations_regional_report_2018/

Armenia 2017



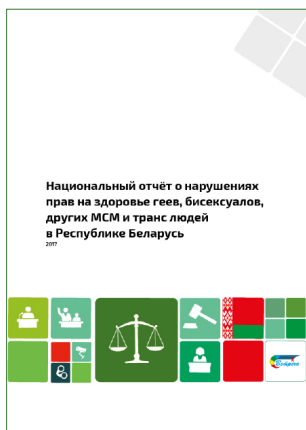
 https://ecom.ngo/library/national_report_armenia_2017/

Armenia 2018



 https://ecom.ngo/library/hr_report_armenia_2018/

Belarus 2017



 https://ecom.ngo/library/national_report_belarus_2017/

Belarus 2018



 https://ecom.ngo/library/hr_report_belarus_2018/

Georgia 2017



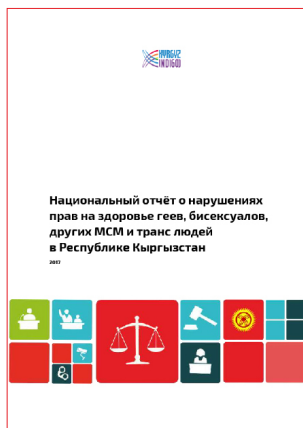
https://ecom.ngo/library/national_report_georgia_2017/

Georgia 2018



<https://ecom.ngo/library/national-report-on-the-violation-of-human-rights-of-gay-men-other-msm-and-trans-people-in-particular-right-to-health-in-georgia/>

Kyrgyzstan 2017



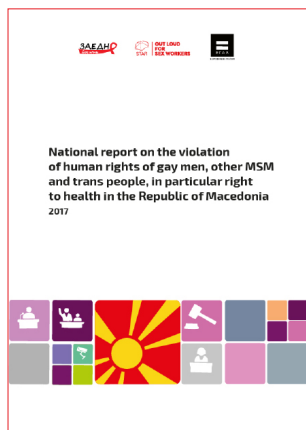
https://ecom.ngo/library/national_report_kyr_2017/

Kyrgyzstan 2018



https://ecom.ngo/library/hr_report_kyrgyzstan_2018/

North Macedonia 2017



https://ecom.ngo/library/national_report_macedonia_2017/

North Macedonia 2018



https://ecom.ngo/library/hr_report_north-macedonia_2018/

UNIVERSAL MANUAL ON MONITORING AND DOCUMENTING LGBTQ HUMAN RIGHTS VIOLATIONS



A methodological guide that explains step-by-step human rights issues, how they are used in advocacy work, as well as the nuances of documenting cases.



<https://ecom.ngo/library/manual-on-monitoring-and-documentation-of-lgbtq-human-rights-violations/>



<https://ecom.ngo/en/library/manual-on-monitoring-and-documentation-of-lgbtq-human-rights-violations/>

TRAINING MODULE ON COMBATING STIGMA AND DISCRIMINATION BASED ON SOGI



This module is aimed at training specialists from public, LGBT, and HIV-service organizations on methods for combating stigma and discrimination based on SOGI. The training includes a session on documenting cases of stigma and discrimination, and presentations on these topics. The documentation methodology is based on the Istanbul Convention.



https://ecom.ngo/library/trainig_module_stigma/

DATABASE OF LEGAL SERVICE PROVIDERS IN EECA

This is an online directory of organizations, which gay, bisexual, and other MSM, and trans* people can contact, if necessary, to obtain legal assistance in their own country or in any other country of the region, in most cases for free.



https://ecom.ngo/base/legal_services/



<https://ecom.ngo/en/resource-center/legal-service-providers/>



SECTION 5

COMBATING STIGMA AND DISCRIMINATION

Documents and tools: a study on the attitudes of healthcare professionals, social workers, and the police towards LGBT people; training modules on combating stigma and discrimination towards MSM and trans* people by public servants (doctors, government officials, police).

STUDY ON THE ATTITUDES OF EMPLOYEES OF KEY STATE INSTITUTIONS TOWARDS LGBT PEOPLE

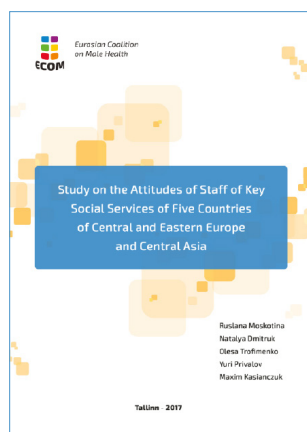
The aim of the study was to assess the attitudes towards LGBT people of three key services (professional groups): medical and social workers, as well as the police, in five countries (Armenia, Belarus, Georgia, Kyrgyzstan, and Macedonia).

The assessment was carried out in two areas: personal attitudes towards LGBT people and an assessment by respondents of the attitudes towards LGBT people of representatives of their own professional group. The analysis of the attitudes towards homosexuality, as such, helps to form a preliminary idea of the personal attitudes of respondents to LGBT people. The results of the study showed that respondents in all five CEECA countries and within almost all professional groups had positive attitudes.

This study can be carried out regularly, every 2-3 years to identify the trends of any changes.

Protocol: available upon request.

Regional report in five countries: Armenia, Belarus, Georgia, Kyrgyzstan, Macedonia.



<https://ecom.ngo/library/gc/>




https://ecom.ngo/en/library/gate_keepers_study/

National reports

Armenia

Attitudes of social and health-care workers towards LGBT people in Armenia



 <https://ecom.ngo/library/otnoshenie-socialnyh-i-medicinskih-rabotnikov-armenii-k-lgbt/>

Belarus

Attitudes of social and health-care workers towards LGBT people in Belarus




 <https://ecom.ngo/library/otnoshenie-socialnyh-i-medicinskih-rabotnikov-belarusi-k-lgbt/>

Kyrgyzstan

Attitudes of social and health-care workers towards LGBT people in Kyrgyzstan



 <https://ecom.ngo/library/otnoshenie-socialnyh-i-medicinskih-rabotnikov-i-policii-kyrgyzstana-k-lgbt/>

STUDY ON INTERNALIZED HOMONEGATIVITY

Internalized homonegativity (IH) is an important factor related to the poor health of MSM and their inadequate access to relevant services. IH can be defined as a negative attitude towards one's own homosexuality, adopted by MSM themselves in homophobic societies. Existing studies clearly indicate that IH is a barrier to HIV testing, coverage by prevention services, and participation in the work of gay and bisexual organizations. There is also some evidence that IH directly or indirectly contributes to risky sexual practices among MSM. However, very few studies on this issue have been conducted in the CEECA region.

The Eurasian Coalition on Male Health (ECOM) initiated and conducted this study in order to systematically examine the level of IH and its links to the health of MSM, and HIV prevention, and for possible mobilization for advocating for the right to health.

Full report of the study



 <https://ecom.ngo/library/internalized-homonegativity/>

Brief (infographic)



 <https://ecom.ngo/library/infographics-internalized-homonegativity-study/>

TRAINING MODULE FOR TRAINING CIVIL SERVANTS ON HUMAN RIGHTS ISSUES, STIGMA, AND DISCRIMINATION TOWARDS GAY AND OTHER MSM AND TRANS* PEOPLE

A training module for civil servants on human rights and combating stigma and discrimination towards gay and other MSM, and trans* people.

This tool is aimed at trainers and training groups that plan to work with healthcare workers, civil servants, and law enforcement agencies.

The general idea of the whole module is to demonstrate to people upon whom the life and health of others can depend, how stigma and discrimination can affect the life of a particular person. For example, how the negative attitude of a doctor can lead to a risk of HIV infection, how the bias of a police officer can interfere with the investigation of a crime, or how one decision of a government official can put thousands of people in his city at risk. And how being in their positions can radically change this situation.

The training module was developed taking into account the experiences of a number of experts working with MSM and trans* people in EECA countries, as well as national specificities that allow the module to be adapted to the conditions of any country in the EECA region. Before publication, the module was tested in Armenia, Georgia, and Kyrgyzstan, and was proven to be effective



<https://ecom.ngo/library/training-module-on-work-with-public-officials/>



<https://ecom.ngo/en/library/training-module-on-work-with-public-officials/>

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SECTION 6

ORGANIZATIONAL DEVELOPMENT OF CIVIL SOCIETY ORGANIZATIONS

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Documents and tools: tools for the assessment and self-assessment of organizational capacity; examples of human resources policies of NGOs; policies for working with volunteers; examples of technical assistance provided by ECOM, etc.

TOOL FOR ASSESSING THE ORGANIZATIONAL CAPACITY OF CIVIL SOCIETY ORGANIZATIONS

The ECOM Capacity Assessment Tool (ECAT) for assessing the organizational capacity of civil society organizations is based on recognized international tools for assessing the organizational development of non-governmental organizations, which were developed and used in USAID projects more than 20 years ago in different countries around the world. Traditionally, assessments of organizational capacity are used by non-governmental organizations working in different fields, and in some cases by entities in the private sector. The tool adapted by ECOM is unique in that, unlike other tools for assessing the capacity of service organizations, ECAT is intended specifically for advocacy organizations.

There are two versions of the tool.

The first version is a study carried out by an external consultant, the results are agreed with the management of the organization, after which a technical support plan is drawn up based on the research recommendations.

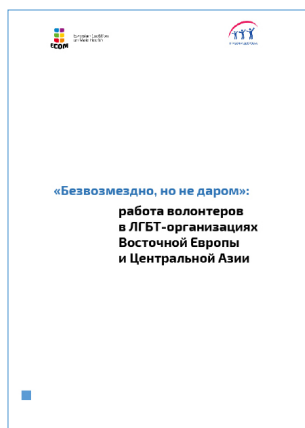
Protocol: provided upon request.

The second version is a self-assessment by the organization using an abbreviated and adapted version of the tool. The result will be the identification of gaps that the organization can fill on its own or by seeking technical support.

The self-assessment methodology and the tool itself are presented in a webinar.



<https://ecom.ngo/webinars/self-assessment-of-organizational-capacity/>



The development of activism and community mobilization is not possible without the development of volunteers within organizations representing the interests of and working for LGBT people. Volunteers are the connecting link between organizations and communities, as well as the driving force behind many changes.

«For free, but not for nothing»: the work of volunteers in LGBT organizations of Eastern Europe and Central Asia.

A collection of best practices and examples of working with volunteers in LGBT organizations in the region.

 <https://ecom.ngo/library/volunteer-practices/>

Policy on working with volunteers

A sample document developed for civil society organizations and regulating how an organization can determine its need for volunteers, which documents are needed to conclude agreements with volunteers, what they need to be taught, and how to promote volunteerism. The material is presented through a webinar accessible at:


 <https://ecom.ngo/webinars/volunteers-system/>

HUMAN RESOURCES POLICY

A sample document for civil society organizations describing the main human resources policy issues in an organization, including: the procedure for recruiting new staff members, a description of the obligations of the recruiting team, the procedure for evaluating candidates, a guide for interviewing and an assessment form for interviews, the features of a probationary period and a conflict of interests policy, needs assessment and capacity building, professional development of staff and volunteers, a training plan in accordance with the needs of the organization, a gender approach to the work of NGOs, etc. The documents are presented through a webinar:

 https://ecom.ngo/webinars/hr_webinar/

Set of documents:

 https://www.dropbox.com/home/ECOM%20RTH%20SRs/ECAT%20based%20webinar_Human%20Resources_documents/Documents%20in%20Russian

THE BASIS OF EFFECTIVE M&E SYSTEMS FOR COMMUNITY ORGANIZATIONS

In order to systematize and analyze the work of community organizations, ECOM developed a set of documents reflecting the systematization of the process of monitoring and evaluating the project activities of community organizations. A general overview is presented through a webinar. Samples of basic documents and M&E forms can be found at the link below.

Webinar link: https://ecom.ngo/webinars/hr_webinar/

Set of recommended documents: https://www.dropbox.com/home/ECOM%20RTH%20SRs/ECAT%20based%20webinar_M%26E%20of%20advocacy%20projects_documents/Documents%20in%20Russian

FUNDRAISING FOR CIVIL SOCIETY ORGANIZATIONS



This training module is intended for use by civil society organizations as a methodology and aid for conducting trainings. The module includes an overview of potential funding sources, a donor map, and techniques and methods that can be used for fundraising from various categories of donors, including the development of project applications. All module topics are accompanied by presentations.

 https://ecom.ngo/library/fundraising_lgbt/

 https://ecom.ngo/en/library/fundraising_lgbt/

«THE LASTING EFFECT OF SHORT-TERM FUNDING». SUCCESS STORIES IN THE IMPLEMENTATION OF ECOM SMALL GRANTS PROGRAM «TOGETHER FOR OUR RIGHTS»



This manual is a collection of best practices and success stories in the implementation of small grants, and demonstrates the development of community organizations in various countries of the region, and the achievements they have made in a short time.

 <https://ecom.ngo/library/success-stories/>

 <https://ecom.ngo/en/library/success-stories/>



SECTION 7

ECOM TECHNICAL SUPPORT



As part of the Global Fund technical support program, «Communities, Rights, and Gender» (CRG), ECOM is a pre-qualified provider of technical support and provides support to civil society and community organizations for their participation in Global Fund activities, including:

- ⚙ Organizing dialogue between countries
- ⚙ Preparing funding applications
- ⚙ Providing grants
- ⚙ Implementing grants

As part of this program, representatives of national civil society organizations can seek technical support in the following areas:

- ⚙ Situational analysis and planning
- ⚙ Participation in dialogue between countries
- ⚙ Development of programs
- ⚙ Supervision of and monitoring the implementation of grants
- ⚙ Participation in the development of strategies for trans*itioning to sustainable development.



https://ecom.ngo/base/tech_support/srg/



<https://ecom.ngo/en/resource-center/technical-support>

ECOM developed technical support request forms, and provides them as examples of documents that can be adapted for use at the national level.

Technical support request form

BILINGUAL: <https://ru.surveymonkey.com/r/technical-support>

Feedback form after receiving technical support

BILINGUAL: <https://ru.surveymonkey.com/r/techsupportfb>

