



2024 Annual Report

Flash Our True Colors



Acknowledgements

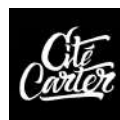


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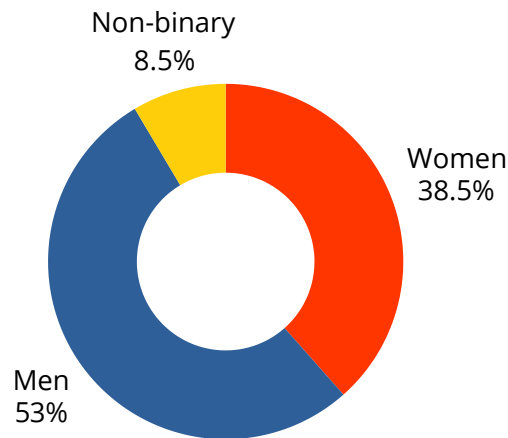
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Moral report

Administration

MEMBERS

In 2024, the association had **117 members** (compared to 103 in 2023), half of which contributed to the association's projects this year. Among our members: **45 women, 62 men and 10 non-binary people**, including 11 trans people.



The **average age is 34 years old**. The median is 32 years old.

INTERNSHIPS

The association was able to welcome **8 people for internships** this year linked to their studies or professional orientation. They contributed to our communication and accompaniment.

A special thanks to **Gabrielle and Anisse** for their work on the Pride March!



Many thanks to **Lex** for their work on raising awareness and accompaniment.

Thank you to **Luca** for their work highlighting LGBTQIA+ people.



ASSOCIATION OBJECTIVES

- Fight against discriminations, especially those linked to gender identity and sexual orientation.
- Ensure the recognition of the dignity of LGBTQIA+ people and raise awareness about discriminations they face.
- Develop activities for social moments, meetings and exchanges.
- Support and orient.
- Develop actions to inform about and promote the history of LGBTQIA+ rights movements and cultural history.

JUSTICE

In 2024, the association filed police reports several times and went to court after **several instances of homophobic behaviour towards our volunteers in public spaces during our events**. We also filed charges with the City of Amiens after the degradation of the rainbow crosswalk installed for the Pride March.

In total, we filed **4 complaints** and **1 civil procedure**.

GROUPS ET INSTANCES

In 2023, the association continues to be represented in instances and reflection and organisation groups in which it is invested, such as the **Local Mental Health Council (CLSM)** and the Amiens Anti-Discrimination Observatory, as well as the Operational Committee against Racism, Anti-seminism and anti-LGBT hate (CORAH) of the DILCRAH.

One of our members who was elected last year as administrator of the **House of Associations of Amiens Metropole (MAAM)** continued his mandate.

Also, our association, interested in creating a LGBTQIA+ centre in Amiens, became a member of the LGBTQI+ Federation.

LABELS

The association is recognized as being of general interest. In 2024, with our experience of the last year, the association **asked for and obtained the label Educative association complementary to public education of the Academy of Amiens**. We hope this will allow us to continue to develop our school interventions.

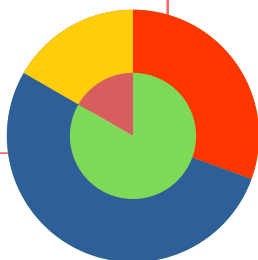
GENERAL ASSEMBLY

The association's general assembly was held in February 2023 and allowed us to renew the governance. **36 people** were present (11 women, 19 men and 6 non-binary people), including 6 trans people.



Bilan 2023

Flash Our True Colors



ADMINISTRATIVE COUNCIL

In 2024, the administrative council was made up of **6 people**. It met 8 times, 4 times online and 4 times in person. The average number of people present was 6 people per meeting.

FLASH MOMENTS

Flash Moments are meetings to develop, allowing members to discuss their needs and develop together the association's response.

This year, there were 6 Flash Moments with **138 people** (33 women, 83 men and 22 non-binary people). In total, there were 22 trans people and the average was 23 people per event.

Unfortunately, we had to stop mid-year, as it became **difficult to find a room that could hold all of our members**. Also, the format of these meetings, given the growth of the association in the past years, **needs to evolve shortly**, to become concentrated on certain themes per meeting.



OBTAINING AN OFFICE

After applying for an office provided by the City of Amiens in 2023 and a visit of the office, our association moved into our office in the **Union Associative Pole**, a building with several associations, in summer 2024. Also, our association can occasionally use a **meeting room and the common spaces** in the pole.

We benefitted from a donation of furniture from the **ADEME**, which allowed us to move in comfortably from the start. **A big thank you!**

Although the office is still new, it has already transformed the functioning of the association and brought **comfort and more possibilities for our volunteers:**

- The possibility to meet in a small group at any time;
- Centralisation of material for raising awareness;
- The possibility to hold meetings with people we accompany.







In integrating the Union Associative Pole, we had the opportunity to organize with the other associations in the Pole and the City of Amiens the Neighbourhood party on May 31st 2024. This strengthened our links with the associations with which we share the Pole and with the people in the neighbourhood.

Our association allowed the Pole to profit from our experience in organizing events.



Communication

SOCIAL MEDIA

	2023	2024	
	55 followers	65 followers	+18%
	28 followers	95 followers	+239%
	103 followers	124 followers	+20%
	808 followers	1141 followers	+41%
	1797 followers	1905 followers	+6%

WEBSITE

After being completely redone in 2023, the website **continues to be updated with new content and updates**, via the homepage that projects our upcoming events but also via articles published about the association's main events and press releases

Articles

Dégradations sur le passage piéton arc-en-ciel à Amiens

10 juillet 2024 - 6 minutes de lecture



6ème Marche des Fiertés d'Amiens

10 juin 2024 - 4 minutes de lecture



Tags : marche

Around ten pages were added to the website during 2024, between articles and a few pages added in the tab presenting the association.

2024 allowed us again to observe the effects of the redo of the website on our online presence. We count **68634 consultations via a search engine**, compared to 17647 in 2023.

+288%

PRESS REVIEW

Our causes need more visibility, we thank the medias who published more than a dozen articles about our activities!

Interviews:

- Jacquet, V. (May 29, 2024). Parler de son homosexualité : toujours un tabou en 2024? *ICI, Le Média De La Vie Locale*. <https://www.francebleu.fr/emissions/a-votre-service-par-france-bleu-picardie/parler-de-son-homosexualite-toujours-un-tabou-en-2024-1598949>

Degradation of the rainbow crosswalk:

- Tomasi, D. (July 11, 2024). [Homophobie] A Amiens les LGBTQIA pris pour cible une nouvelle fois; un Rainbow flag vandalisé - Amiénois-e.fr. *Amiénois-e.fr* -. <https://amienois-e.fr/homophobie-a-amiens-les-lgbtqia-pris-pour-cible-une-nouvelle-fois-un-rainbow-flag-vandalise/>
- Brégand, C. (July 14, 2024). Rassemblement après des tags néonazis sur un passage piéton aux couleurs LGBT: "C'est important de lutter." *France 3 Hauts-de-France*. <https://france3-regions.franceinfo.fr/hauts-de-france/somme/amiens/tags-neonazis-sur-un-passage-pieton-aux-couleurs-lgbt-un-rassemblement-organise-pour-faire-bloc-3004226.html>
- Autin, C., & Lefort, P. (July 10, 2024). À Amiens, des symboles d'extrême droite sur un passage piéton aux couleurs arc-en-ciel du drapeau LGBT. *ICI, Le Média De La Vie Locale*. <https://www.francebleu.fr/infos/faits-divers-justice/a-amiens-des-symboles-d-extreme-droite-sur-un-passage-pieton-aux-couleurs-arc-en-ciel-du-drapeau-lgbt-9385670>
- Zouad, P. B. (July 10, 2024). Des symboles « néonazis » sur un passage piéton aux couleurs du drapeau LGBT+ à Amiens. *Courrier Picard*. <https://www.courrier-picard.fr/id541467/article/2024-07-10/des-symboles-neonazis-sur-un-passage-pieton-aux-couleurs-du-drapeau-lgbt-amiens>

Hauts-en-Couleur Festival:

- Leber, L. (April 30, 2024). Festival Hauts en Couleur. *Oyez, Oyez!* <https://www.oyezoyez.fr/blog/actualites/festival-hauts-en-couleur.html>
- Thiebault, P. E. (May 12, 2024). Amiens : Hauts-en-couleurs, un festival revendicatif et festif sur les luttes LGBTQIA+. *Courrier Picard*. <https://www.courrier-picard.fr/id521856/article/2024-05-12/amiens-hauts-en-couleurs-un-festival-revendicatif-et-festif-sur-les-luttes>
- Redaction. (May 7, 2024). [INFOCLUBSANDWICH] du Mardi 07 Mai 2024: Le festival Hauts-en-Couleur! - Radio Campus Amiens - 87.7 FM. *Radio Campus Amiens - 87.7 FM*. <http://www.radiocampusamiens.fr/infoclubsandwich-du-mardi-07-mai-2024-le-festival-hec/>

Amiens Pride March:

- Bourgeois, L. (June 29, 2024). EN IMAGES - La Marche des fiertés amiénoise rassemble 3 000 personnes. *ICI, Le Média De La Vie Locale*. <https://www.francebleu.fr/infos/societe/en-images-la-marche-des-fiertes-amiénoise-rassemble-3-000-personnes-8797706>
- Marche des Fiertés 2024 - Amiens • *StroboMag*. (2024, June 29). <https://www.strobomag.com/fr/reportages-photos/marche-des-fiertes-2024-amiens>
- Dias, P. T. (June 29, 2024). Amiens : une marche des fiertés, entre fête et affichage politique. *Courrier Picard*. <https://www.courrier-picard.fr/id537796/article/2024-06-29/amiens-la-marche-des-fiertes-selance-dans-le-centre-ville>
- Daif, A. (June 29, 2024). "Il y a encore du travail à faire pour reconnaître nos droits", des milliers de personnes à la marche des fier. *France 3 Hauts-de-France*. <https://france3-regions.franceinfo.fr/hauts-de-france/somme/amiens/il-y-a-encore-du-travail-a-faire-pour-reconnaitre-nos-droits-des-milliers-de-personnes-a-la-marche-des-fiertes-d-amiens-2995784.html>

Fight Against Isolation

NO-JUDGEMENT APEROS

No-judgement aperos are moments of socialisation where people are welcomed as they are. They allow people to meet others, make friends and fight against social isolation or the desocialisation that many LGBTQIA+ people live. These actions are also an easy way to enter the association and discover our work.

In 2024, we organized **11 aperos** with **432 people** (243 men, 132 women and 57 non-binary people, including **45 trans people**). These events allowed **69 people** to discover the association.



BOARD GAME NIGHT



Usually, the no-jugement aperos happen on the last monday of each month except december. This year, we also wanted to spice things up, and held a board game night and karaoke. We organized **2 special aperos** and welcomed **52 people** (30 men, 16 women and 6 non-binary people, including 4 people).

YEAR-END MEAL

There were **22 people** (12 men, 8 women and 2 non-binary people) at our year-end party, a friendly time to celebrate the end of the year.

CULTURAL OUTING



Around a film about the journey of asylum seekers, we organized a cultural outing to go see the film. In total, **17 members** participated (10 men, 5 women and 2 non-binary people, including no trans people).



WORKSHOPS



The association held **3 workshops** this year, a body expression workshop, a workshop to make signs for the Pride March and a sewing workshop. We welcomed **23 people** (16 women, 14 men and 4 trans people).



DRAG SHOW



En partenariat avec le **Crous Amiens-Picardie**, nous avons proposé un Drag-Show au sein du restaurant universitaire St-Leu pour les étudiant·e·s qui y mangent.

In partnership with the **Crous Amiens-Picardie**, we proposed a Drag Show at the St-Leu university restaurant for the students who eat there.

Two of our members proposed a drag show about **the isolation lived by LGBTQIA+ people** and it was possible for the students to meet us or the Student Wellness Service after the show.

Around **a hundred students** participated in this moment.

Raising Awareness

STANDS / ASSOCIATION SALONS

In 2024, the association more than doubled the participation in our stands or associative salons. We held **27 stands** over the course of the year!

Our **force of mobilisation** allows us to be present in large numbers all year long at events that allow us to visibilize the association's work, raise awareness of discriminations and even recruit people who wish to join the association.

Among the events that we participated in, there are stands in all the poles of the Université de Picardie Jules Verne, with schoolchildren or more general events such as the **R4 Festival, the Student welcome day, May 1st and AGORA**: the salon of associations. All events that allow us to represent our subjects in public spaces and dialogue with people we meet.

We thank the organizers for inviting us to these many moments.

We met **3269** people (1710 women, 1450 men and 109 non-binary people, including 73 trans people). 2000 people discovered the association via our stands.

Compared to 2023, we reached a thousand more people.



SCHOOL INTERVENTIONS

In 2024, we continued **developing the axis of school interventions**.

We did **7 interventions** in **2 schools**, in all we reached **116 students** on the subject of discriminations, with a focus on LGBTQIA+phobia. Our interventions, using popular education methods allow us to meet students where they are and allow them to feel comfortable enough to ask questions, debate with their classmates and create a space for discussion where everyone is equal.

Also, out of our stands, **4** happened in schools or only for school-aged populations. We met 863 students during these times, bringing the **total number of students met to 1426**.

At the end of the year, the association also received the label of an Educative association complementary to public education in the Academy of Amiens. This recognition of the quality of our interventions will undoubtedly allow us to grow this axis of actions in 2025.



Anonymous student feedback:

J'ai beaucoup aimé l'intervention car ça nous a permis de s'exprimer et de faire un débat. J'ai apprécié le fait que ce soit anonyme.
18/20 Merci à vous

C'était un moment d'échange sans jugement se qui se fait rare. On a appris des choses sans être dans un cadreangoissant. Des personnes rayonnantes qui renvoient des bonnes ondes!!
Merci.
19/20
98/100

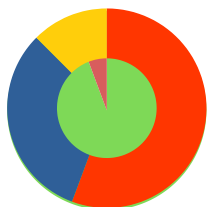
vous m'avez ouvert les yeux.
Merci de nous avoir informés sur plusieurs sujets complètes.
10/20

FILM DEBATES

In 2024, we held **2 film debates**:

- one with the Ciné St-Leu about a film about homophobia and coming out in Romania;
- another in the Amiens International Film Festival about a lesbian romance.

These are important moments of discussion and to raise awareness via art. We reached **88 people** (28 men, 49 women and 11 non-binary people, including 5 trans people).



VIDEOS



Festival Hauts en Couleur

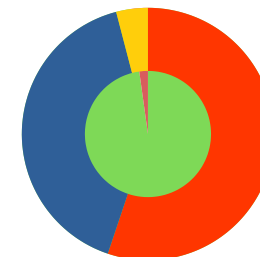
Published June 22nd, 2024
185 views

Video looking back on the 2024 edition of the Hauts-en-Couleur festival to commemorate the International Day Against Homophobia, Biphobia and Transphobia: May 17th.

CONFERENCES

We had the occasion to be present at **5 conferences and round-table discussions**. We discussed LGBTQIA+phobic discriminations at work, and bullying at school at the Université de Picardie Jules Verne. We also intervened at the study day about gender in social work at the APRADIS.

dans le cadre d'une **journée d'étude portant sur la prise en compte du genre dans le travail social** à l'APRADIS. Enfin, nous avons été sollicité·e·s pour intervenir sur l'accompagnement des personnes LGBTQIA+ par la Préfecture de la Somme. We were also requested to speak about accompanying LGBTQIA+ people by the Prefecture of the Somme.



591 people attended our interventions (326 women, 241 men and 24 non-binary people, including 13 trans people).







This year, the association published **1 video and 6 shorts** (compared to 7 videos in 2023), on YouTube and our social media.

On YouTube, videos published before 2024 gained **653 views** (571 in 2023) and our videos were watched for 34 hours in 2024 compared to 66 hours in 2023. These numbers align with the decline in publications linked to a strong mobilisation of volunteers on other actions.

QUIZZES

Online quizzes developed in 2022 are games **used to break the ice at salons**. They allow us to raise awareness via games and give an immediate score. We analyse them to **better understand differences in knowledge of our communities** in the LGBTQIA+ acronym.

They were **used 163 times in 2024** compared to 70 times in 2023. The average score of 4/10 is slightly lower than the previous year (5/10).

QUIZ	Number of uses	Score
 Quiz ? Culture LGBTQIA+	69	2.75/10
 Quiz ? Culture Lesbienne	23	4/10
 Quiz ? Culture Gay	17	6.5/10
 Quiz ? Culture Bi	18	4/10
 Quiz ? Culture Trans'	15	3.5/10
 Quiz ? LGBTQIA+ International	21	3.25/10
Total / average score	163	4/10

ONDES EN COULEURS

Continuing our partnership with **Radio Campus Amiens**, we continued our own radio show called **"Ondes en Couleurs"**. This show is dedicated to queer themes, current topics, LGBTQIA+ culture and history from here or elsewhere. It is participative, the topics emerge from discussions with our volunteers who talk about their experiences or knowledge, but also collectives that the association meets.



In total, **3 episodes** were published. In 2023, we published 10 episodes, meaning a significant dip related to the strong mobilisation of our volunteers in in-person events. In total, 6 people participated in episodes in 2024.

Once an episode has been aired, it is published on our Soundcloud and our website to make it permanent and allow people to listen again and again when they want. In 2024, we had **165 listeners**.

Accompaniment

The association **accompanies LGBTQIA+ people and their loved ones** concerning 3 topics:

- victims of LGBTQIA+phobia
- gender transition
- asylum seekers seeking asylum because of persecutions linked to sexual orientation or gender identity.

We accompany via interviews, in-person or not. We also accompany people with appointments with other organisations that accompany them.

Sometimes, people are accompanied concerning more than one of our categories.

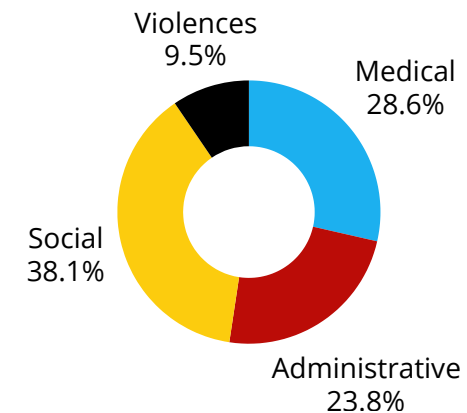
In addition to these categories, we are **regularly contacted** by LGBTQIA+ or **questionning** people, as well as their loved ones that are looking for answers to their questions or an orientation to health professionals who are welcoming to our subjects.

ACCOMPANYING GENDER TRANSITIONS

Begun in 2023, the work we began to start accompanying trans people with the **administrative, social and medical** aspects of transition continues.

This year, **11 people** (2 transfeminine people, 8 transmasculine people and 1 questionning person, including 4 non-binary people) were accompanied, including 3 minors. We also accompanied 1 trans person's loved one, totalling **14 interviews**.

Among the subjects discussed, we can note the **social aspect** is the most frequent.

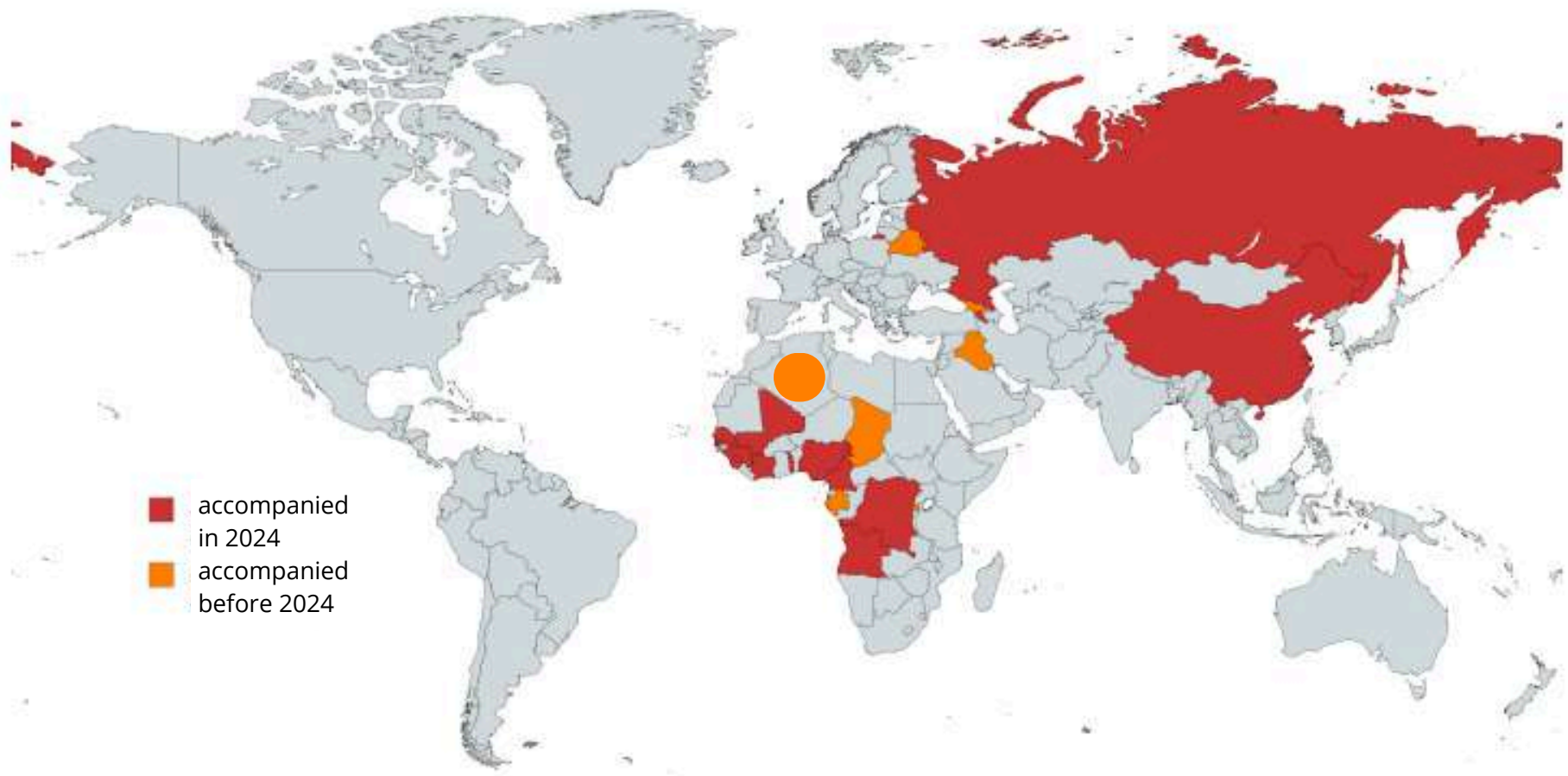


ACCOMPANYING MIGRANT POPULATIONS

The association welcomed accompanied in 2024 migrants and/or asylum seekers coming from 13 countries because of persecutions faced because of their sexual orientation or gender identity.

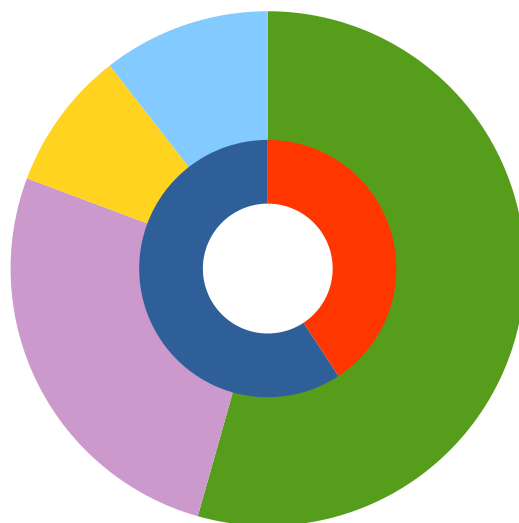
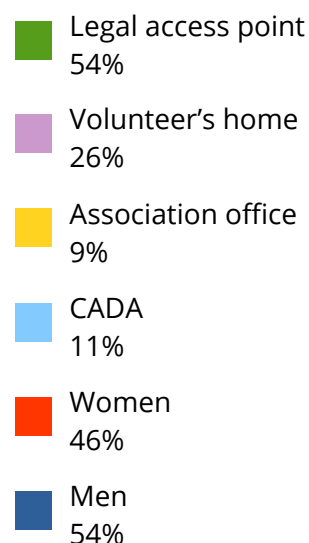
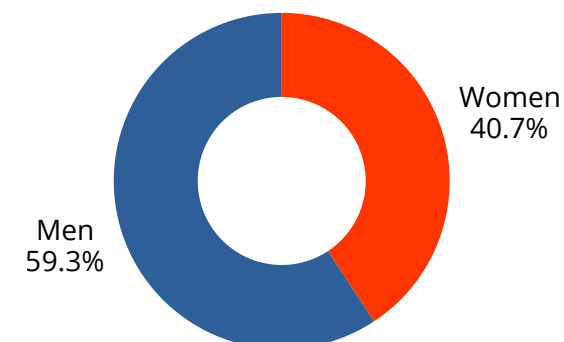
2024 marks the first year where the question of gender identity with the desire to transition was present. In previous years the subject was not presented in the occidental vocabulary and was hence classed as “linked to sexuality”.

We individually accompanied **81** people from **13 countries**: The Democratic Republic of Congo (51), Nigeria (13), Cameroon (4), Guinea (2), Russia (2), Senegal (2), Angola (1), Armenia (1), Ivory Coast (1), Tibet-China (1), Malia (1), Sierra Leone (1), Togo (1).



The nature of this accompaniment is highly complex because the people are often suffering from post-traumatic stress disorder linked to events that happened in their country or during their migration.

We note an increase in demand compared to 2023, especially by women (48 men and 33 women). We did not count any minors in 2024 because the demand came only from adults. However, there are minors in family groups and so count in the acceptance of refugee status.



Interviews and partnerships

In 2024, volunteers lead **57 individual interviews** (26 women and 31 men) and **3 collective interviews** in the last trimester of 2024. These were put in place to respond to a high level of demand and to ensure a base level of knowledge about basic rights and possibilities to act. Collective interviews tend to become information sessions for members to give all volunteers this information.

For the individual interviews, 31 (16 women and 15 men) happened at the **Legal Access Point** in the Espace Dewailly in partnership with the City of Amiens.

Unfortunately the time we had in this space was limited and not enough, 15 interviews (2 women and 13 men) happened at a volunteer's house, and 5 (4 women and 1 man) **at the association's office**.

We continue to work towards conjoint work with other local organisations. We began to work more closely with **COALLIA**. We were asked to hold interviews in their **CADA** (Centre for Asylum Seekers). We held 6 interviews (4 women and 2 men) there. Work continues to consolidate our collaboration to improve our accompaniment.

Territory

The people we accompany find us on their own or are sent by lawyers, psychologists, psychiatrists, social services or other associations. The lack of other organisations for LGBTQIA+ migrants and the quality of our work since 2019 explain the increase in demand. We receive requests from all over the Hauts-de-France (department 80/60/02/62), but also further away (departments 44/35). We must note that resources are insufficient, hence the material and human difficulties in responding to this invisible part of violence LGBTQIA+ people face.

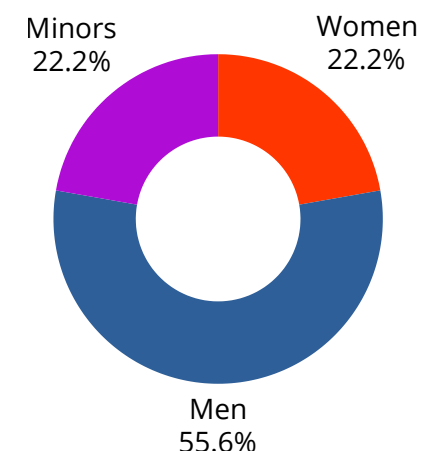
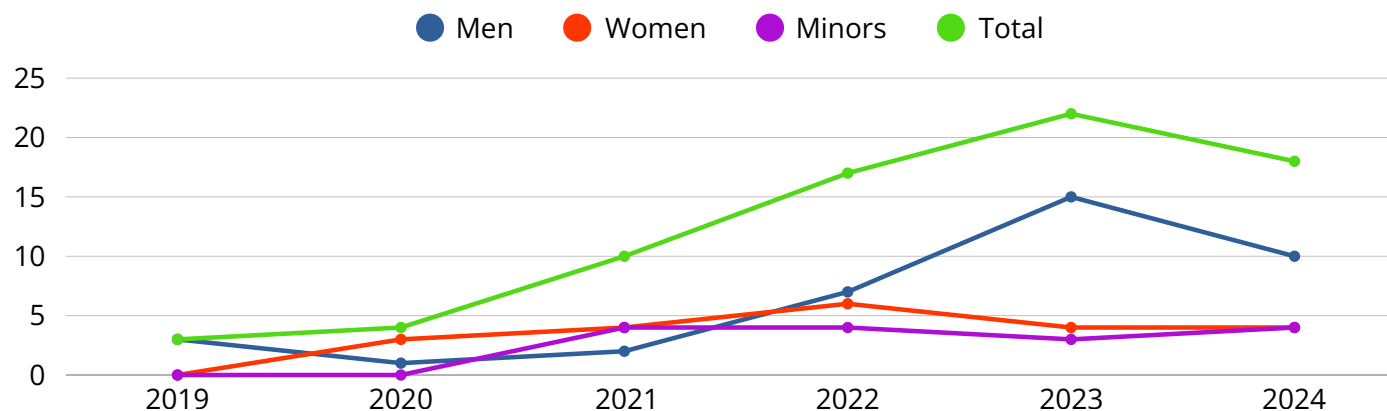
Obtaining status

The association accompanied 18 people in gaining their refugee status in 2024 (4 women, 10 men and 4 minors). **We congratulate them for their success!** None of those we accompanied obtained subsidiary protection.

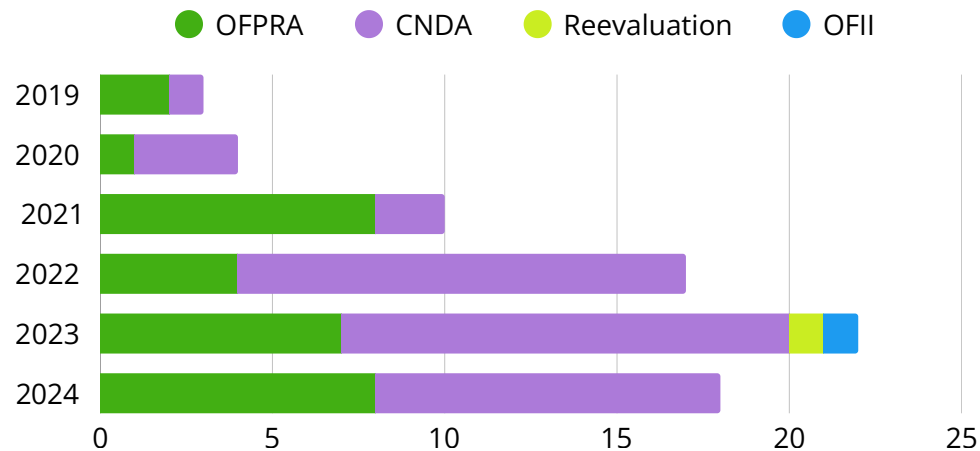
Evolution over time

The association has welcomed and accompanied asylum seekers for more than 5 years. Some statistics allow us to see the evolution of this mission at Flash Our True Colors.

Acceptance by year

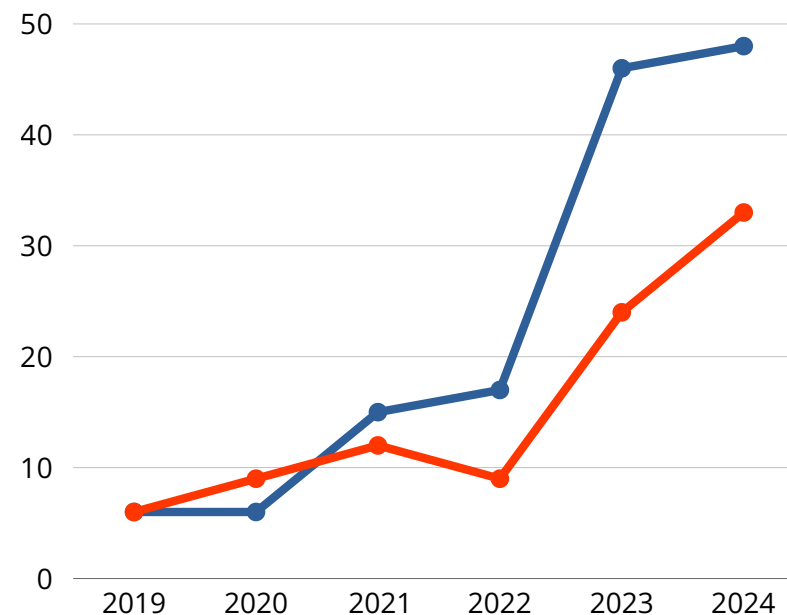


Acceptance by instance

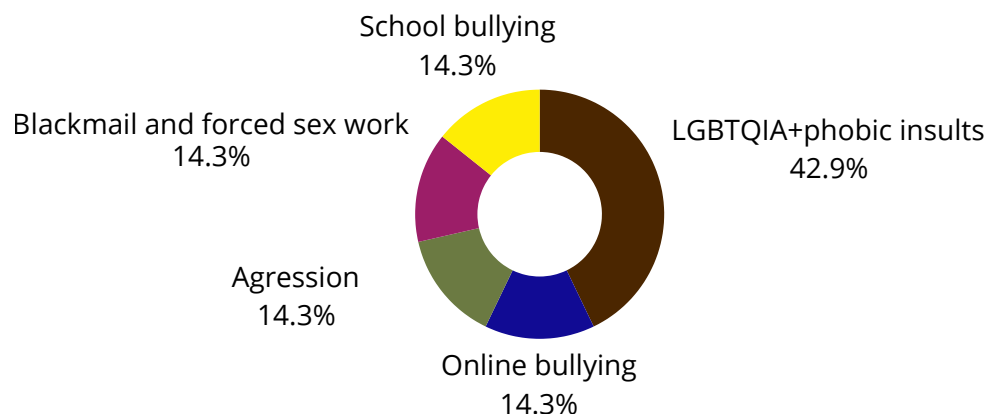


Since **2019**, the association has accompanied 74 people in obtaining refugee status (36 men, 21 women and 15 minors).

Evolution of migrants by gender



ACCOMPANYING VICTIMS



This year, the association accompanied 5 victims of discriminations and/or violence. These accompaniments lead to **7 interviews** and **2 accompaniments in filing police complaints**.

Among those accompanied were **3 men, 1 woman and 1 non-binary person**.

Training

The nature of the association's activity means volunteers **need to develop specific skills** to ensure the quality of our work with specific populations. In 2024, we continued the training axis within the association.

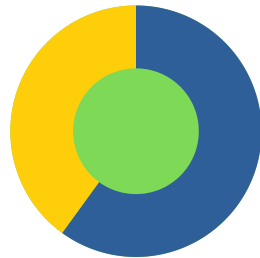
Over the year, volunteers participated in **7 trainings** for a total of **20 sessions**. In the training axis, **12 volunteers** were able to be trained or intervene as trainers and hence highlight their expertise.

INTERNAL TRAINING

School Interventions

A training to transmit to volunteers the association's posture in school interventions talking about discriminations. It allows our volunteers to

practice. Among the **5 participants**: 3 men, 2 non-binary people, including no trans people.



FORMATION D'ORGANISMES

Leading a workshop on rights defense radio shows

In June 2024, one volunteer went to Orleans to the national meetings of Radio Campus France to talk about the radio show put on by the association in partnership with Radio Campus Amiens and discuss the creation of other such shows.



Creating a training for social workers accompanying trans youth

Although we could not put this in place in 2024, we received a request to train social workers who accompany trans youth under judicial supervision. This training will happen in 2025.

EXTERNAL TRAINING

Welcome and accompany arriving migrant women facing discriminations and violence with the ADRIC

The ADRIC (Agence de Développement des Relations Interculturelles pour la Citoyenneté) organized a 3-day training in Amiens about welcoming and accompanying arriving migrant women. Two of our volunteers participated and enhanced their understanding of **immigration rights, violences faced by migrant women** (specifically genital mutilations) and data surrounding these populations.



La Machinerie's social innovation incubator

One of our volunteers wanted to develop a project of employment in the association that should come to life in the coming years, and hence joined the social innovation incubator KatalyZe of the Machinerie: a **4-month training programme** one day a week concerning multiple themes around Social and Solidarity Economy structures. Specifically: **communication, marketing, economic models, accounting, human resources**, understanding institutions... Initially started in 2023, this programme wrapped up in 2024.



Certificate of associative management (CFGA)

To consolidate their skills in running an association, two administrators of the association obtained their **Certificat de Formation à la Gestion Associative** with the **Maison des Associations d'Amiens Métropole (MAAM)**. This week-long training completed by a practical internship of 20 days within our association allowed for a better understanding of administrative management. Also, other trainings with the MAAM were attended by our members in 2024.



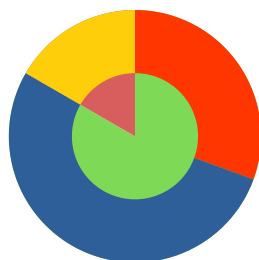
EXTERNAL TRAINING (FDVA)

Thanks to a grant from the **Fond de Développement de la Vie Associative**, the association requested 2 trainings from associations experts of their subjects, in which we needed training:



Risk reduction in sexual health with SAFE

DansWith the idea of starting an axis about sexual health in the association, we benefitted from a day of training with the association SAFE. **5 of our volunteers** (3 men, 1 woman and 1 non-binary person) including 1 trans person participated and became informed on risk reduction in sexual health, hormone therapy injections and substance use.



Accompanying LGBTQIA+ asylum seekers with ARDHIS

One of our volunteers in charge of accompanying LGBTQIA+ migrants

participated in a training over 4 mornings with the ARDHIS (Association pour la Reconnaissance des Droits des personnes Homosexuelles et Transgenres à l'Immigration et au Séjour).

They were able to further develop the accompaniment for people seeking asylum on the basis of sexual orientation or gender identity, specifically concerning writing their story, preparing the OFPRA interview and accompanying an appeal at the CNDA.

All of these trainings allowed our volunteers to **develop the association's network and to meet enriching people.**

Hauts-en-Couleur Festival



Hence, the festival proposed a **very diverse programme** covering a large variety of subjects: sports, student life, violence faced by LGBTQIA+ people worldwide, celebration and advocacy...

Le 17 mai est la **Journée Internationale de Lutte contre l'Homophobie, la Transphobie et la Biphobie** : la journée IDAHOT (de son acronyme anglais).

May 17th is the **International Day Against Homophobia, Transphobia and Biphobia**: IDAHOT.

In Amiens, impulsed by the association, this day is celebrated via a festival since 2012.

For the programme, we were joined by **numerous partners** this year:

- Associations and activists: Divergenre, Theatre company Pas à Passo, Fédération sportive LGBT+
- Culture: Cité Carter, Amiens International Film Festival, the Maison de la Culture
- Institutions: the City of Amiens via financing as well as the CROUS Amiens-Picardie and the Université de Picardie Jules Verne.



PROGRAMME



Raising awareness at the St-Leu CROUS university restaurant



Theatre of the Oppressed workshop with Pas à Passo at the Briqueterie



Opening evening at the Café Côté Jardin of the Maison de la Culture



Sport and LGBT people conference with the Fédération Sportive LGBT+



Film debate Rafiki with the FIFAM at Cinéma Orson Welles



Raising awareness stand with Université de Picardie Jules Verne



Drag Poetry workshop lead by par Divergenre at the Corner

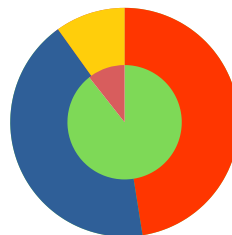


Protest in front of Town Hall



Colour Ball with Cité Carter : Drag show, Glow-up workshop, La Reine Garçon concert, photobooth, queer fashion show with a DJ set from Caméléon, exposition

The association welcomed **697 people** (297 men, 331 women, 69 non-binary people) including **74 trans people** over all of our actions.



Outreach

REGIONAL OUTREACH

Our regional outreach did not stop growing in 2023, continuing on in 2024.

The origins of the members of the association and where it held actions are, in addition to Amiens, in **28 other cities or villages**, including **8 in the Oise** and 2 in the Aisne.

The association reaches via its events people from Amiens metropole, but also in the rural territory of the Somme and the Oise.

In 2024, to keep up our partnerships and create networks with different actors, we participated in **20 regional actions** outside of Amiens, including school interventions, 8 associative salons, 5 networking meetings especially with LGBTQIA+ associations from all over the country and 3 Pride Marches.



Origins of members



Actions held and member origins



Office: Amiens

PRIDE MARCHES

Between **Lille, Arras and Saint-Quentin**, the association was entirely mobilized to support the Pride Marches in the Hauts-de-France. This allows us to reinforce links with LGBTQIA+ associations in the territory by supporting them, as they regularly do at the Amiens Pride March.



Also, we held a stand at each March, to showcase the **innovative actions** that we lead.



RAISING AWARENESS

Raising awareness isn't only for big cities, which is why we are particularly interested when we can do this outside of Amiens. This year, we raised awareness via stands in **Revelles, Montdidier, Abbeville, Ham and Beauvais**.

These moments are very rich, and allow us to see that despite stereotypes, rural territories are engaged in reducing discriminations. We also intervened in schools in **Doullens and Bourbourg**.



NETWORKING

Via the LGBTI+ Federation, we participated in and/or organized **discussions with LGBTQIA+ associations in Lyon, Angers, Lens and Arras**. Also, we participated in the national meetings in link with our radio show in **Orleans**.



Networking meetings

Amiens Pride March



This year, Amiens held its **6th Pride March** on Saturday June 29th, 2024 with almost **3500 people**. This event has several objectives:

- Commemorate the Stonewall riots and all LGBTQIA+ struggles;
- Raise general awareness of the structures that fight against discriminations;
- Give a platform of expression for LGBTQIA+ people and associations;
- Denounce discriminations lived by LGBTQIA+ people, locally, nationally or internationally.



CONTEXT

Since 2023, the March is entirely coordinated by our association which ensures a dialogue all throughout the year via several meetings with associations, institutions, unions and businesses that wish to participate in the organisation of this event.

Also this year, the **Conseil Départemental de la Somme and the DILCRAH** via intermediary of the Préfecture de la Somme joined the City of Amiens in financing this event. We are happy to receive a **more important support from territorial institutions** for this essential event for LGBTQIA+ people.

In 2024, the Pride March happened in a **tense organisational context** linked to the first round of the legislative elections caused by the **dissolution of the National Assembly** which took place on the same weekend. Municipal services could not be as present as in previous years, especially to allow us to benefit from lent material. So, our volunteers doubled down to be able to maintain the event and have the necessary material, **our associative network and union partners especially were of a big help**, we thank them.

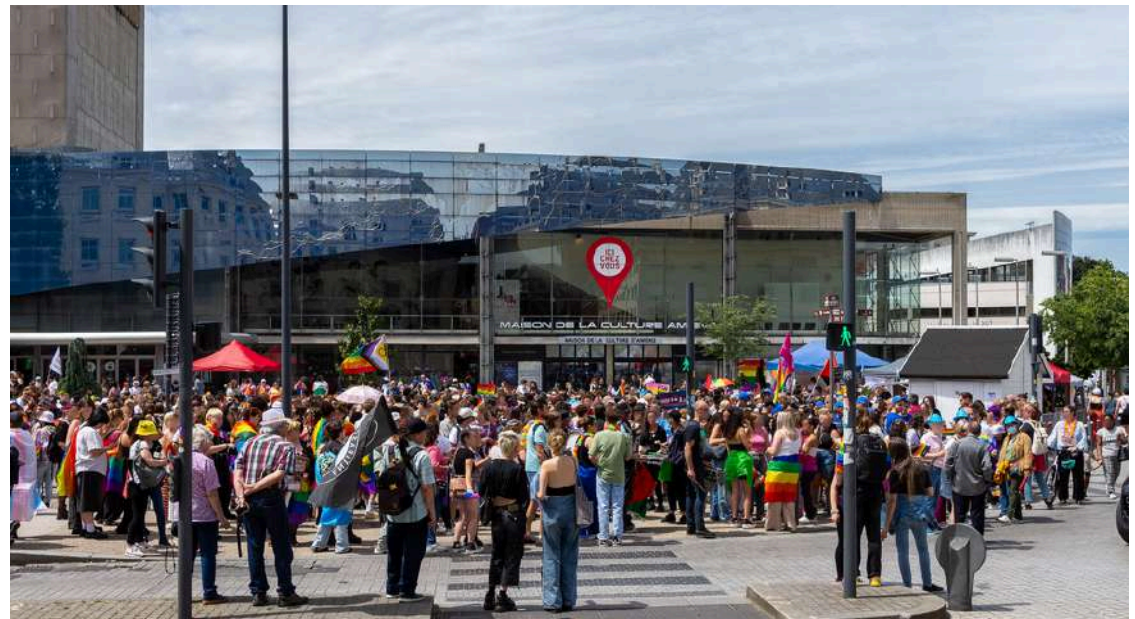
MARCH

This year, the march had 2 floats: one from our association and another from the CFDT. We were also happy to have a Batucada, an activist procession as well as a calm space (no noise, at a slower speed). The diversity of floats and processions allowed the public different ways to express themselves in the March.

Also, the addition of a calm space allowed the event to be more accessible, especially for those with disabilities.



ASSOCIATIVE VILLAGE



The goal of the associative village is to **create a space for discussions and meetings between associations and unions, and people victims of discrimination**. We particularly thank the CGT, CFDT, the neighbourhood committee of St-Leu, the Maison de la Culture, Picardie Debout, the MicMac and the City of Amiens for their solidarity in making this happen.

Through the village and the linked communication, we visibilised **16 associations** (13 in 2023) of several domains: LGBTQIA+, feminist, health prevention, 2 public sexual health institutions (0 en 2023) and **5 unions** (4 en 2023).

At the village, 9 associations **gave speeches** prior to the departure of the March, about past struggles and those to come. Also, thanks to a collective action by ENIPSE and the MAIL, **testing for HIV and hepatitis** was proposed directly on-site at the village.

RAINBOW CROSSWALK

For the day of the march, upon proposal from the association, the City of Amiens installed a temporary rainbow crosswalk at the place René Goblet. This crosswalk, a first, represents a new step in the City of Amiens' support of LGBTQIA+ people.



DEGRADATIONS



Unfortunately, some days after the Pride March, the crosswalk was **defaced by neo-nazi tags**. An act of extreme violence, as a week prior we were thousands to march in the streets of Amiens to defend a vision of a more inclusive world.

In response, the association organised a **protest that brought together more than 200 people**. During this, we symbolically recreated the crosswalk with chalk on the ground of the place.

Compared to 2023

PP = Not planned

Type of action	2023	2024	Participant evolution	Organised in 2023	Organised in 2024	Orga evolution
Number of participants by year for collective actions						
Flash Moments	251	138	-113	11	6	-5
General Assemblies	19	36	+17	1	1	0
No-judgement aperos	522	432	-90	11	11	0
Special aperos	150	52	-98	3	2	-1
Discussion groups	6	0	-6	1	0	-1
Outings	14	17	+3	1	1	-1
Workshops	23	23	0	2	3	+1
Year-end party	PP	22	+22	0	1	+1
Associative salons	2051	3269	+1218	11	27	+16
Conferences	140	591	+451	3	5	+2
School interventions	197	116	-79	12	7	-5
Internal training	89	5	-84	6	1	-5
Training (external)	43	18	-25	2	1	-1
TOTAL	3505	4719	+1214	64	66	+2

Number of participants by year for events						
IDAHOT Festival	915	697	-218	1	1	0
Amiens Pride March	3500	3500	0	1	1	0
TOTAL	4415	4197	-218	2	2	0

Mental health village



In 2024, linked to our work with the **Local Mental Health Council (CLSM)** of the City of Amiens, as well as the **ARS'** call for projects organizing events in October in the **Mental Health Information Weeks (Sism)**, the association co-constructed a project with the CLSM.

This project consisted of organizing stands in Amiens city centre, making a village for mental health, with the following objectives:

- Promote mental health and bring up the subject in public
- Meet people and destigmatize mental health
- Allow for better knowledge of the organisations in mental health present locally

This event was a great success and allowed the mobilisation of the organisations that work around this subject.

More than **20 organisations** participated, which allowed for a large diversity in those present - associations and institutions.

The organisations resulted in more than **382 contacts** over the course of the day at the stands.

Setting up and existing in public outside in the city centre to meet new people was a new format for the majority of the participants.

In addition, we aimed to include our action in the theme of the year for the Information Weeks : **Movement for mental health**, proposing movement workshops at the village, as well as urban walking starting from the village.



From the feedback from the structures present, this was a **bet that paid off**. They pointed out:

- A convivial space and a warm welcome, especially with a **welcome appreciated** by all;
- An innovative action well placed in the city;
- An **experienced organizing team which communicated** and created the right conditions for a good first edition (material, logistics, meetings);
- A large diversity of organisations, creating a true representation of the local actors.

A first always leaves **room for improvement**:

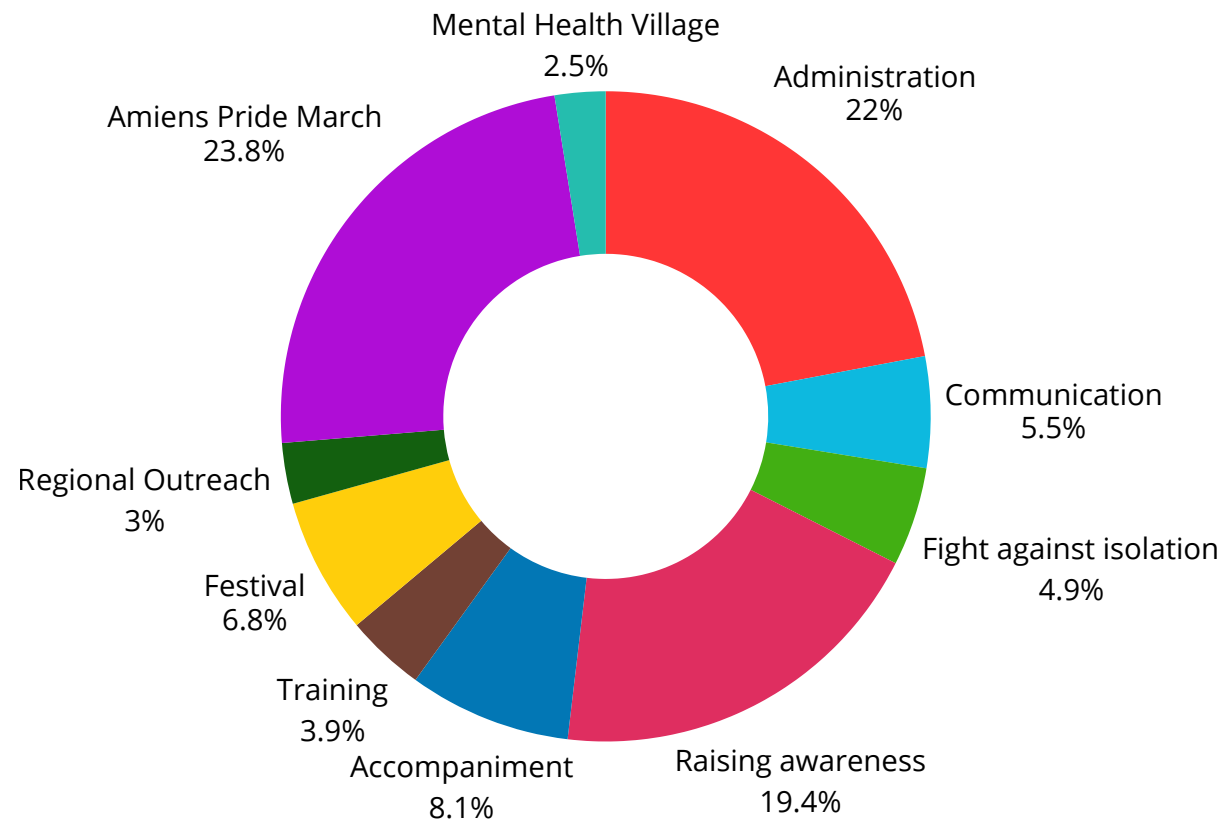
- The weather was unfortunately not as we had hoped;
- Another spot at the other end of city centre would be more interesting, with a different stand layout;
- **Better communication** and a relay with local institutions to inform about the event;
- Put in place communication at the village to communicate about our presence to passers-by.

Volunteering Report

Volunteering is essential to make the association work. This year, more than **60 active volunteers** and **more than a hundred occasional volunteers** invested in our projects. In total, we count **7203 hours of volunteering**.

We can see in the following graph that association administration, raising awareness and organizing the Pride March take up 65% of our activity.

A big THANK YOU to all our volunteers, members and administrators allow the association to live!



Moral Report

The past year has marked a decisive step dans the association's evolution. After **2 years of full-time functioning**, we have confirmed our ability to uphold a steady rythm over time.

Our **raising awareness** axis has seen **significant growth**. We were seeked out in new contexts, by unexpected groups of people always more diverse. It cannot be denied that the redo of our online communication last year is one of the causes of this. This growing demand has impacted our other axes: we have had to make difficult decisions in our commitments to ensure we continue to function correctly for our volunteers. The priority was actions in public, and especially in contact with youth, which payed off in the last trimester of 2024 when we received the **label of an Educative Association complementary to public education in the Academy of Amiens to intervene in schools**.

However, our presence in the field, more visible and identifiable, has resulted in us being **increasingly exposed to violent acts**. Several times this year, our volunteers were targeted in public during the association's actions.

Our training axis has greatly evoloved, contrary to 2023 where the transmission of knowledge was based in exchanges between volunteers, this year we sought more exterior actors to **bring specific skills into the association**. Internal training remains an important pillar of the association's purpose and will be important to invest in over the coming years to amplify it's structure.

Accompaniment covers a large part of our activity. This axis is even more dense as the needs come in waves, often arriving simultaneously, creating periods of high frequency of mobilisation. The look back on the last 5 years of accompaniment of asylum seekers highlights **the increasing need for means and resources to respond to the high volume of requests for help** that we receive. The diversity of situations we see often implies the need to mobilize several skillsets at once, which **reinforces our intersectional approach and improves the pertinence of our intervention**.

Moral Report

The **office provided by the City of Amiens** was a decisive event for the association. Finally having a dedicated space profoundly transformed how we function. This space allows for a true comfort in our work and allows us to better organize, and contributes to creating a sense of community. For the first time, we can put down roots and succeed in the long term.

A **project to welcome civic service volunteers** was constructed at the end of the year for the next year. This choice shows our desire to propose a more in-depth accompaniment to youth who are engaged at our sides, and, possibly, to better structure our mobilisation.

Progressively, despite the lack of means, **the association becomes more professionnall**. Our actions, sometimes happening simultaneously, their diversity and the reinforcement of our participation in networks with our partners, all steps that show the **maturity gained by the association** and a “long-term” perspective that the association can put into place in all aspects.

The association reaches other cities in the Hauts-de-France region, but also in the more rural territory. Again, **a quarter of our actions happened outside of Amiens**.

In conclusion, 2024 has demonstrated our capacity to structure ourselves and keep on, despite - and sometimes against - the context. The arrival of an office, receiving a label, progressive professionalisation and increasing our regional outreach have become concrete proof that **our perseverance pays off**.