



NEWSLETTER

ACTIVEAID Project Update: From Research to Action

Since the launch of ACTIVEAID at its first transnational meeting in Zaragoza, the project has made significant progress in understanding and addressing the challenges faced by trans and intersex communities across Europe.

Understanding Needs and Mapping Challenges (WP2)

The first phase of the project focused on gaining a deep understanding of the realities faced by trans and intersex individuals—particularly in accessing healthcare and equal opportunities in the labour market.

Project partners carried out:

- A comparative analysis of national policies and legal frameworks on LGBTQI+ rights
- Focus groups involving trans and intersex individuals, healthcare professionals, and employers



INCLUSION THAT
TRANSFORMS
LIVES

WP2: Needs Assessment &
Mapping Challenges

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ART REPLY



These efforts provided valuable insights into both systemic barriers and lived experiences. The findings were compiled into national reports and a comprehensive **State-of-the-art Report**, highlighting:

- The importance of strong legal frameworks (e.g. Spain and Ireland)
- Gaps in implementation, especially in rural or conservative areas
- Common barriers such as limited institutional capacity and insufficient healthcare access
- Promising practices from countries like Greece and Lithuania

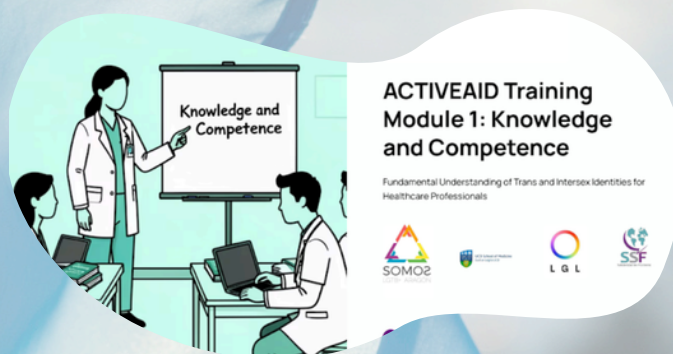
To complement the research, the consortium also created videos and infographics capturing real-life experiences. These bring a human perspective to the data—for example, highlighting that over one-third of trans individuals report discrimination in healthcare settings.

Building Knowledge: Training Programme & Guidelines (WP3)

Building on this research, ACTIVEAID has developed a **comprehensive training programme** aimed at healthcare professionals, HR professionals and employers. The programme includes:

- 12 learning modules (6 per target group)
- Topics such as inclusive communication, legal frameworks, cultural sensitivity, and practical implementation
- Materials translated into English, Spanish, Greek, and Lithuanian

To ensure relevance, the training was tested through additional stakeholder consultations. These insights contributed to the development of **Guidelines for Inclusive Care and Workplaces**, offering practical, evidence-based recommendations to improve inclusion across Europe.



What's Next?

ACTIVEAID is now entering an exciting new phase:

Training Delivery (WP4)

- 25 training cohorts will be launched
- A total of 250 professionals will be trained
- Sessions will focus on practical application and exchange of experiences

Policy Dialogue (WP5)

- Two international roundtables will take place online
- Dates: **13 and 18 May 2026**
- Around 45 stakeholders will participate, including policymakers, healthcare professionals, employers, and LGBTQI+ organisations
- These discussions aim to foster collaboration and shape future policy directions

Stay Connected

The results of these next phases will be shared in the coming months. Stay tuned for more updates as ACTIVEAID continues to promote inclusive healthcare and workplaces across Europe.

 For more information:



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PARTNERSHIP:



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