



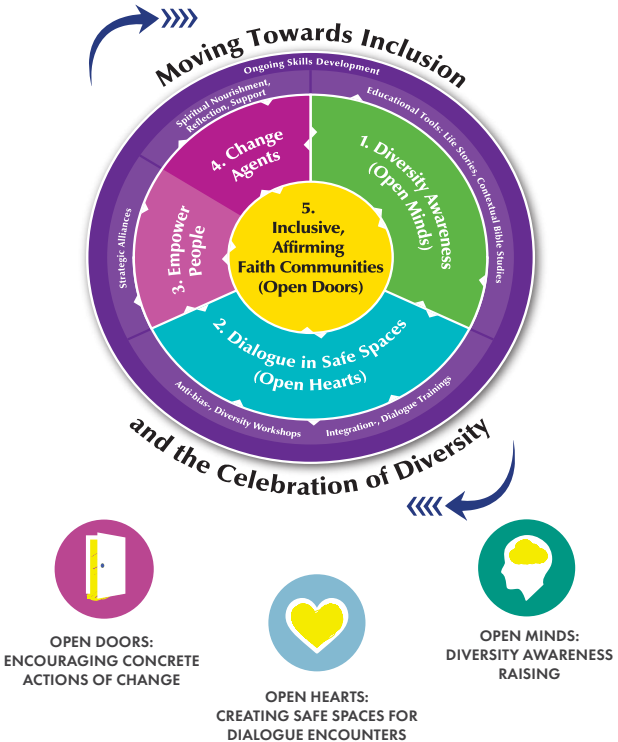
IAM

by the grace of God

INCLUSIVE & AFFIRMING MINISTRIES

IAM opens minds, hearts and doors for transformation

Since 1995, IAM has worked as a catalyst for transformation, addressing the challenges from many angles simultaneously. IAM uses its Wheel of Change to describe the areas we work in:



IAM has a vision of faith communities in Africa that are welcoming and affirming; where Lesbian, Gay, Bisexual, Transgender and Intersex people can participate fully and be strengthened in their spiritual, psychological and sexual identity as human beings. IAM works towards this vision through programs that support and empower the LGBTI community, parents, family and friends and people living with HIV to stimulate dialogue in building welcoming, affirming and inclusive faith communities.



TRANSFORMING DENOMINATIONS

IAM targets the leadership and wider congregations of select denominations in South Africa that we work with to encourage their movement towards more inclusive and affirming positions of the full diversity of sexual and gender identities and people living with HIV. IAM also works with the next generations of church leaders to spark a demand for greater inclusion and transformation.

IAM's Theory of Change

IAM's theory of change highlights the process of transformation through diversity awareness (open minds), real dialogue (open hearts) and more inclusion (open minds) within faith communities.

**IAM catalyses
faith communities
to recognise &
celebrate LGBTI
people in Africa.**



**PROGRAM 2:
LGBTI/PFF
TRANSFORMATION &
EMPOWERMENT**

IAM supports the development of strong, mature LGBTIs (including PLHIV), parents, families, and friends who are empowered to assert themselves and embrace diversity in all contexts, based on an integration of their faith and understanding of their own and other's diversity. Creating safe spaces for real engagement and dialogue, IAM empowers people to integrate sexual orientation gender identity and faith on a personal level.



PROGRAM 3: **AFRICAN REGIONAL PARTNERSHIPS**

IAM's strong network partners and allies throughout Africa provide mutual support and solidarity to increase the legitimacy and visibility of local movements for LGBTI and PLHIV of faith. Partners make use of IAM's transformational Wheel of Change methodology to move towards inclusion by embracing diversity (both sexual and gender identity and people living with HIV) in their own country contexts. IAM supports the network both indirectly through support for implementing change methodologies, as well as directly through trainings and workshops. IAM also takes part in various global collaboration events to further amplify an alternative voice of African faith community.

Intersectionality and IAM's work

There is a "constellation of factors" that contributes to the marginalisation and oppression of a group. The axis of oppression can best be found at the crossroads where race, class, gender, sexuality, health and socio-economic status meet. If you focus on only ONE of these dimensions alone, you miss (or avoid) the complexity of the holistic picture. It is very difficult to understand the extent of the oppression and act effectively if you do not take all the intersections into account.

learn more



www.iam.org.za



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IAM has a core set of resources that we and our partners use in our transformative dialogue processes, and we are continually developing materials. Should you be interested, visit www.iam.org.za to see the full resource library, or email info@iam.org.za to place an order.

IAM heartily thanks our generous donors - without their support our work would not be possible.