



The International Lesbian, Gay, Bisexual, Transgender and Queer
Youth and Student Organisation

Annual Workplan

2007

| | |
|--|-----------|
| INTRODUCTION | 3 |
| AIMS AND CHALLENGES | 3 |
| STRATEGY..... | 3 |
| INTERNAL DEVELOPMENT | 4 |
| A WIDER SCOPE..... | 4 |
| BOARD STRENGTHENING | 4 |
| MEMBERSHIP | 5 |
| <i>Strategic plan, members' consultation</i> | 5 |
| <i>Wider membership</i> | 6 |
| FINANCES..... | 6 |
| COMMUNICATION | 6 |
| <i>Website</i> | 7 |
| <i>Bulletin</i> | 7 |
| <i>Printed newsletter</i> | 7 |
| <i>Poster campaign</i> | 7 |
| MAIN ACTIVITIES | 8 |
| JOINT STUDY SESSION: "UNDERSTANDING, DEVELOPING AND IMPLEMENTING LGBT-INCLUSIVE POLICIES IN SCHOOLS ACROSS EUROPE", FRANCE (APRIL) | 8 |
| ANNUAL CONFERENCE: "BUILDING AND IMPLEMENTING EFFECTIVE STRATEGIES IN COMBATING HOMOPHOBIA", SWEDEN (JUNE) | 8 |
| STUDY SESSION: "BUILDING BRIDGES TO THE UNKNOWN: CREATING THE EXCHANGE BETWEEN LGBT AND FAITH-BASED COMMUNITIES", HUNGARY (NOVEMBER) | 9 |
| GENERAL MEETING OF MEMBERS, SPAIN (DECEMBER) | 9 |
| SIDE AND ONGOING ACTIVITIES | 10 |
| EUROPEAN YEAR OF EQUAL OPPORTUNITIES | 10 |
| EUROPEAN PARLIAMENT DECLARATION AGAINST HOMOPHOBIC BULLYING | 10 |
| ALL DIFFERENT ALL EQUAL CAMPAIGN..... | 11 |
| <i>Week Against Homophobia</i> | 11 |
| <i>Forums and Symposiums</i> | 11 |
| STEERING TEAMS..... | 12 |
| <i>Trans</i> | 12 |
| <i>Women</i> | 12 |
| <i>Communication</i> | 12 |
| INTERNATIONAL PARTNERSHIPS AND EXTERNAL REPRESENTATION | 12 |
| EUROPEAN | 12 |
| <i>Member Organisations</i> | 12 |
| <i>European Parliament's LGBT Intergroup</i> | 12 |
| <i>Non-Governmental Organisations</i> | 13 |
| Youth Forum Jeunesse (YFJ) | 13 |
| ILGA-Europe | 13 |
| OBESSU | 13 |
| <i>Institutions</i> | 14 |
| Council of Europe | 14 |
| European Union..... | 14 |
| GLOBAL | 14 |
| NEAR FUTURE: AFTER 2007 | 14 |

Introduction

Aims and Challenges

IGLYO aims to:

- Combat the discrimination and persecution of lesbian, gay, bisexual, transgender and queer young people and students;
- Promote and support their emancipation;
- Support partnership, co-operation and joint strategies at national and regional levels.

In the upcoming year, IGLYO will be taking on more responsibilities, increasing its credibility at the European Level. The Board will face three main challenges in 2007:

- Successfully carry out four activities, and represent the network externally at an ever-increasing number of occasions;
- Live up to its well-established reputation of a serious international non-governmental youth organisation, and develop it further;
- Prepare the organisation for a successful handover in December 2007, ready to keep developing in 2008 in line with a 3-year Strategic Plan.

Strategy

The IGLYO Board has decided to strategise this year's activities around a few main areas, in order to contribute more efficiently to social change. Activities for this year will be organised around the following policy areas:

Social Inclusion

Building on the material gathered in the Social Exclusion report (ILGA-Europe, IGLYO 2006), IGLYO will continue bringing attention to the situation of young LGBTQ people in Europe, therewith aiming to link the European Social Inclusion strategy closer to anti-discrimination.

Citizenship

The difficulty for LGBTQ young people to become fully-participating citizens as a result of social exclusion will be given more importance.

Participation

Representation of LGBTQ young people (e.g. in Youth Councils) is essential for the full emancipation of LGBTQ youth in society.

Mental Health

Building on the outcomes of the Mental Health conference in 2006, IGLYO will continue its efforts to inform policy makers on specific mental health problems that LGBTQ young people face, and promote the exchange of best practices in this field.

Education

The importance of inclusion of LGBTQ issues in the curriculum, but also the existence of anti-bullying policies will be presented at high political level in 2007.

These thematic activities will be addressed by the organisation of several activities throughout 2007, by disseminating information to stakeholders, strengthening alliances with partner organisations, and the representation work of the IGLYO board.

In order to facilitate IGLYO's ambition on the longer term, there is an increased need for strategic development. It would enable IGLYO to articulate its work on the basis of priorities identified by IGLYO Member organisations.

Internal Development

A Wider Scope

IGLYO aims to act as a bridge between European Policies and organised LGBTQ Youth in Europe. Therefore it takes on increasing responsibilities for policy-making and the mainstreaming of LGBTQ issues in European youth work. If IGLYO wants to be the voice for LGBTQ young people in Europe, **it needs to strengthen its network and build solid and sustainable bridges**. It needs to develop tools that enable LGBTQ youth organisations to implement policies, and it must enable young people to raise their voices beyond local and national levels.

Board Strengthening

IGLYO shall focus on strengthening the current Board, as well as prepare for the hand-over to the next Board.

The strengthening of the current Board is articulated as follows:

- Following Beverly Craig's resignation, welcome a fifth Board member self-identifying as a woman as soon as possible (call sent out on the 24th February);
- Set up recurrent deadlines and obligations for Board members in their online work, as well as advance warnings for absence or unavailability;
- Prevent burnout and balance work among its Board members;

- Along with strategising this year's activities (see Strategy page 3), outsource or reject work irrelevant to this year's strategy.

In addition to regular quarterly Board meetings, online Board meetings are taking place every fortnight. As for regular meetings, these online meetings are minuted and available to Member organisations on request.

Membership

IGLYO's membership is growing. Member organisations will have a crucial role in the consultation process that would lead to a 2008-2010 Strategic Plan, and communication with existing and new Members will become more important as we reach over 50 member organisations.

Strategic plan, members' consultation

Objectives

- Fulfil statutory obligations for statutory review;
- Engage members more effectively in IGLYO's decision-making structures;
- Develop IGLYO's strategic priorities for 2008-2010 on the basis on membership consultation;
- Increase the democratisation of IGLYO through a process of statutory review with the necessary translations required by law.

Anticipated results

- Adopted 2008-2010 Strategic Plan based on the Membership consultation at the GMM;
- Adopted Workplan for 2008 at the GMM;
- Updated Statutes at the GMM.

As a member-based organisation, IGLYO wants to respond to the needs and directions given by its members, thus democratising its work and increasing its transparency. For the strategic development, it is essential to hear the voices of member organisations. On the basis of its Members' inputs, the IGLYO Board will develop a Strategic Plan covering the years 2008-2010, to be submitted to the GMM for its approval.

This process will be facilitated by hiring an external advisor, who will be involved in the development of the Strategic Plan and the membership consultation.

Based on the outcomes of the consultation process, the Board, will also draft a proposal for statutory amendment, to be presented to the GMM in December. Ameliorated Statutes shall allow the mechanisms of IGLYO to function better, and as a long-term aim to work towards establishing a secretariat in Brussels.

Wider membership

IGLYO currently has 48 full members and one associate member. 29 different countries are represented, among which Canada, the United States and Kyrgyzstan. Countries such as the United Kingdom and Spain are overly well represented, whereas some other European countries have a weak membership (such as France and Germany), and some are absent from IGLYO (e.g. Baltic countries, Cyprus).

There will be discussions in the Board about refining the membership structure. For instance, how to give an equal voice to different organisations or countries, or should federations *and* their own member organisations be accepted as members at the same time. These discussions will lead to proposals for statutory changes, which will be submitted to the General Meeting of Members.

Finances

The high amount of activities to be carried out in 2007, as well as an increasing workload for Board members and office/communication team, means that finances will have to answer a growing need for flexibility this year. This will be made possible by the funding for 4 out of 5 projects being already secured, as well as a healthy situation at the start of 2007.

Overall, although IGLYO is financially very healthy and has concrete plans ahead for 2007, a logistical upgrade (e.g. the creation of an independent office in Brussels) will prove more and more crucial, which will only be made possible with significant administrative funding in 2007-2008.

Communication

Objectives

- To ease the communication between Member organisations and at the same time widen and strengthen the IGLYO network;
- To encourage LGBT young people to actively participate in IGLYO's decision-making process through discussions on fora;
- To disseminate information on decision-making processes, exchanges, press news, NGO-relative information and funding opportunities from around Europe;

Anticipated results

- Encourage the sharing of information, experiences and working methods as a way to mobilise young people in their fight against discriminations;
- Increased visibility and recognition of IGLYO as a relevant organisation for European policies;

- Continued recognition of IGLYO as a European stakeholder in the field of LGBTQ youth activism.

IGLYO has taken important steps in 2006 to enhance its communication strategies; it is aiming to maintain the existing means which improved its internal and external communication. This is part of the priority to give visibility to LGBTQ issues in the public area, through the dissemination of accurate information. This fits in the overall tendency for a more professional approach in IGLYO's work.

Website

IGLYO aims to position its website in top-ranking search results for issues related to "lgbt youth and student" in the world. We also want to maintain the present popularity of the website on the internet, which is presently 1,235 visits per month.

We aim to modify the structure of the website by offering contents in a more organised and accessible way. Finally, the web forum will be better moderated and administered by encouraging interaction between visitors and the IGLYO team.

Bulletin

IGLYO aims to maintain the monthly virtual bulletin launched in 2006 as one of its communication tools, which effectively reaches out to LGBTQ young people from different backgrounds, as well as sympathisers to the LGBTQ movement worldwide.

Printed newsletter

IGLYO will develop a printed 16-page newsletter which could provide better lobbying, networking and informational support for LGBTQ youth and student organisations in Europe and beyond. It is also a chance to give visibility and a "face" to LGBTQ young people who still suffer social exclusion, and can be used as an effective resource for social inclusion. It will be published in 4 volumes, each edited at 1,000 coloured copies. The copies will then be distributed to members, partners and other interested parties.

Poster campaign

In 2006 the Communication steering team developed a Poster Campaign which aims to increase visibility of LGBTQ young people in the media. We also wanted to offer a positive image of LGBTQ youth in a creative way, and implement the image of IGLYO and of its work. This campaign consists of two different posters printed in 1,000 copies as a first release. In 2007 these materials will be issued to member and partner organisations, as well as to European institutions.

Main Activities

Joint study session: “Understanding, Developing and Implementing LGBT-inclusive policies in Schools across Europe”, France (April)

Objectives

- Raise school student representatives’ awareness of the dynamic of social exclusion and its impact on minority groups within education, giving special attention to LGBTQ-related issues, and taking into consideration recent research conducted by IGLYO;
- Raise LGBTQ activists’ awareness of policy-making issues in schools, educational dynamics and how recently accepted sexual orientations fit into the educational agenda;
- Empower participants to speak up about difficult minority issues within school structures, as well as within their national platforms, so as to implement the developed guidelines for LGBTQ-inclusive educational policies.

Anticipated results

This study session should give tools to both LGBTQ and school student activists to better understand, and therefore influence education policy-making. This will be echoed at the schools’ level, but also at regional and national levels. As a result, it is foreseen that discrimination of LGBTQ people—students as well as adults: teachers, administrative staff, parents, etc.—will be tackled by school, and therefore the latter will provide a safe and acceptant environment for people of all sexual orientations. This could have a significant long-term impact on the lives of those in contact with the concerned schools, especially school students of all sexual orientations.

Annual conference: “Building and implementing effective strategies in combating homophobia”, Sweden (June)

In cooperation with RSFL-Ungdom; subject to upcoming funding.

Aim

Enhance the participants’ ability to effectively combat homophobia.

Objectives

- Provide clear tools and examples of how to build such strategies;
- Enhance analytical understanding of complex problems;
- Strengthen organisations’ competences, approaches and resources;
- Provide an understanding of policies which may support the work of NGOs;

- Share success stories between NGOs.

This conference aims to provide grounds for building effective strategies against homophobia, echoing the message of the campaign “All Different, All Equal”. Developing focused strategies and linking them to experiences gathered in the social field of the organisations’ work would strengthen the effort of the LGBTQ community. Existing strategies could be used as examples, such as those pertaining to policy development, or strategies developed on a rights-based approach.

Study session: “Building Bridges to the Unknown: creating the exchange between LGBT and Faith-Based Communities”, Hungary (November)

Key objectives

- To offer a safe and accepting environment in which participants can examine the current climate in which LGBTQ and faith-based communities operate;
- To sensitise the participants on the issues which affect both LGBTQ communities and faith-based communities;
- To provide participants with experience and skills to engage in building relations and bridges;
- To facilitate the creation of networks which nurtures mutual understanding, through which such dialogue can expand and continue.

Anticipated results

It is anticipated that this study session will enable participants to further explore how dialogue can be created between communities. This study session will provide participants to share best practices and strategies for such delicate work, and equip them with the necessary knowledge and skills to multiply this work in their local communities.

General Meeting of Members, Spain (December)

In cooperation with COLEGAS.

Objectives

- Respond to the statutory obligations of IGLYO;
- Increase the participation of member organisations;
- Learn how to sustain and continue the work of IGLYO across Europe;
- Give visibility to the work of our hosting organisation and raise the importance of LGBTQ youth work in Spain.

Anticipated results

- Newly elected Board for the period 2008-2009;
- Adopted documents (Strategic Plan, Workplan, revised Statutes);
- Participants' increased knowledge of concepts of citizenship and participation;
- Increased involvement of Members in the IGLYO network.

The General Meeting of Members (GMM) is the most important body in IGLYO bringing together its member organisations to ensure accountability and transparency. The GMM provides a way in which the Executive Board accounts for and presents actions pursued during its mandate, as well as financial reports for approval by the Members. The GMM is also the occasion to adopt organisational policies and discuss directions for IGLYO's future work (Strategic Plan, Workplan), and amend and approve statutory revisions.

Member organisation COLEGAS has offered to host the GMM in 2007. The IGLYO Board aims at inviting one representative per member organisation, as well as a number of external guests.

Side and Ongoing Activities

European Year of Equal Opportunities

The European year of Equal opportunities is an important campaign that can be used for presenting the needs of LGBTQ youth. The year is organised around four *Rs*:

- Representation,
- Rights,
- Recognition and
- Respect

Firstly IGLYO aims at monitoring the inclusion of LGBTQ organisations in the campaign's activities carried out in EU member states. Secondly, IGLYO aims at attending international activities organised around the year, in order to guarantee the inclusion of LGBTQ issues in the Year.

European Parliament Declaration Against Homophobic Bullying

Following the successful reception of the social exclusion publication in the European Parliament, the LGBT Intergroup proposed the introduction of a declaration against homophobic bullying. Together with ILGA-Europe (see page 13), IGLYO has been involved in the preparation of this declaration, which has been presented to the European Parliament in February. With the declaration IGLYO aims to put the situation of LGBTQ young people in education further up on the agenda.

393 Members of the European Parliament's signatures must be received before the end of April 2007. At the time of redaction, 65 were already received. This is a healthy number at this stage, but it does require a sustained effort in national and international lobbying that can only be successful with our Member organisations' involvement.

All Different All Equal Campaign

IGLYO is very involved in the Council of Europe's campaign against discrimination, for diversity and human rights. The Council of Europe trusts IGLYO's expertise about LGBTQ youth issues, and a healthy partnership between the Council and IGLYO allows us to make these issues known to a wider public of young activists.

Week Against Homophobia

Aim

- Help National Campaign Committees' members implement LGBT issues in the All Different All Equal campaign.

Achieved objectives

- Understand LGBT issues and their complexity through the theme of education;
- Raise awareness on the nature of discrimination against LGBT young people;
- Present and exchange good practices.

Description

The evening took place on the 4th March 2007 in Warsaw, Poland, at the 4th National Campaign Committee (NCC) meeting of the campaign. The public mainly consisted of NCC members and All Different All Equal campaign actors. The presentation was based on four segments, all articulated around education as the main area to fight homophobia, and will feature two IGLYO member organisations (NUS, UK and Arcigay, Italy), as well as one partner organisation (OBESSU, see page 13). IGLYO's presentation was based on the 2006 Social Exclusion report, and was unanimously very positively received.

The results of the Week are available from IGLYO's website.

Forums and Symposiums

IGLYO will try to take part in as many All Different All Equal events as possible, maximising our external representation in the field of youth activism Europe-wide and allowing us to mainstream LGBTQ issues.

Steering Teams

Trans

The trans steering group is looking into creating a key information pack that will serve to help IGLYO Member organisations get a better knowledge of what it is to be trans and an overview of key issues experienced by trans youth. It will be compiled by members of the trans steering group, and be made available on the IGLYO website. Another area to be explored is the creation of other key strategic documents for Member organisations to use in their own workplans in regards to trans issues.

Women

This steering group will be able to continue its work with the effective coordination of current members of the steering team. This work will be undertaken by the future Board member, whom is being selected at the time of writing.

Communication

The Communication steering team will oversee the planning and execution of all the projects related to external communication, and will act as a consultant to the Board in implementing its communication strategy.

The team will also keep contacts with external volunteers and experts whom will contribute on regular or occasional basis to the completion of the different projects. The team will ensure IGLYO communication tools remain up and running in the long term.

The communication team will meet twice during the year, and shall try to ensure the presence of at least one member during the main events in order to ensure communication coverage.

International Partnerships and External Representation

European

Member Organisations

Member organisations are often worked with on an irregular basis; notably, they are hosting all of the Board's quarterly meetings, as well as some crucial events (Annual conference with RFSL-Ungdom, Sweden; GMM with COLEGAS, Spain; Board meetings with Skeiv Ungdom, Norway, TEMA, Belarus, and COLEGAS, Spain).

European Parliament's LGBT Intergroup

The Intergroup has been a strong partner in the collaboration on the Declaration Against Homophobic Bullying (see page 10, European Parliament Declaration Against

Homophobic Bullying). We plan to maintain a high-standing partnership in the future, especially as we commonly lobby for the Declaration at the Parliament.

Non-Governmental Organisations

IGLYO will continue to develop its cooperation with partner organisations. Such cooperation is largely facilitated through the European Youth Forum, where IGLYO works with a variety of organisations.

Youth Forum Jeunesse (YFJ)

IGLYO introduced a resolution against homophobia, which was unanimously adopted by the General Assembly in November 2006. IGLYO will, together with the YFJ and its member organisations, continue building on the success of the declaration by looking into possibilities of cooperation and cooperate with the Forum and its member organisations (e.g. on homophobic events). Through the YFJ, IGLYO will also lobby for the specific needs of LGBTQ youth organisations (e.g. in the YFJ Portfolio for the development of Youth work). Where relevant, IGLYO will be involved in working groups of the Youth Forum.

The Youth Forum is an important ally for the European Commission and the Council of Europe. High-level political meetings are often accessible for IGLYO through the Youth Forum, which creates crucial opportunities to participate and represent LGBTQ youth's issues.

ILGA-Europe

Building on the success of the Social Exclusion publication and of an existing strong partnership, IGLYO and ILGA-Europe continue to seek opportunities to cooperate in 2007. Concretely, cooperation on the declaration against homophobic bullying has been agreed upon; ILGA-Europe and IGLYO will continue looking into possibilities for strategic cooperation.

OBESSU

The Organising Bureau of European School Student Unions is an important partner for IGLYO, especially given the importance of education in our work. It is the main instigator of the April study session "Understanding, Developing and Implementing LGBT-inclusive policies in Schools across Europe", and has a history of pro-LGBTQ stances, as well as these priorities rooted deep in their organisation.

As a respected European NGO, our partnership with OBESSU should grow in the coming year. They have been asked to come to our events at various occasions (Week Against Homophobia in March, GMM in December), and we are strengthening our ties to work efficiently in secondary schools.

Institutions

Council of Europe

In its All Different, All Equal campaign, the Council of Europe gives an important space for the fight against homophobia and equality gender- and sexual orientation-wise (see All Different All Equal Campaign page 11). Additionally, it is an essential ally for the organisation of study sessions and high-quality events through the European Youth Foundation.

European Union

IGLYO aims to continue addressing issues of LGBTQ youth within the European Union. This happens by participation in meetings of the European Commission, lobbying to Members of the European Parliament (see page 10) and cooperation with the Intergroup (see above).

An aim in 2007 is to obtain structural funding from the PROGRESS Anti-discrimination programme, which would enable IGLYO to further professionalise itself. Additionally, IGLYO monitors the development and implementation of EU policies, and if necessary reacts to them.

Global

IGLYO's work shall continue to be based in Europe for the near future. This does not limit IGLYO's engagement with LGBTQ organisations outside of Europe, whom wish to contact us for *ad hoc* partnership or support.

Our main global activities concern ILGA World and, to some extent, the United Nations.

Near Future: After 2007

This Board's mandate will finish in December 2007, and it has no power (or will) of decision beyond this time. However, it has already identified some challenges lying ahead, if the organisation is to continue in the same direction.

- The organisation will need to pursue its path towards the status of a fully-recognised international non-governmental youth organisation (INGYO). This implies an ever-growing commitment from its Member organisations and members of the Board;
- An Advisor to the Board would be useful in order to outsource the functioning of the Board and its supervision to a neutral 'outsider'.