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**Q1: Personal Details**

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**Q2: Member Organisation Nomination**

Member Organisation Name:	Skeiv Ungdom / Queer Youth Norway
Country:	Norge
Legal Representative Name:	Hanna Christophersen
Legal Representative Role:	Organisational Secretary
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**Q3: What is your motivation to become an IGLYO board member and what roles/duties particularly interest you?**

I have had the privilege to be a part of the IGLYO board for two years and it has been a learning process where I have grown both personally and professionally as an activist. In IGLYO I have had the opportunity to contribute to the activities and development and after two years I feel even more competent to give more back to the IGLYO and our members. Working with IGLYO is a learning process where you never become fully trained. The more you learn the more you are able to contribute and realise I still have a lot to learn.

I respect the need of having regional diversity and diversity in age on the board diversity on the board, and know I am a privileged white cis-male with a privileged socio-economic status. I don't believe that I may speak the voice of other people, nor represent anything but myself. I believe that true, selfish solidarity reflects in creating the spaces where all voices are heard. Solidarity is not about helping others, but understanding that by ensuring that all have equal rights and possibilities, you are helping yourself. By this understanding solidarity is selfish. Solidarity in its inner being is helping ourselves. I see our struggle as intersectional and unalienable.

I'm motivated to contribute to the strengthening of IGLYO as an organisation. As Treasurer I was a part of strengthening IGLYO financially, as chair by showing leadership and representing the organization. As Secretary I wanted to strengthen IGLYO organisationally. I wish to continue the strengthening of IGLYO and am motivated to follow-up the work of the Task Force and ensure the development of Internal Regulations making IGLYO more transparent and easier for the membership to get involved and participate in IGLYO. The regional roundtables I believe can make IGLYO more effective and relevant for all of our membership and make IGLYO perceived more relevant in national and regional context. Even if common space is important, the one approach fits all-concept is not effective in a diverse and multicultural Europe.

I'm motivated to contribute to the strengthening the voice of LGBTQ-youth. The saying "nothing about us without us" address one of the key functions of IGLYO. IGLYO is there to ensure that the voices of LGBTQ-youth have an impact. In order to strengthen this voice we need to make sure democratic youth organisations are involved when decisions about us are made on a national and European level. Strengthening youth not as tokenism, but so that youth make a real impact on the policies and that are made for us. Therefore, I would like to continue the work with establishing a youth event in relation to the yearly intergovernmental IDAHOT forum in 2016.

I'm motivated to make actions that have real impact in peoples lives. I believe identifying the needs and wishes of young LGBTQ-people and our members is they key, and that IGLYO needs to continue addressing the issues that make a real impact on young peoples' lives. We need to remove any barriers so that we actually are able to participate and reach our full potentials as human beings. To be celebrated, and not just tolerated is the goals. But to be free from discrimination and fear, to have access to education, housing and work needs to go hand in hand with the fight for true equality and value. You don't achieve this through words, but by focus our efforts as to make as concrete and effective impact on the issues you want to change.

Over the last three years I've been more and more involved in the fight against hate speech and hate crime. Working with the No Hate Speech Movement nationally and internationally have given me network, competence and tools for taking on this fight and identifying concrete measures in this regards. I believe I have a wide experience from having worked with many different projects and am open to take the role IGLYO needs and which helps the board complement each other in the best way. If it would be treasurer, secretary, communications, programs, or co-chair.

There is the saying "friends are the family you choose yourself". On a personal level IGLYO has become a part of my family. I experience freedom when working with international activism. I experience freedom when meeting people with different perspectives and values. The people I meet shape my understanding of my life and myself. And in a selfish way this is a part of my motivation when working in IGLYO to strengthen and improve our ability to reach our aims.

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**Q4: Tell us about your experience in LGBTQI activism (including any involvement with IGLYO, if applicable). Please include details about projects and events you were involved in, detailing your role and responsibilities in them.**

My first IGLYO event was in 2011 where I attended the Capacity Building Conference in Amsterdam. The experiences lead me to initiate and coordinate a Capacity Building Conference in 2013 for 30 youth activists from 12 countries within a pan-regional European network called BABELNOR.

Further, I joined the IGLYO work group on Education in 2012. In this period I raised national funding and hosted the Stop H8 – Tackling Bullying in Europe in Oslo, June 2013. One of the outcomes of the working group and conference were the position papers on education and minimum standards on bullying.

I was elected to the board for 2014-15 at the General Assembly in 2013. As board member of IGLYO I have held three different roles. In January 2014 I got the role as Treasurer of IGLYO. This was a tough period with a negative result from 2013 and challenges with keeping a stable cash-flow through the year. Dutch government were giving signals of not renewing our three year funding, but after a meeting with officials of the Ministry of Education of the Netherlands in August 2014 we were successful in securing three more years of funding. Further through close working with the Executive Coordinator and FCC of IGLYO we have turned a negative result to a positive and are now building equity yearly to meet cash flow issues. Lastly, our budget has increased with 25%, allowing us to hire a new staff and short term intern.

In December 2014 I was chosen to chair IGLYO, and for one and half month I was alone in chairing IGLYO, after the two co-chairs mandate ended simultaneously that month. I continued as co-chair from February to May 2015. In this period, I attended the intergovernmental IDAHOT Forum in May 2015. This resulted in 22 video-interviews with ministers and public officials, as well as establishing a dialogue with to the Danish government regarding an IDAHOT Forum youth side-conference in 2016 where we already have secured funding from the Dutch government. The Forum was also an arena to strengthen our relationship to important partners and funders like the Minister of Education of the Netherlands.

As a follow-up of IGLYOs work on education after the work group on education had finalized its mandate was to apply for and successfully implement a Pestalozzi Teacher Training conference on “Inclusive Sexual Education” under the Council of Europe programme for teacher education. The event took place in Oslo early October 2015 in partnership an institution for higher education. This was the first training IGLYO ever have implemented for teachers and combined teacher training pedagogy developed by the Pestalozzi program and included norm critical perspectives.

Because of national responsibilities I had to withdraw as chair in May 2015 and changed role to Secretary. This allowed me to focus on leading the IGLYO General Assembly (GA) Task Force, which have been working with developing GA Regulations and improving the statutes of IGLYO for the current GA, an important follow-up from the 2014 GA where the membership expressed concerns regarding the lack of regulations and outdated statutes.

As secretary, I also have had the opportunity to come with suggestions for improvements on the running of the GA. I have raised the issue of having the General Assembly to be more than a statutory meeting, but also a meeting space where members can meet, discuss the challenges and solutions and make the direction for the future of European LGBTQ-activism, and am very happy to see this years' GA to be prolonged with one day and have the concept of an Annual Membership Conference introduced.

I have represented IGLYO at the European Youth Forum (YFJ) General Assembly resulting in a poster-campaign for Transgender Day of Remembrance 20th of November where over 60 of the delegates and board members participated.

Another important development I am happy to be a part of is the introduction of regional roundtables where IGLYO can further address concrete Human Rights violations and challenges specific to the different regions of Europe, such as the homopropaganda laws and banning same-sex marriage in the constitution. The roundtables will take place over the next two years, the first next year in the Eastern-Caucasus region.

Aside from IGLYO I have been engaged in Queer Youth Norway since 2009, as central board member, international committee member, organizational secretary, youth help line secretary and president. I've been coordinating amongst other the National Campaign Committee of the No Hate Speech Movement from 2013, a network for youth help lines from 2013.

I took the initiative in 2012 of establishing an international network consisting of 23 LGBTQ-youth organisations from the Nordic countries, Ukraine, Belarus and the Western Balkans. I've coordinated three international workshops with prep-teams as coordinator of the BABELNOR network from 2012-14, one in Oslo, one in Sarajevo and one in Tirana. This includes follow-up of logistics and program. I've coordinated a work group making resource material on how to combat homophobic and transphobic hate speech for the BABELNOR network, including writing and editing texts, getting funding, follow-up on design and printing.

**Q5: From the list below, please select your top three skills and explain why you have chosen them in the next question.**

Leadership, Project Management,  
Advocacy & Policy

**Q6: Please give one real life example for each of the choices above to demonstrate your experience in each.**

#### Leadership

I am currently the president of Queer Youth Norway with the responsibility for 10 local groups, a central board, staff of 7 and 1000 members, as well as representation and policy development since April 2015.

I've also been a part of the organisations administrative leadership as organizational secretary for a youth organization for three years, where I have had the role as governing the organization on an administrative level, including follow-up on the internal regulations. In this regards I administrated for three years the budgets, applications and reports, contact with accountant and auditor for Queer Youth Norway with 10 projects and a budget of 600 000 EUR from 2012-15.

#### Project Management

I've been employed to manage the national Youth Help Line "Ungdomstelefonen" for three years, including applying for funding, reporting, academic development, marketing, recruitment and training of volunteers from 2012-15. I've developed a social media strategy for the Youth Help Line and over a period of nine months we went from 200 likes to 10 000. This involved frequent updates, trainings for volunteers, analyzing results and improving the strategy.

In "Ungdomstelefonen" I led the development of a strategic plan over a three year period. This involved expanding and improving the services (establishing a chat-service), renewing the graphical profile, renewing our marketing strategy and reviewing and improving the training of volunteers. As a part of this position I lead the work committee for a network of 28 national help lines where we held regularly network meetings to share methodology, technical solutions and experiences. This involved doing making surveys and analyzing the needs and resources of each partner to the network and using the results in the development and planning of the network meetings.

#### Advocacy & Policy

I've been instrumental in the making of an European Day for Victims of Hate Crime on the 22nd of July, this includes working with and strategizing between the The National Support Group after the 22nd of July, the Youth Department of the Council of Europe, the Presidency of the Parliamentary Assembly of the Council of Europe (PACE), and the Presidency of the Norwegian Parliament under the framework of the No Hate Speech Movement. The European Day was supported by the Secretary General of the Council of Europe and the report calling for a European Day was unanimously supported by the Parliamentary Assembly, on the day of the terrorist attacks in 2015 the President of the PACE visited the commemoration and the National Campaign Committee of the No Hate Speech Movement.

I took the initiative and coordinated the national No Hate Speech Movement campaign committee in Norway, this involves planning, executing and following up on participatory online social media activities, establishing a campaign committee, making an action plan, and secure funding. We succeeded in getting national recognition by the government by being included in the action plan against extremism, inclusion in the National Youth Councils political platform, visibility in national media and radio stations, amongst others. As well as being a part of the European Activist group, especially when doing activities for the European Action Day for Victims of Hate Crime.

**Q7: Being on the IGLYO board requires a commitment of around 10 hours a week for two years. How would you manage this role on top of other commitments and continue to contribute for your full mandate?**

I am used to juggling many responsibilities simultaneously, which have given me a high working capacity and ability to adjust my ambitions and involvement according to the time and resources. The ability to adopt your responsibilities to the changes from very busy periods to more quiet periods is an important competence in order to live up to the expectations of a board member. It's not just about how many hours you contribute a week, but what concrete goals you set. The more concrete goals and tasks you have, the more likely it is to reach these goals and do the tasks. Sometimes people join organisations with an idea of what is wrong, but not with a strategy to solve the problems. I believe finding the real solutions that you can attain is the first step in order to fulfill your responsibilities.

It is about being responsive and having a realistic plan. To structure your week, when to do what, establishing clear routines and communicate honestly strengths and limitations to the rest of the board. I will commit to the required amount of time, but adjust the tasks and responsibilities so that I can deliver as expected. For instance, the spring of 2016 until the elections of my national NGO in April will elect a new board I will have to structure my time wisely. From the summer of 2016 I will no longer have the same responsibilities and will be able to contribute even more.