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Q1: Personal Details

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Q2: Member Organisation Nomination

Member Organisation Name:	We Are-LGBTQI Youth & Student Organisation
Country:	Malta
Legal Representative Name:	Mark Rapa
Legal Representative Role:	President
Legal Representative Email:	president@weare.org.mt
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Q3: What is your motivation to become an IGLYO board member and what roles/duties particularly interest you?

I am psychodrama psychotherapy student, queer feminist and activist for women's, LGBTQIA and minority rights, advocacy and organizing, from Belgrade, Serbia. I hold a Bachelor's degree in Andragogy (Adult education) and I am experienced youth worker and trainer. I have been working mostly with high school and university students, and adults as well, on different topics, and I have experience working with children who work and/or live on the streets.

In relation to my educational background, I am particularly interested in development of IGLYO's educational programs, and that is why I took a part in IGLYO's Norm Criticism Task Force group in July 2015, which is focused on writing a Position Paper and a Toolkit on Norm criticism. I feel very passionate about designing educational workshops on this subject matter. Apart from creating educational materials, my passion lies in delivering workshops and trainings and working directly with people. I've passed one year long Introductory course in psychodrama and the use of action techniques in educational group and individual work, as a part of continuous 5 years long postgraduate education in psychodrama psychotherapy that I still attend. Regarding to that, I would like to indulge in, and support an issue of the Trans Depathologization, and I would like to make a contribution to IGLYO's work regarding to that subject matter, with everything that I know and can do as an ally.

I believe that activism must be intersectional, inclusive, and norm critical, and to have a "bottom-up" approach, in order to be meaningful. Showing solidarity, and mutual support, encouraging empathy and cooperation among members of different minority groups, and activists who are working with and for them, as well as among general population, is in the main focus of my work.

Because of that, right now I am organizing a panel discussion which will take place on BeFem feminist festival in Belgrade, in December 2015, named: Intersectionality and Norm criticism - a pathway to more inclusive LGBTIQQA activism. The panel discussion will involve panelists from different IGLYO's member organizations, such as: Trans Island, RFSL Ungdom and Institute Transfeminist Iniciative TransAkcija. That will be the first time that these themes and concepts are presented to activists and allies in Serbia.

Also, I feel that I've learned so much from IGLYO's seminars and conferences, and that I grew as a person a lot from them. I see myself as a part of IGLYO, because I feel it would enable me to grow more personally and professionally, since my personal approach to activism, matches with IGLYO's.

On the other side, I believe that my knowledge and skills can contribute to continuous growth of IGLYO's great work.

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.

I am one of the founders of non-formal group of activists from Belgrade, called "Youth Forum for Gender Equality", which is created within ALTERO- Association for personal training, education, development and empowerment, in October 2012, and since then I actively participate in its work. The group is focused on gender equality and inclusion, and does forum theatre performances through out the country on: gender equality, non violent conflict resolution, domestic violence prevention, prevention of sexual violence against women, and especially is focused on prevention of discrimination on grounds of sexual orientations, gender expressions and gender identities, as well as on grounds of HIV status.

Apart from performing in forum theater and taking part in creating forum theatre scenes, my role in this group includes: Organizing forum theatre performances and other events-establishing cooperation with various local partners in order to arrange and organize forum theatre performances throughout Serbia; presenting projects and activities of CSO ALTERO and Youth Forum for Gender Equality, on different national and international events (eg. feminist festivals, conferences, etc.), as well as promoting forum theater as a tool in educational work and social activism; writing project proposals about implementation of action and drama techniques in intercultural dialog, reconciliation and LGBTIQA and human rights education; and IT responsibilities: administration and maintenance of organisation's web page, writing announcements and articles about organization, its projects and activities.

The most frequent forum theatre scene that Youth Forum for Gender Equality perform, is about discrimination on the grounds on sexual orientation and gender identity. With our first project "Forum Theatre for Social Change", which started in 2013, we have been performing through out Serbia, in different cities, mostly for high school students and university students, but as well for general public and specific key populations, for example: children who work and/or live on the streets, youth of Roma ethnicity, children without parental care, and colleague activists.

We have a couple of thematic forum theatre scenes, that we have been performing on places such as: Faculty of Political Sciences in Belgrade, Feminist activist festivals, Adult Education Festival; in the Center for Youth Integration; in the Department for Children and Youth without parental care "Zvecanska"; Student cultural centers, as well as in numerous high schools and Local youth offices in Serbia.

In cooperation with our partner organization, AS Center - Center for Empowerment of Youth who are living with HIV and AIDS, we have been doing forum theatre performances about HIV and AIDS, in high schools and Local youth offices in Belgrade and through out Serbia, and on different events and places.

From May 2014th, our second project, "I (also) raise my voice against sexual violence", aimed to create a campaign to raise awareness about sexual violence. Through forum theatre performances, we advocated for social change in relation to the treatment of victims of sexual abuse, challenging related stereotypes and prejudices, and calling for the punishment of offenders, based on the legal frameworks. We also did a research on attitudes towards people who have suffered any of the forms sexual violence. I am co-author of a short film about that project, which can be found on this link: <https://goo.gl/W3phju>

Regarding my involvement with IGLYO, as I've already mentioned, I am a member of Norm critical task force group, and also I took a part on different IGLYO event's such as:

* Study session "DOWN & OUT: Social Exclusion of LGBTQ Young People and Homelessness", organized by IGLYO in partnership with FEANTSA,

*Conference "Positive Steps Beyond Criticism" – organized by IGLYO and RFSL Ungdom

* Consultation "Nothing for us, without us - Unleashing youth leadership to address the challenge of HIV and LGBTQI rights in Europe", organized by UNAIDS, IGLYO and ILGA Europe

* Conference "Crossing paths: Exploring Intersections within the Diversity of LGBTQ Communities", organized by IGLYO, European Youth Foundation of the Council of Europe, Arcigay Il Cassero and the European Commission (DG Justice)

* Seminar "Young People's responses to Homophobic and Transphobic Hate Speech", organized by IGLYO and Council of Europe SOGI Unit

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

Leadership, Training Design/Delivery,
Resource Writing

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

Leadership skills, Training and delivery skills, Partnership work and Resource writing were my most important and needed skills in all of my jobs that I've done up to this day.

Apart from the work that I do as a member of ALTERO and Youth forum for gender equality that I co-founded, and that I've described above, I worked on the project: "Professional orientation in Serbia" as mentor and trainer (on national level) for the establishment of the Career Info Corner (CIC) in 124 Local Youth Offices (LYO) in Serbia from 2012-2014. The project was established by GIZ (Deutsche Gesellschaft fuer Internationale Zusammenarbeit) on behalf of the Government of the Federal Republic of Germany and was conducted in cooperation with Ministry of Education, Science and Technological Development of the Republic of Serbia and Ministry of Youth and Sport.

Planning, preparing, organizing and delivering trainings on professional orientation and career guidance for representatives Local Youth Offices in Serbia; mentoring the establishment and promotion of Career Information Corner service in LYO; organizing and conducting meetings, analysis of LYO achievement and capacity and giving recommendations for later work and reporting (in English), were my main duties and responsibilities as a trainer.

As a mentor, my main task was Internship management and supervision of interns: managing the group of andragogy, pedagogy, psychology and social work students; taking active part in training of students, supervising them in preparation of trainings for high school students; organizing simulations (for students) of the trainings and individual peer counselling in order to prepare them for career counseling work with high school students; directly supervising students in delivering workshops; coordinating activities between Local Youth Offices, high-schools and students; mentoring establishment of the professional orientation service for the young people within the selected LYO's through the realization of internship program.

Also, I was co- author of a manual for the establishment of career information corner service in local youth offices in Serbia.

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?

In order to have more time for my activism, I switched from a full time to part time job. Apart for work for IGLYO that I would be happy to do, I am also FRIDA The Young Feminist Fund's Advisor for Central Eastern Europe, Caucasus, Central and North Asia. I accepted that position in September 2015, and I do think that I am able to manage working 10 hours per week for IGLYO, too.
