



**International Lesbian Gay Bisexual & Transgender
Youth & Student Organisation**

WORK PLAN 2005



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Introduction

This work plan aims to give member organisations, partner institutions and those interested a clear idea of the agenda of IGLYO in 2005. It can be seen as a first step of IGLYO's next step to the future; in which the organisation hopes to improve contacts with partner organisations, institutions, groups and interested individuals. We hope that you will perceive the work plan as a basis open for feedback. Our hope is also that the work plan will inspire the addressed to show their interest in IGLYO's work and seriously consider the idea of strengthening the cooperation. This work plan is flexible, which means that the implementation of the projects also depends on actual funds obtained for the projects and the number and availability of volunteers interested in assisting the organisation. The board strongly believes that IGLYO should be as a dynamic network organisation, which drive is not only its executive board, but also the input and assistance of member organisations and individuals.

The need to have a clear and structured work plan 2005 became very apparent during the IGLYO 18th annual conference where it became clear that lots of representatives of member organisations are interested in helping out with the current and future projects of IGLYO. We believe that this work plan is one of the tools which will strengthen the cooperation and contact between IGLYO board and its member organisations and consequently their representatives. In 2005 the board will invest time in building up project-networks, which will enable IGLYO to delegate work to a network of volunteers, which will be coordinated by board members. Last but not least we believe that the work plan will give member organisations and other partners an idea on IGLYO's future plans, which will, we wish, enable member organisations to consider IGLYO's activities and start seeing them as a part of their agenda.

The work plan is broken down on a basis of activities. Each activity is separately described in chronological order or execution throughout the year. For further information on these activities, write to one of the contact persons mentioned below.

IGLYO board is looking forward to your input!

Best wishes,

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Publication 'IGLYO 20 years - Past, present and future of LGBT Youth activism'

Description

The IGLYO 18th annual conference took place in 2004, which marks the 20th anniversary of the organisation. Twenty years of existence; the work, the impact, the values and foremost the zeal to make a difference clearly shows the need for organisations such as IGLYO. IGLYO has changed European (youth) structures, has changed the life of many LGBTs and many renowned LGBT activists nowadays have their grassroots in IGLYO. All the experiences and past facts need to be collected and put together, to show IGLYO's influence and impact but foremost its contribution to the LGBT youth activism.

Aims and objectives

The booklet aims to show the need of existence of an organisation such as IGLYO in the past, present and in the future of LGBT youth activism.

The objectives are:

- To collect key notes on IGLYO's past and how the organisation progressed during its 20 years of existence;
- To show the work that has been carried out by IGLYO, on political as well as on social level;
- To show the influence and impact IGLYO had on its partners and members;
- To create a credible platform from which will provide IGLYO's work with credibility and a base for the work to be implemented in the future.
- To lobby and enthuse future partners and sponsors to contribute to IGLYO's work

Implementation

This project will be carried out by former board members of IGLYO, who will be responsible for collecting and compiling valuable historic information concerning the organisational beginnings, its development and progress. The board will be the final auditing body of the publication.

After the references, needed for the publication to be written, will become fully clear (they depend on the available information), the form of publication will be decided upon. It is desirable to publish the compiled text in a form of a booklet, though that requires additional funds. In case the funds are insufficient when the text is ready for print the information will be for the time being put on the IGLYO's website while the search for the funds needed will continue.



Study Session 'Bullying and Isolation'

Developing Inclusive Social Policy to combat exclusion of LGBT students in Education

Venue: European Youth Centre, Strasbourg, France

Dates: 3rd-10th April 2005

Description

Together with the annual conference the study session organised in cooperation with the Council of Europe can be seen as one of the ongoing activities of IGLYO. The title of the study session is 'Bullying and Isolation in Education - Developing Inclusive Social Policy to combat exclusion of LGBT students in Education'. While the study session itself has educational aims, the follow-up (the publication and the hearing - *described under a separate chapters*) will pretty much have political aims; we want to address the current practices that are now being implemented in the field of education regarding the information on LGBT-issues and present the results to the key decision makers of European policies on education.

Aims and objectives

- To define and explain the terms such as: social exclusion, violence, harassment, bullying, hate crime, victimisation, abuse (all based on sexual orientation) and place them within the "higher education context"; with this we intend to strengthen the theoretical background on the issue of the participants;
- To study concrete forms of harassment and bullying (verbal, physical, psychical), to identify the origins of bullying and harassment based on sexual orientation within schools and to provide the participants with different approaches in using all the means available when dealing with the issue of harassment, bullying, social exclusion;
- To exchange experience participants have in this field;
- To add a political note with examining the situation in the European countries and their anti-harassment and anti-bullying policies;
- To equip our participants with the knowledge on educational acts, National Equality Bodies and Charters of good practice such as codes of conduct and Welfare stipulation of Educational Acts looking after rights of the child in schools;
- To empower and encourage participants to start building up projects to discourage bullying and harassment based on sexual orientation;
- Preparing a code of practice on the inclusive school;



- Developing channels of communication with networks (International Teachers, Parents Groups);
- Developing support for an equality focus within school planning, admission policies, school codes of behaviour and school evaluation.

Implementation

The preparatory team for the study session was compiled in November 2004. The team already started collecting the materials and ideas to form credible and strong contents that would serve as a good base for the follow-up. The first preparatory meeting will be held in January 2005 at the European Youth Centre in Strasbourg.

The application forms for the Study session will be send out by the end of January. The deadline for applying will be approximately end of February, and the final decisions on the selection of the participants will be known at the end of February/beginning of March.

Following the January preparatory meeting two more preparatory meetings will take place; the second for the selection of the participants and the third will ensure the final preparations for the study session.

Publication on Education

Description

While the effects of bullying and exclusion in schools on basis of sexual orientation are immense, the appropriate approach to the issue by the key decision makers and authorised bodies (school management and teachers) are in most cases lacking the appropriate strategies to deal with the issue in order to prevent it, but not only that, in most cases, they also fail to deal with consequences.

A booklet will include the following information from different countries in Europe:

- Practical and theoretical examples on how to approach the issue of bullying and isolation in schools on a national/local level (describing the existing educational programs/curricula) and offering possible recommendations on the changes that should be implemented in order to prevent bullying and isolation
- An explanation of the government policies from this field (mostly the documents published by the Ministries of Education in respective countries) plus a rough exploration of the political climate in order to raise issues;
- Researching and exposing good and bad practices of the approaches and strategies now being used and their consequences on the individual as well as their origins (background - religious, racial etc).

The booklet will be presented to members of the commission of Culture in the European Parliament (under which the issues of education are being dealt with) and the LGBT-inter group; which will be lobbied to address and raise the issue in the European Parliament. IGLYO member organisations can use the booklet as a tool in order to do similar lobbying on a national level.

Aims and objectives

The primary aim of this booklet is to draw attention of the European Parliament and national governments in order that needed changes within the EU policies dealing with the educational issues will be considered following the recommendations and issues raised.



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General aims:

- To raise the awareness of the problems in schools on the European level;
- To provide member organisations with a tool to combat the problems on a national/local political level and by this start discussions / dialogues;
- To show the differences in approaches and strategies that are now being implemented regarding the issue and foremost their effectiveness.

Implementation

The foundations for this booklet will be set by the study session. We will ask the participants to contribute personally (with experience and knowledge) to this specific subject, or to find people on national level who will be able to provide eligible information on this subject.

All information will be collected, where possible verified, and comprehended.

At the same time a lobby towards EU politicians will start. We intend to present them with specific study cases and ask them to consider discussing these problems in the inter-group and commissions. Furthermore we intend to provide all the reports on the progress of the work to the interested LGBT (related) organisations in Europe in order to raise awareness for the problems on a national/local level. The lobbying will be carried out by setting contacts within the parliament on a very early stage. The involvement of the intergroup is important to guarantee successful lobbying. This can also be forced by approaching national political parties, which can often influence the policy of their party on European level. Where possible IGLYO will also use its contacts in the European Youth Forum.

Depending on the case studies we allow for some more specific issues to be addressed.

At this moment possible cooperation on the publication is discussed with ILGA-Europe.



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IGLYO 19th annual conference

Economics of Gender: Belonging to and Seeking Understanding(s) of Gender

Venue: Malta

Dates: End October 2005

Description

IGLYO's 19th International conference "Economics of Gender" will focus on gender-related aspects within the LGBT community and the implications it has on the overall work and human rights developments of LGBT youth activism.

This conference will focus on bringing some light on issues related to gender identity and self-labelling, and the assimilation of such identities and labels in the LGBT community. Moreover we will discuss this impact on the further development of the community in particular and LGBT rights in general. Its main goal will be to discuss and tackle gender as an identity construction and the way it is construed within the community...

...If I am a certain gender, will I still be regarded as part of the human/community/society I belong to? Will the "human definition" expand to include me in its reach? If I desire in certain ways, will I be able to live? Will there be a place for my life, and will it be recognised to the others upon whom I depend for social existence? These are the questions which we'll be discussing throughout this event.

Main aims and objectives

- To consider gender as a determining factor in LGBT youth lives;
- To deconstruct concepts such as gender / gender identity / (in)voluntary labelling and its impact on individuals as community builders;
- To analyse the causes and consequences brought about by (in)voluntary labelling on relationships within the LGBT community;
- To look upon how labels and identities are constructed, maintained and/or changed;
- To explore the impact this gender-biased look has on the relationship with mainstream society.



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Implementation

IGLYO board wishes the venue of the conference to be Malta. As it has been pointed out that such venue can present a higher financial expenses, the primary task set is to start as soon as possible - collecting data on accommodation, food, transportation etc issues in order to put together a realistic budget which will set the basis for fundraising. Fundraising is currently the most important activity and needs to start *now*. Here IGLYO really counts on its network of volunteers and contacts in order to fundraise enough to ensure Malta as a venue. Following this IGLYO needs to get in touch with MGRM - Malta Gay Rights Movement representatives in order to establish a local link and see how they can get involved and assist IGLYO in the preparations for the conference.

Prep team for the conference will be put together around March/April 2004 and the application form for the conference is expected to be out in the beginning of august.



Improving contact with member organisations

Description

2004 was a remarkable year in the history of IGLYO. The celebration of the twentieth anniversary, 3 conferences and study sessions, but moreover the basis was laid to form IGLYO - together with it's member organisations - as an effective platform to combat all forms of inequality, discrimination, and exclusion of LGBT youth in Europe and beyond.

As an organisation run solely on volunteers, it has shown in the past that there is a pitfall to this kind of work which is difficulties to stay in touch - on structural basis - with member organisation. The fluctuation in member organisations, the moves IGLYO's office(s) made through Europe, the confidentiality with which NGO's become member; they all ask for accessible information source to IGLYO's members.

In order to improve the contact with the member organisations IGLYO will start three activities in 2005:

- Approach all LGBT youth organisations in Europe (member and non-member) with the question to (re)consider their membership on basis of a clear paper on what membership conducts;
- An interactive website (see separate chapter).

Aims and objectives

The aim of this activity is that IGLYO wants to re-establish its structure as accessible need based and member friendly organisation by:

- Enable members to interact with IGLYO board to improve the quality of the work;
- To build networks around IGLYO which are working on IGLYO related activities;
- To strengthen the IGLYO networks and to stabilize the organisation;
- To ensure that the success of IGLYO can be carried out in the future.

Implementation

The Work Plan 2005 is the first step to approach our aims. On basis of feedback the work in 2005 will start. Because the work plan as designed is quite an extension of IGLYO's present activities, volunteers will be invited and asked to contribute to its execution. The grounds and conditions for the involvement will be different according to different project plans. In a later stage we also hope to improve the communication with member organisations by publishing a bimonthly newsletter.



Attendance at political level

Description

The influence IGLYO used to have on European political institutions such as the European Youth Forum (EYF), ESIB, Council of Europe (CoE) and also the European Parliament (EP), needs to be re-gained. IGLYO plans to re-establish and strengthen the contacts with several institutions. Through the improvement of communication with member organisations IGLYO hopes to be able to represent its members on political level within EU.

Aims and objectives

The aim of the political level within IGLYO is to give European LGBT youth (and youth from beyond) a voice in the most important European Political bodies.

We strive to:

- Raise issues concerning LGBT Youth related topics in these bodies;
- Give IGLYO an important place in these bodies.

Implementation

The board took the decision to focus on strengthening the contacts in -foremost - the following European institutions/ organisations; CoE (Council of Europe), EYF (European Youth Forum), EYC (European Youth Council), and ESIB (the National Unions of Students of Europe). After the contact is established the board will try to attend meetings and discussions in which the voice of the LGBT-Youth in Europe should be represented. The only issue that may appear at this political level involvement is the issue of financing the delegates of IGLYO representing the organisation - the board agreed that this attendance should only be made if there is reimbursement or if really necessary, the lowest expenses possible to be paid by IGLYO.

A major step in this topic will hopefully be made during the implementation and presentations of the IGLYO publication about LGBT's and education. This will happen during the summer and will hopefully be the comeback of IGLYO on European political level. Here IGLYO is also appealing to the representatives of member organisations to assist IGLYO in this. Cost effective it might often be considered to approach a local member to attend meetings. Also the board hopes that the member organisations will inform IGLYO on national and local activities in which IGLYO's voice should be heard.



Project IGLYO website

Description

The plan is to change the host of the website and involve interested volunteers to help with the maintenance of the website. We feel that by giving the opportunity to volunteers that are not actually board members but representatives of member organisations we establish a stronger link between IGLYO and its member organisations. But also delegate tasks outside the board and open up the board i.e. become more accessible

Aims & objectives

- We want our website to become a meeting place for our members by creating a forum where ideas get exchanged and which would enable the users to share experience and resources online, even initiate cross-border projects;
- We want our website to become a resource to find materials, good- and bad practices and theoretical background on methodology carried out by IGLYO and its member organisations;
- We want our website to become a reference point for IGLYO members as well as other users where they could find information on past/present and future projects implemented by IGLYO as well as information on IGLYO members and their work and activities;
- By giving an opportunity to volunteers outside the board we give the feeling of belonging and being in touch with the ongoing within IGLYO.

Implementation:

The group taking care of the website would consist of 3-4 volunteers being the representatives of member organisations and one board member who would act as a link between the board and volunteers. It is desired that the volunteers working on the website have some previous experience with website building and maintaining as well as website design. It is also preferable that they also have knowledge on IGLYO as an organisation; whether they were a part of the prep team or they've been to IGLYO activities.

The responsibility of the board is to obtain all the passwords and tools needed to maintain the website and then pass them on to the people chosen to do the job. IGLYO board also has a final say on all the decision taken regarding the website what will be put on the website etc.

The board will write a plan for the website in January 2005, which will be the guide line for the creation of the new website. Upon basis of this document the 'web team' will start functioning.



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Leaflet / poster campaign IGLYO

Description

Often IGLYO receives requests for information. The only information source the board can refer to is the IGLYO website. It is of major importance to have a physical source of information, which people can take home and which contains compact information on IGLYO's activities. Furthermore IGLYO could be of structural presence in member organisations' offices by developing a nice and artistic poster.

Aims and objectives

To reach constant and physical presence of IGLYO at member organisations and partners.

Implementation

IGLYO will raise funds to have a poster and leaflet campaign, which both will be spread through member- and partner organisations during the spring of 2005. Furthermore these materials will be used during IGLYO happenings, and on meetings which will be attended by IGLYO representatives.

Statutes

Description

The current statutes are approximately 15 years old. Supposedly they have never been updated in between, mostly because of the lack of money to do so. They need to be updated according to the current situation and some articles need to be changed and corrected.

Statutes is a very important document of every organisation and/or group as it represents basic regulations on how the organisation should be managed, how responsibilities are divided, the right of member organisation, the duties of board members, why it was established, what it offers to its members, etc.

- Why the group/organisation was established;
- Who is the main authority and what;
- What are the responsibilities of the board;
- Who can become a member and what is the criteria.

Aims

- To clarify IGLYO's mission and vision according to the current situation in Europe and beyond;
- To define what IGLYO is according to present and future prospects;
- To revise articles and see which ones need to be changed;
- To position IGLYO in the up-to-date political/social LGBT field.

Implementation:

Updating of the statutes will be a long-term project. This project will also be quite costly and will demand intervention by outside experts, counsellors on the writing of the statutes. The first step towards the concrete decisions and changes of the statutes will take place at the next board meeting in January, on which Hivos and COC Netherlands will contribute a consultant to the IGLYO board in order to advise upon the new statutes. Proposal statutes will be compiled during this meeting. Though the final implementation of new statutes is expected to take place later, as the financial sources are still need to be found.



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After the summer the statutes will be presented to member organisations, who will get the chance to react on the statutes by written notice. All proposals will be collected and presented during the general assembly in October 2004.

This is a long-term project and as IGLYO board is currently in a phase where information on how to change the statutes is still being collected we plan to update members with relevant information and changes when the plan is finally drafted.

Board manual

Description

Board manual is a written text on the responsibilities and duties of the board members towards the board work (work plan for the current year). The text includes all detailed information on IGLYO and its relations to partner organisations / institutions. In terms of what IGLYO's position is within that organisation. The text also includes practical information on how to maintain administrative work (how to write reports and how to archive and keep the records - financial as well as any other relevant documents). The text also gives basic information on fundraising, networking, lobbying and advocacy issues in relation to IGLYO. Board manual should be written in such a form that it can always be complemented - additional texts, notes, remarks added

Aims & objectives

- To clarify the responsibilities and duties of the board members;
- To serve as a reference book to board members when the board changes;
- To explain the position of IGLYO within its partner institutions/organisations;
- To give information on important topics (fundraising, promotion, members issues...) concerning sustainability / continuity of the organisation.

Implementation

Board manual will be devised by the current board members who will as a template take the already devised board manual compiled by the board 1999-2001. This template will be adequately re-structured with many additions and explanations. It is expected that the process of developing the manual should not take more than five months - taking into account all the contributions and revisions.

It is expected that the board manual will be fully composed and issued by the time of the next general assembly in October 2005.



Selection of the new board (process)

Description

The board decided to develop a selection process of future board members structure for the board 2006-2008 which will be based on a more in-depth contact with the persons interested.

So far the general assembly where the new board was elected was taking place during the annual conferences. Thus following the already established procedure the new elections for the IGLYO board 2006-2008 will take place at the 19th annual conference in October 2005

Aims

- to guarantee that the candidates know what IGLYO is and does
- to guarantee that the candidates have some references and experience on the local level
- to provide the candidates with a clear base they can start their introduction from

Implementation

The board will be working on the development of the most fair and appropriate procedure in order to secure reaching the aims of this process. When the suggestions and proposals are formed and put on paper - which will be devised in due time - we will reveal the conditions and the profile of the candidates and send this announcement to all members and interested individuals.

Member organisations can then nominate the candidates who will fit the profile issued by IGLYO but also IGLYO board can on account of their observations also nominate individuals the board considers are appropriate for the board.