

# **WORK PLAN 2006**

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## Introduction

This work plan aims to give member organisations, partner institutions and those interested a clear idea of IGLYO's plans for 2006. It will be another challenging year for IGLYO. On one hand IGLYO starts to deepen thematic work fields, from which in the near future clear strategies should be defined. On the other hand drastic changes in the organisation will take place: steering teams will be implemented by which the scope of work can be broadened and strategies can be actively implemented. At the same time improvement of communication will support these changes and provide effective communication tools for the whole IGLYO network.

It is important to note that 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. What you read is what we aim to do this year, but at this point not all financial resources have been obtained. By means of expansion of the capacity we will decentralize the responsibility for fund raising to steering teams.

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

Last but not least we believe that the work plan will give member organisations and other partners a clear idea on IGLYO's agenda, 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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## Weekly IGLYO Bulletin

### *Description*

The weekly bulletin is sent every week to all our members and people within the IGLYO network. It gives major information concerning events, meetings, manifestations, related to LGBT youth issues

### *Aims and objectives*

IGLYO aims to diversify its communication tools as a way to reach out to LGBT young people from different backgrounds (socio-economic, linguistic, educational, racial, ethnic/national, etc.). IGLYO recognizes that by providing these tools it would be reaching to young LGBT who have different access to information (including internet use, rural/urban living, etc)

The objectives are:

- To disseminate information on decision-making processes, exchanges, and news from around Europe;
- To encourage participation of young LGBT through their contribution in the dissemination of information;
- To provide a tool which LGBT organisations and other NGOs could use in their organisational work;
- To offer different spaces which enable an array of information sources related to the diverse work of LGBT organisations, NGOs, funding opportunities, EU programmes (particularly the YOUTH programme);
- To create a space for exchange of ideas, information, experiences and opinions - the ingredients for the inclusion of LGBT youth

### *Implementation*

A volunteer is responsible for collecting relevant information and writing articles for the bulletin and to send it out biweekly.

### 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 has raised 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.

The communication team will take care of this project.

## Social exclusion project, in cooperation with ILGA - Europe

### *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. Moreover, in most cases, they also fail to deal with consequences of social exclusion. In cooperation with ILGA-Europe we are currently writing a publication on the situation of social exclusion of LGBT young people in Europe.

This publication will give an overview of researches carried out in the field of social exclusion of young LGBT people. Best practices will be given and recommendations will be made. Focus of the research will be the transition from school to work for LGBT young people. The research will be presented during a seminar planned during autumn 2006.

### *Aims and objectives*

- To collect evidence in order to put social exclusion of LGBT youth on the European Social Agenda and thereby raise the awareness on the subject amongst policy makers and human right workers;
- To encourage LGBT organisations and other human rights organisations to get actively engaged on the subject.

### *Implementation*

The publication will be published as a joined publication with ILGA-Europe (International Lesbian Gay Association). The funds are made available by ILGA-Europe, which will also be responsible for the overall coordination of the research. A steering team has been established in order to jointly set the 'Terms of Reference, design the research framework and coordinate the content of the Research. One IGLYO board member is attending the Steering Team, together with two representatives of ILGA-Europe and two external experts in the field of Social Inclusion. A call for tender for a researcher was launched in November 2005 and the Research is planned to take place between January - April 2006, after which the publication will be presented during the autumn. After the publication has been finished the steering team on social exclusion will be asked to orientate on follow-up steps in the Social Exclusion field. It is every likely that these steps will be closely coordinated in cooperation with ILGA-Europe.

### Launch of IGLYO website

#### *Description*

In 2005 IGLYO has started a structural change and part of this includes a total restructuring of its website ([www.iglyo.com](http://www.iglyo.com)). IGLYO recognizes the importance and power the internet plays for the development of NGOs and the LGBT youth movement. With the help of various IT professionals who are carrying their work on a voluntary (non-paid) basis, the new IGLYO website will be a space through which LGBT youth across Europe look for and exchange ideas and information.

#### Aims and objectives

- To present and exchange relevant news for member organisations;
- To Promote participation of young LGBT people;
- To provide an array of information sources related to the diverse work of LGBT organisations, NGOs, funding opportunities, EU programmes (particularly the YOUTH programme);
- To create a space for exchange of ideas, information, experiences and opinions - the ingredients for the inclusion of LGBT youth
- To ease access for LGBT youth to information, documents, and discussion;
- To encourage LGBT young people to actively participate in IGLYO's decision-making process through discussions on foray;
- To ease the communication between member organisations and at the same time widen and strengthen the IGLYO network;
- To enable young LGBT and their organisations to network and devise strategies for trans-national joint projects together with their counterparts in diverse European countries.

#### *Implementation*

The website has been presented during the General Meeting of Members and should now be online really soon thanks to the communication team who had work on it.

## Participation at the ILGA World Conference

Venue: Geneva, Switzerland

Dates: 27<sup>th</sup> of March to the 3<sup>rd</sup> of April

### *Description*

ILGA is the global International Lesbian Gay Association, bringing together LGBT organisations from the world. Biannually it organizes a world conference, in which global LGBT issues are discussed. ILGA has expressed its will to include the needs of young people in their work, for which IGLYO has been invited to participate in the upcoming world conference with a delegation of approximately 35 young LGBT persons. This meeting will take place in Geneva and run parallel to a session of the United Nations Commission of Human Rights (UNCHR). Therefore there will be the possibility to directly present the specific needs of young LGBT people to the Commission.

### *Main aims and objectives*

- To share our experiences as young LGBT with peers from all around the world;
- To present the specific problems that LGBT young people face to the United Nations Human Rights Commission (which would meet parallel to the conference in Geneva);
- To promote IGLYO amongst ILGA members;
- To actively participate in the elections of regional (such as Europe) and world representatives and through this facilitate decision-making and ensure that Young people's specific needs are presented within the organisation.
- To attend 'pre-conferences' to which will focus on a number of issues including:
  - Transgender rights and concerns
  - Religion and sexual orientation
  - Women issues
  - Health for the LGBT community
  - Being LGBT at the Workplace

### *Implementation*

The IGLYO executive board members will aim to attend this conference to represent young LGBT People. Member organisations have been encouraged within the bulletin to apply in order to co-represent LGBT youth.



## Steering teams

### *Description*

As a result of the increasing amount of work and the expansion of the network, IGLYO recognises that in order to achieve its objectives it needs to change some of its strategic steps and structural work. One way to do this is to set up three (3) Steering Teams which will be responsible for the strategic expansion of the work in different policy areas. This construction will increase the involvement of young people in the decision making of IGLYO; as well it will contribute to a greater visibility of young LGBT people in Europe. Initially the Steering Teams shall focus on the following policy areas:

1. Transgender issues
2. HIV/AIDS
3. Communication
4. Women's issues
5. Social Exclusion

### *Aims and objectives*

- To define a policy paper and present it to the board and General Meeting of Members
- To identify strategic work options for the future of IGLYO
- To identify possible partners in the field
- To involve young people in IGLYO's work and decision-making
- To increase IGLYO's lobbying work in putting young LGBT on the agendas of various institutions

### *Implementation*

Each group shall be composed of one Board member and 3 - 4 experts mostly representing member organisations. The members of the Steering Teams, which will be involved initially on a voluntarily basis, are selected on basis of their experience on the Group's priority as well as an interest to work within IGLYO. Setting up the Steering Teams will contribute to IGLYO's continuity since it envisages the Groups to be able to initiate (joint) projects. By means of project development Steering Teams get the task to be self sustainable with a period of a year.

## Participation in CoE's and EYF's 'All different All Equal' - Diversity and Participation events

### *Description*

IGLYO intends to cooperate together with CoE and EYF in 2006 especially with regard to encouraging national and regional NGOs to participate in the All Different All Equal - Diversity and Participation priorities and programs taking place all over Europe. Whereas active participation in three planned international activities are foreseen IGLYO intends to promote the campaign amongst member organisations. Where necessary, lobbying efforts are foreseen in order to help member organisations implement the campaign in their countries.

Involving young people from minorities and youth organisations working closely with minority groups is one of the permanent concerns of the new campaign; a series of training courses for minority youth leaders and youth workers are to be organised within this event, where possible IGLYO will be involved in the organisation of these activities by giving advise and guidance.

### *Aims & objectives*

- To cooperate with CoE and EYF and together analyse and exchange on the realities of all forms of discrimination such as racism, anti-Semitism, xenophobia, and discrimination based on sexual orientation or any other background (identity, ethnical, religious etc). A broad insight into the daily realities of youth today and how they are affected by these forms of discrimination will be collected by this.
- To disseminate the information among IGLYO members and engage them actively in the new campaign.
- To develop a common understanding between IGLYO members of the challenges and priorities for youth action in the field of discrimination (on all bases) and intercultural learning;
- To support, initiate and actively assist members at preparations of actions and achievements arising from youth activities being organised within the campaign;

### *Implementation:*

IGLYO will assist its members in producing concrete proposals for activities and approaches which will be developed and implemented at a national level. IGLYO also aims to develop a concrete and fruitful cooperation between its members and national youth agencies, or any other key players in the youth field, engaged in the campaign on a national level in order to strengthen the youth network.

## Representation within the European Youth Forum

### *Description*

The European Youth Forum is a platform that brings together diverse groups of youth organisations, united to empower young people to actively participate in the shaping of Europe and the society in which they live. IGLYO aims to increase visibility and present the needs of LGBT youth in the European Youth Forum by presenting the specific needs of this group and with that lobby for inclusion of sexual minority issues in mainstream anti-discrimination work as implemented by Youth Forum's member organisations.

### *Aims and objectives*

- Political representation of IGLYO and its members and with that raised visibility of LGBT youth on the European level
- To network and exchange information with other EYF members (national youth councils and international NGOs)
- To encourage cooperation between national youth councils and gay and lesbian youth in their own respective countries
- To influence the policies and recommendations concerning the youth as shaped and proposed by EYF to the European Union
- To liaise with EYF officials (the bureau) with regards to joint projects and possible cooperation

### *Implementation*

IGLYO board shall actively engage in constituent meetings of the Youth Forum, as well it shall aim to quality itself of IGLYO delegates for relevant working groups.

## Conference ‘Beyond Coming Out’

*Discussing Mental Health Issues among LGBT Youth*

Venue: Edinburgh, Scotland

Dates: 25<sup>th</sup> of June to the 1<sup>st</sup> of July

### *Description*

Prejudice, discrimination, and anti-LGBT violence may lead members of the LGBT community to deal with mental health issues and stress-related disorders, such as depression, anxiety, low self-esteem and substance abuse. Years of negative experiences can also lead to internalized homophobia, which further contributes to stress and mental related disorders.

### *Main aims and objectives*

- To identify sources causing mental health disorder at LGBT youth;
- To raise awareness on the specific need of LGBT youth regarding mental health issues;
- To identify approaches on how to provide support young people dealing with mental health condition;
- To share best practices, experiences and available information in order to encourage LGBT organisations and other institutions to start including mental health support within their programme;
- To identify partners who could play a role in providing mental health care.

### *Implementation*

The conference will be co-organized by our member organisation LGBT Youth Scotland. In January the preparatory team will be identified, which will meet for a first meeting in Scotland in February. During this meeting technical matters such as logistics and accommodation will be discussed, and the programme will be developed further. A call for participants will be send by the end of March and deadline for application by the beginning of May. A second preparatory meeting will take place in the middle of May and will be used to finalize the programme and to select the participants. Participants will be informed of their participation after this second meeting.

## Participation at the first OutGames Conference

### *Description*

The conference, entitled *The Right to Be Different*, will bring together around 2,000 global participants. The Co-Presidents of the Conference are Ms Joke Swiebel, former Member of the European Parliament, and Professor Robert Wintemute from the School of Law at King's College London. Over three days, Conference participants will be offered four plenary sessions, featuring a number of internationally-renowned keynote speakers, and will be able to choose from up to 250 workshops (up to 75 simultaneous workshops during each of five workshop sessions), which will deal with the many aspects of the Conference themes.

This conference will, from the Canadian perspective, refer to the Charter of Rights and Freedoms as well as to the International Covenant on Economic, Social and Cultural Rights.

IGLYO will be organizing a workshop "*Transition of LGBT Youth from school to work*", presenting the carried out work on social inclusion of LGBT young people. At the same time we will present the work of IGLYO to a wide audience participating in the conference.

### *Aims & objectives*

- To present the preliminary results of the research Social Inclusion of LGBT Youth: The Transition from school to work;
- To share best practices and obstacles in relation to the theme;
- To discuss strategies which the LGBT youth movement could use in its work towards the fight against discrimination of LGBT people;
- To share our experiences as young LGBT with peers from all around the world;
- To put a more global perspective on the work of IGLYO.

### *Implementation*

Two board members will aim to represent IGLYO during this conference, who will be responsible, together with one or two experts for the development of the workshop. The preparation of the workshop will happen via e-mail and on the conference spot.

### IGLYO 3<sup>rd</sup> Woman Conference

*Second Closet - revealing sources, effects and possible solutions for violence against and among LGBTQ women*

Venue: Turkey

Dates: September 2006

#### *Description*

IGLYO's Third Women's Conference is our first step in undertaking work on the inclusion of violence-related issues on LGBTQ (lesbian, gay, bisexual, transgender and queer) agendas throughout Europe.

This conference will focus on gender-based violence and societal mechanism of perpetually keeping in silence all women's voices while revealing and talking about a wide range of topics - physical and psychological violence such as name-calling, domestic violence, stalking, harassment (work, school, family, etc), intimidation, sexual assaults, homophobic, racist, misogynistic attacks, legal protection (and lack of it); rape etc.

We want to define sources of violence while discussing the impact of cultural background on the creation of our identities, and the ways wider society reflects that creation - through changing, maintaining or/and rejecting our identities. As a group that is constantly in touch with many LGBTQ organisations and groups, as well as institutions that are working on different levels (local, regional, national, international), we've noticed serious lack of services for counselling, self-support groups and trained specialized staff in the field of violence against/among LGBTQ.

#### *Main aims and objectives*

- To define/discuss how violence is gendered, how violence is carried through our identities and what is the perception of violence perpetrated by and/or on young LGBTQ (lesbian, gay, bisexual, transgender and queer) women by society
- To strategize ways young LGBTQ women can use their resources, competencies and the (invisible) roles they play in society to face the violence in their lives
- To define obstacles which are there when LGBTQ women try to access resources (health care providers, professionals, family, friends, etc)
- To challenge NGOs to adopt policies and create different forms of political and social involvement regarding violence on LGBTQ women
- To discuss further the development of education and youth policies - especially at local levels - that take better account of the challenges and aspirations of young minority women.

### *Implementation*

The board will appoint a Steering Team on women's issues in the beginning of 2006, after which the Steering Team is supposed to meet in March 2006 to further develop the program of the conference as well contact the potential funders of this event (which partly already have been identified) as we don't have the money yet for this conference. A first preparatory meeting for the conference would then take place in early May 2006 (organizational aspects such as location will here be dealt with), the applications for participants will be sent out by beginning of June and a second preparatory meeting will take place in July (where participants will be selected). The conference itself is planned to take place in September 2006.

**International Study Session at the European Youth Centre***Creating Dialogues Between LGBT Communities and Faith Based Communities*

Venue: European Youth Centre, Strasbourg (France) or Budapest (Hungary)

Dates: October 2006

*Description*

This study session will mainly focus on dealing with religious factors in the work of LGBT youth. Most of our member organisations are working towards promoting LGBT values in different societies. Most of them have to deal with different situations and scenarios as well - scenarios affected with varying degrees by different religious orders/institutions/values. This study session aims at developing the knowledge and skills of young LGBT activists on how to deal with different religious scenarios in order to overcome stereotypes and achieve their goals.

*Aims and objectives*

- To encourage participants to initiate safe dialogues between faith based communities and LGBT youth communities;
- To sensitize the participants on the issues which affect the relationship between the LGBT communities and faith based communities;
- To provide participants with experience and skills to engage in such dialogue;
- To enhance and explore the communication skills which are primarily needed in this form of sensitive dialogue.
- To increase the awareness of essentials to build on mutual understandings.
- To study ways of identifying the factors that have facilitated the in the polarisation of LGBT and faith based communities.
- To facilitate in the creation of a platform, which nurture such dialogue, and in the possible creation of networks in which this dialogue can expand and continue.

*Implementation*

An application of this activity has been developed and will be submitted to the Council of Europe's Directorate Youth and Sport by middle March. Notification on the assessment is expected to be received in May, when the preparations of this activity will start. Since the activity will be fully borne by the Council of Europe additional fundraising is not necessary. The preparatory team will be selected during the Board Meeting taking place in April, after which a first preparatory meeting is expected to take place in May. During this meeting the programme will be discussed. A second preparatory meeting, taking place in September, will provide space to select participants and finalize the programme.



### General Meeting of Members

The General Meeting of Members (GMM) is an important part in any organisation. The GMM provides a way in which the Executive Board gives an account of the policies pursued in the past year, as well as the financial reports and annual accounts for the GMM approval.

In the past years, IGLYO has tried to secure that members participate in the GMM as part of the organisation's decision-making body. However it should be pointed out that financial and mobility difficulties have forced the level of participation in the GMM to go down. It is for this reason and the acknowledgement of the importance of the GMM that IGLYO has been working on making the GMM more accessible whilst increasing the democratization of IGLYO itself.

#### *Aims*

- To respond to the statutory obligations of IGLYO;
- To increase the participation of member organisations;
- To give young LGBT the possibility to be more autonomous in the decision-making process of the organisation;
- To provide young LGBT with the vested powers of IGLYO's member organisations;
- To learn ways to sustain and continue the work of IGLYO across Europe.

#### *Implementation*

The board will prepare the GMM in its July and October board meetings. Coordination and practical organisation will be delegated to the secretariat, whereas the Secretary will be responsible for the supervision of the organisation. A member organisation, based in the country where the GMM will take place, will be asked to assist in the practical organisation of the meeting.

## IGLYO Secretariat

### *Description*

IGLYO recognises the need to have a secretariat due to its work expansion. During the past few years IGLYO has got various offices in different countries in Europe however it lacked having a central point from where to operate.

Board members have until now taken care of all other administrative tasks, which is becoming undoable due to the increase of administrative responsibilities accumulating through the rising amount of work. For this reason we are foreseeing the employment of a part-time secretary in 2006, who will have the main responsibility of running the secretary. This post will include the following tasks:

- Coordination of the Secretariat
- Dealing with daily correspondence;
- Membership administration;
- Support the organisation of events (e.g. sending out invitations, receiving invitations, coordinating VISA procedures);
- Minute taking in statutory meetings
- Providing information on IGLYO;
- Supporting the administrator;
- Administrative tasks concerning the organisations of activities (financial administration, visa applications;
- Finalising financial and narrative reports on activities.

### *Aims and objectives*

- To maintain IGLYO's continuity by professionalizing the structure in which administrative work is being carried out;
- To enlighten the amount of administrative work as carried out by the board;
- To provide a contact point for IGLYO as well as to improve IGLYO's administrative communication/s.

### *Implementation*

As pointed out the secretary is planned to be opened in May 2006. As the administrative burden on IGLYO when employing somebody would relatively be very high it was decided that the secretary will be hired on a consultancy basis via a member organisation. For a fixed hourly rate the member organisation will be responsible for delivering a secretary for a fixed amount of hours each week, by which IGLYO will not have to deal with payment of wages, taxes and social securities itself, but will delegate this to the member organisation. After expected further expansion of activities carried out in the organisation this situation



will be reconsidered as this construction is only perceived as the most efficient solution in the current situation in which we will only be dealing with employment of one person.

Regardless the delegation or employment responsibilities to a member organisation it is agreed upon that IGLYO will be involved in the selection of a candidate, expected to take place in April 2006. In the working contract the responsibilities of the person shall be clearly pointed out. A contract will be drawn up until December 2006. In this period we will also look into other possibilities of financing the secretariat.

Due to practical reasons it has been decided that the secretariat will be hosted in Amsterdam.