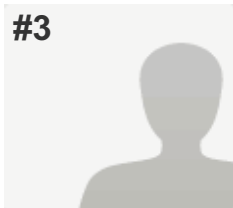


#3

**COMPLETE****Collector:** Web Link 1 (Web Link)**Started:** Wednesday, August 31, 2016 6:39:57 PM**Last Modified:** Wednesday, August 31, 2016 7:01:33 PM**Time Spent:** 00:21:35**IP Address:** 84.237.149.91

PAGE 1: Deadline: 1 September 2016 - 12 noon CET

Q1: Personal Details

Full Name:	Sabine Tropa
Gender:	Female
Age:	25
Date of Birth:	07.11.1990
Email Address:	sabinetropa@gmail.com
Mobile Number:	+371 28981524

Q2: Member Organisation Nomination

Member Organisation Name:	Open Centre
Country:	Latvia
Legal Representative Name:	Sabine Tropa
Legal Representative Role:	Board member
Legal Representative Email:	sabinetropa@gmail.com
Legal Representative Mobile Number:	+371 28981524

Q3: What is your motivation to become an IGLYO board member?

My motivation to becoming a board member of IGLYO comes from a very deep appreciation of the important work that IGLYO does with empowering the young perspective activists with knowledge, skills, opportunities to exchange ideas and widen their networks. I have learned a lot from being part of IGLYO so far and I feel that I am ready to contribute more and give back to the organisation, as well as continue learning(that never stops as long as we are alive).

I am also a strong believer in the need for covering most regions of IGLYO membership area so that it is easier for the board to easier relate to and understand the needs and barriers of engagement of the member organisations. Coming from Latvia, I come from an interesting place – a country that used to be a part of Soviet Union that got free and now is a proud member of European Union. I feel like I have the cultural awareness of the Eastern Europe that is needed on board, among other regions, of course.

I am really interested into learning about what expectations and needs IGLYOs member organisations have and how IGLYO can become even better at targetting those and helping activists do their mission on local and international level better. I find it really exciting to be able to contribute to making Europe better for all LGBTQI people in ways they need it to.

The board needs both people who have great dreams and wild ideas and the people who make plans how to make those dreams close to reality and make them happen. I am one of those people who loves making things happen while working with teams of people who have big ideas and ambition. And IGLYO definitely is an organisation that is full of big ideas that are waiting to be realised

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 happy to have had the chance to have experience in a variety of roles in LGBT activism and I believe that has strengthened my ability to see how complex the world of activism is and how important and interdependent all levels and directions of community initiatives and organisations are. I have been participant and leader of youth group Skapis (Closet – eng), board member of Association of LGBT and their friends MOZAIKA for 2 terms, organiser of EuroPride 2015 Riga, currently I'm working with hate crime in MOZAIKA, and am a founder and board member of Association Open Centre, which is a new and exciting page in my life.

I have been part of IGLYO's Capacity building seminar on Organisational development, Annual Members Conference 2015, Roundtable on Ethnic diversity, and as prep team member – conference on Ethnic identities "Bring Everyone In".

My journey to becoming an activist began in 2012, when I became a volunteer at the youth group Skapis that was part of the Association of LGBT and their friends MOZAIKA, the national LGBT organisation in Latvia. At the beginning my tasks were translating and writing for the LGBT youth website but very soon I got interested in doing more and started organising events and eventually became the leader of the group and were leading it for 2 years. As a leader of the youth group I was responsible for coordinating the activities and events, recruitment and tasks for volunteers, keeping up the team spirit, as well as coordinating the writing team both for the LGBT youth website and the first and only LGBT youth e-magazine in Latvia.

Parallel to the volunteering in youth group Skapis, I started working part time in MOZAIKA December 2013 as a project assistant for our core funding project and that meant I became involved to some extent in all the activities that were done by MOZAIKA in areas of community building, advocacy work, event organising, communications with members, media, partners, coordinating the office/event/meeting schedule, doing the administrative work of the project – that has given me chance to gain an insight of internal processes of an organisation.

The thing I am most proud of is being a part of core team for organising EuroPride 2015 – Riga. It was the most successful and positive pride event in the Baltics ever! We had 62 events ranging from workshops, lectures, exhibitions, theater, films screening, concerts, conferences, parties and of course the Parade during the week of June 15 – 21. My roles were Executive Assistant and Pride House Coordinator, which basically meant that I was directly responsible for 25 events of the week and had some involvement in organising most of the 62 overall events. I was involved in most aspects of the Pride week – program, logistics, volunteers, communications, security, fundraising, and general coordination of the team.

I am one of the founders and board members of Open Centre – a new association focusing on advancing human rights, especially of LGBT and women, in Latvia and post-soviet region, as well as raising the LGBT youth involvement in human rights activism, by supporting the creation of LGBT groups in Universities and creating a special LGBT human rights leaders program for young people in Latvia with potential to become next generation of influencers. Our work directions also include – diversity management, support for Human Rights Defenders at risk, creating Open Riga – diversity friendly network of organisations/businesses/initiatives, campaign Love 365 - focusing on fact that as diverse as people come all want to be loved and accepted.

Regarding involvement in IGLYO – my first experience was participating in Capacity building seminar on Organisational Development in April 2015, which was a great seminar and led me wanting more contact with IGLYO. I participated in AMC 2015 in Bucharest, and this year I participated at the Roundtable on Ethnic diversity and as member of the prep team for conference on ethnic identities "Bring Everyone In". Participating in events of IGLYO has widened my perspectives, given ideas and has inspired and enabled to be better in helping the community, and of course – being a part of this community of young LGBTQI activists is an amazing place where I have gotten to know amazing, strong and inspiring people from all over Europe.

Q5: From the list below, please select the top three skills you would like to contribute with.

Leadership, Event Management,
Membership Engagement/Development

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

Leadership – I was leading LGBT Youth group “Skapis” for 2 years, which meant leading the group work, planning activities, recruiting and developing skills and motivation of volunteers as well as looking so that the youth group activities align with the overall activities of MOZAIKA.

Event management – Being the Pride House coordinator at EuroPride 2015 – Riga, I was coordinating the whole package of 25 events that were going on in Pride house during the week, starting from communicating with the people coming to perform/lead events, room plan, room setup, volunteer tasks/schedule, communicating with owners of the building, overlap with other events, promotion of Pride House and its events, responding to media requests etc.

Membership engagement/development – I decided to take the lead of youth group “Skapis” mainly because after a very effective leader from when I joined the group changed to the next one, the volunteer number and engagement as well as the number of participants in our events declined to such a low level we were scared that if this continues like that, we will not have the group soon. So after I took charge, my main focus in the first months was strengthening and motivating the current volunteers and recruiting “new blood” with fresh energy and new ideas to further develop the group and its activities. The beginning was tough, but we went from a group of around 4 people at the lowest/worst point to having really alive and great team meetings with 12 volunteers on average only 6 months later.

I do realise that engaging individuals on a local level is different than engaging international organisations but I believe the main principles to that remain the same – figuring out their needs and motivations and looking for ways to meet them.

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 have a very flexible work schedule and I will incorporate time for tasks of IGLYO in my normal daily life. I am used to having various e-mails coming in and am able to react to them in a timely manner.

My fellow activists at home are also very understanding if they know that at a certain time I would have to make IGLYO a priority if a certain event is coming up and things need to be done. The same goes for being able to get time away to travel to meetings when needed.
