

IGLYO

# Proposed Work Plan 2021





## Funders

**IGLYO would like to thank our main funders for their continued support of the organisation and network. In 2019, IGLYO's main funders are:**



COUNCIL OF EUROPE



CONSEIL DE L'EUROPE



Government of the Netherlands

This project is co-funded by the Rights Equality and Citizenship (REC) programme 2014-2020 of the European Union and the Dutch Ministry of Education Culture & Science.



## 1. Building young activists

1a	<b>Intergenerational dialogue:</b> roundtable with five participants to build a knowledge base of current research, documented practices and current initiatives promoting intergenerational dialogue in the LGBTQI community.	Brussels, Belgium	Jun
1b	<b>Intergenerational dialogue:</b> conference with young LGBTQI activists, representatives of IGLYO's alumni network and member organisations that have interest in or experience of running intergenerational initiatives. The aim of the conference is to contribute to an increased understanding of the importance of intergenerational work, increased awareness of ageism, and increased motivation and capacity to examine and implement effective intergenerational dialogue and contact projects	Brussels, Belgium	Jun
1c	<b>Activist academy mentors' training</b> for five previous Activist Academy graduates. The mentors will receive training on various supportive and group management skills: reflective listening and basic counselling, motivational boosting, conflict management, stages of group development, group facilitation skills.	Bucharest, Romania	Aug
1d	<b>Activist academy</b> is IGLYO's flagship capacity building and youth leadership programme. 2021 will mark the fifth year of the project. 30 participants (nominated by their member organisation based on their potential to contribute to their local LGBTQI community) will take part in a 6-day intensive training programme involving group development, skills modules on topics such as campaigning, film-making, public speaking and facilitation, and two days of real-life challenges to test the skills they have learnt.	Bucharest, Romania	Aug
1e	<b>Activist academy online</b> for 30 - 40 participants from Europe and beyond. The Academy will consist of a series of online meetings and off-line assignments that the participants will have to complete. It will include three expert webinars covering various skills that are relevant to LGBTQI youth activism, such as, for example: public speaking, graphic communication and filmmaking, and online campaigning. The participants will then be set three real life challenges based on the training courses, which they will have a week to complete.	Online	Nov
1f	<b>Online learning module: UN bodies</b> to build the capacity of our members in their advocacy work. This course will be focused on how to advocate for SOGIGESC issues in the United Nations (Human Rights Council, UPR, Special Procedures & Treaty Bodies).	Online	Sep
1g	<b>Online panel discussions</b> to further engage with IGLYO's members and provide increased opportunities for them to present their work to IGLYO's network of members and followers.	Online	Apr, Jun, Oct

## 2. Increasing the visibility and highlighting the diversity of LGBTQI youth identities

2a	<b>Trustlaw research</b> to ensure that we continue to provide policymakers and civil society organisations with relevant research and data that will strongly support the protection of LGBTQI youth rights. This proposal will be based in one of the policy areas identified as a priority by our members in the advocacy needs assessment.	Report 15 pages	Dec
2b	<b>IDAHOT Forum</b> to launch the second edition of the LGBTQI Inclusive Education Report & Index and will set up a series of side meetings with the Council of Europe SOGI Unit, national policymakers, and other LGBTQI networks to provide updates on our work and to further develop strategic partnerships for IGLYO advocacy goals.	Nicosia, Cyprus	May
2c	<b>LGBTI governmental focal point network meetings</b> to ensure that IGLYO's work continues to be well known amongst policymakers and national government representatives. By building closer relationships with the members of the group, IGLYO is better placed to achieve positive policy change for LGBTQI young people in Europe.	Various locations	May, Nov
2d	<b>Policy and advocacy meetings</b> to further promote the work of the organisation and ensure that youth issues are represented within the wider LGBTQI movement. IGLYO will also hold regular meetings with other European youth networks to ensure the mainstreaming of SOGIGESC content across their work.	Various locations	Jan - Dec
2e	<b>Advocating for legal protection of LGBTQI youth rights at European level</b> to respond and contribute to work on LGBTI rights work within European institutions. IGLYO has become an important stakeholder (together with other European networks) when it comes to creating new or reinforcing existing standards for LGBTQI equality in Europe.	Online	Jan - Dec
2f	<b>LGBTI+ Forum</b> IGLYO will participate in the three-day high-level human rights conference (LGBTI+ Forum) in Copenhagen to present our work on inclusive education and hold bi-lateral meetings with policymakers and civil society organisations.	Copenhagen, Denmark	Aug
2g	<b>Intergenerational dialogue social media campaign</b> to highlight the importance of intergenerational work within the LGBTQI movement and encourage members and partners to integrate intergenerational activities into their work.	Online	Jul
2h	<b>Activist academy video testimonials</b> to mark the fifth anniversary of the Activist Academy and re-connect with past participants to explore the long-term impact of the programme on various individuals' lives.	Online	Nov
2i	<b>External representations in international LGBTQI or youth meetings</b> to further promote the work of the organisation and ensure that youth issues are represented within the wider LGBTQI and youth movements.	Various locations	Jan - Dec

### 3. Making education safe and inclusive for all

3a	<b>LGBTQI inclusive education report (2nd edition)</b> to support policymakers and civil society organisations to evaluate the current levels of LGBTQI inclusion within each country's education system and build concrete recommendations.	Report 200 pages	Jun
3b	<b>LGBTQI inclusive education index and map (2nd edition)</b> to summarise the main report findings through several indicators which illustrate the extent to which each Member State has developed LGBTQI inclusive education legislation, policies and practices.	Report 2 pages	Jun
3c	<b>LGBTQI inclusive education website (2nd edition)</b> to present the information of the index, map and report in an accessible way. The website will include a fully interactive map that combines all data. It will show each Member State's overall score, as well as their score for each indicator, segregated by sexual orientation, gender identity and expression, and variations in sex characteristics.	Website	Dec
3d	<b>LGBTQI inclusive education country reports</b> to highlight the main findings for specific countries based on the overall European research. This data should help national civil society organisations in their advocacy work towards a more inclusive education system.	Reports 4 x 4 pages	Dec
3e	<b>LGBTQI inclusive education report infographics</b> to summarise the main findings from the second edition of the LGBTQI Inclusive Education Report & Index to increase awareness of the research and support members in the advocacy efforts around inclusive education.	Online	Jun
3f	<b>LGBTQI inclusive education social media campaign</b> using personal stories and research to build further support for LGBTQI inclusion within schools through IGLYO's virtual networks and communities.	Online	Oct

#### 4. Building and sustaining an engaged and connected network of members

4a	<b>IGLYO strategic plan 2022 -2024 consultation and development</b> to create the organisation's new three-year strategic plan. From March to June IGLYO's members and partners will be invited to take part in various consultations to help shape the future strategy of the network. This data will then be reviewed by the full board and staff team to create a draft strategic plan to present to the membership for approval at the Annual Members' Conference.	Online/ Brussels, Belgium	Jan - Nov
4b	<b>Online members' meeting</b> to present the organisation's financial report and audited accounts for approval to allow the submission of the approved accounts to the Belgian authorities within the legal timeframes.	Online	Jun
4c	<b>Annual members' conference</b> to provide the network with a wide range of capacity-building workshops, networking opportunities, and the chance to take part in various consultations. As the highest decision-making structure within the network, the meeting also involves discussing and approving IGLYO's future direction and strategy, statutory documents, such as the work plan and budget, and electing the new board.	Brussels, Belgium	Oct
4d	<b>Network evaluation</b> to monitor and evaluate our work and impact as well as identify areas for improvement through an online survey to members.	Online	Nov
4e	<b>Anti-racism task force</b> to explore ways to increase the inclusion of racial and ethnic minorities within the network and set out recommendations for IGLYO and our members. This group will continue to meet online over 2021 and present its recommendations to the membership as part of the Annual Members' Conference.	Online	Mar, Jun, Sep
4f	<b>Alumni working group</b> to concentrate on building the network and reconnect with IGLYO alumni who are no longer involved with the organisation and to gather and collate documents, films and photos from IGLYO's history.	Online	Jan, Apr, Sep
4g	<b>Advocacy working group</b> to ensure young people are leading the direction of IGLYO's policy and research work. In 2021, IGLYO is planning to engage more regularly with some of its members who are working on advocacy in their countries or regions.	Online	Feb, Oct
4h	<b>Advocacy strategy</b> to build a solid foundation for expanding IGLYO's work in this area, and ensuring that it is relevant to our network's needs and can have demonstrable impact.	Report 2 pages	Dec
4i	<b>Mentoring and capacity building</b> with two member organisations who will be guided and supported to host/organise local or national capacity building events. IGLYO will have a significant role in the concept, design, content, implementation and quality assurance of these capacity building event, by working closely with the local assigned project coordinator.	Various locations	Jan - Sep
4j	<b>Interactive webinars</b> to build the skills and knowledge of our members and followers and reach new audiences in Europe and beyond.	Online	Feb, Nov

#### 4. Building and sustaining an engaged and connected network of members

4k	<b>Monitoring LGBTQI rights across Europe and supporting members with their advocacy efforts</b> to coordinate responses with IGLYO members and other critical European networks, mobilise political support at European level working with several institutions (when possible), and to publish and sign statements about the protection of LGBTQI youth rights across Europe.	Online	Jan - Dec
4l	<b>EU policy briefings</b> to keep IGLYO's membership and followers up to date with relevant EU policy developments, such as the EU Child's Rights Strategy. Articles will be published on IGLYO's website and included in our quarterly newsletters or other communications with our membership.	Online	Jan - Dec
4m	<b>Intergenerational event guidelines</b> to support members and partners in planning and implementing intergenerational activities into their programmes work.	Report 2 pages	Oct
4n	<b>LGBTQI news infographics</b> to ensure that our members and youth activists are made aware of all significant developments in LGBTQI rights in Europe and across the globe, posted across the organisation's various online channels.	12 infographics	Jan - Dec
4o	<b>Quarterly members' newsletter</b> to ensure IGLYO's network of members are kept up to date with current developments in LGBTI rights in Europe and well informed about the opportunities available through their membership. Member organisations will also have the opportunity to promote their own work through the newsletters, creating stronger links across the network.	4 newsletters	Mar, Jun, Sep, Dec
4p	<b>Member of the month articles</b> to highlight the work being achieved across the network and raise the profile of our members to a European audience.	12 articles	Jan - Dec

## 5. Organisational development and governance

5a	<b>IGLYO annual review film</b> to present a summary of the main achievements and setbacks for the LGBTQI movement in the past year as well as showcasing a flavour of the organisation's most significant and impactful activities.	Film 3 mins	Oct
5b	<b>IGLYO annual report</b> to detail the organisation's full activities for the year and demonstrate their results and impact.	Report 20 pages	Oct
5c	<b>Policy and processes review</b> to assess whether IGLYO's work is in line with its values, vision, mission and objectives. In 2020 a manifesto for IGLYO was drafted and the policy and processes review, in conjunction with the strategic plan will make sure that IGLYO's internal and external development reflects the manifesto and that IGLYO therefore leads by example.	Brussels, Belgium	Apr
5d	<b>Quarterly board meetings</b> for the board and staff to review progress against the annual work plan and ensure sound governance of the organisation.	Various locations	Feb, Apr, Aug, Nov
5e	<b>Governance team meeting</b> to conduct the annual spot check on IGLYO's finances, and financial processes.	Brussels, Belgium	Jun
5f	<b>Secretariat development meeting</b> to build the capacity of the staff team through a series of training and development sessions. It also provides an opportunity to review and evaluate current working practices, and further develop the organisation's work plan in great detail.	Brussels, Belgium	Nov
5g	<b>IGLYO archives</b> to build a comprehensive digital history of the organisation published through the IGLYO website, to ensure that the history of the organisation is well documented.	Online	Dec
5h	<b>Secretariat health and wellbeing strategy</b> to invest more in longer term actions to ensure the organisation fulfils its duty of care to staff members. HR consultants were contacted in 2020 to provide proposals for reviewing IGLYO's working conditions and developing a health and wellbeing policy and strategy to ensure IGLYO has a health and supportive work environment for all employees.	Report 3 pages	Apr
5i	<b>Intersectional pay analysis</b> to enable IGLYO to better understand where it stands in terms of inclusivity and diversity and decide what steps are needed to build a fair pay grid and HR policies.	Report 4 pages	Dec
5j	<b>Management training</b> to continue to build the skills of the Secretariat Management Team to better support the wider staff team and ensure the organisation functions efficiently.	Onlin	Jan - Mar

