



IGLYO Work Plan 2023

Introduction

The 2023 workplan is designed to achieve 5 key objectives for 2023.

- **Objective 1:** Excellence in Governance and Internal regulations
- **Objective 2:** The promotion of LGBTQI Inclusive Education
- **Objective 3:** Empowerment of LGBTQI youth activists and organisations
- **Objective 4:** Promotion of LGBTQI youth rights and equality
- **Objective 5:** Connection of organisations working in the area of LGBTQI youth rights

Each activity helps us achieve one or more of these key objectives. It's important to note that the work plan does not reflect the absolute entirety of the work carried out by IGLYO, as we will take on projects as the year progresses and we will remain flexible to respond to the needs of the LGBTQI youth community. It doesn't fully capture the work on in the area of finance and administration as well as other internal work necessary for a fully functioning organisation. The work described below is mainly carried out by the IGLYO Secretariat but we rely on the support and guidance of the IGLYO Board and Governance Team to achieve our objectives.

Which activity contributes to the achievement of which goal can be seen in the table below.

	Objective 1: Excellence in Governance & Internal Regulations	Objective 2: The Promotion of LGBTQI Inclusive Education	Objective 3: Empowerment of LGBTQI Youth Activists & Organisations	Objective 4: Promotion of LGBTQI Youth Rights & Equality	Objective 5: Connection of Organisations working in the area of LGBTQI Youth Rights
WP1	T1.1, T1.3, T1.4, T1.7	-	T1.8, T.9	T1.8, T1.9	T1.5, T1.6
WP2	-	T2.1, T2.2, T2.8	T2.7	T2.3, T2.4, T2.5, T2.6, T2.7	T2.1, T2.3, T2.6, T2.7, T2.8
WP3	-	T3.1	T3.2, T3.3, T3.4, T3.5, T3.6, T3.8	T3.7	T3.1, T3.2, T3.3, T3.7
WP4	T4.1	T4.4	T4.7	T4.3, T4.4, T4.5, T4.6, T4.7	T4.2, T4.7
WP5	T5.1, T5.3	T5.2	T5.2	T5.2	T5.2

Work Package 1

Task No	Task	Description
T1.1	Quarterly Staff & Board meetings	IGLYO's Board will hold an in-person meeting once a quarter with the staff to allow for strategic planning, team development and governance oversight. These may move online if travel restrictions are put in place. The Board meets regularly outside these Board & Staff meetings, at least once a month.
T1.2	IGLYO Memories	IGLYO's will celebrate 40 years in 2024, making us one of the longest standing LGBTQI youth organisations worldwide. To mark this milestone, we will continue to gather information about the history of IGLYO, including testimonials, archives and photos.
T1.3	Staff & Management Team Development Days	The full Secretariat meets in Brussels for 2 days in November for training and development, reviewing and evaluating how we work as a team, and further developing the organisation's work plan for the following year in detail. From this work, individual staff work plans are developed. The management team has development days where internal communication and processes are worked on with an external facilitator.
T1.4	Governance Team Meetings	One physical meeting is held annually with the Finance Lead from the Governance Team to conduct a spot check on IGLYO's finances, and financial processes. Following the meeting, a Governance Team Report is produced and presented to IGLYO's membership. The governance team attends selected board meetings. Additional ad hoc online meetings are held with the Governance Team for advice and guidance.
T1.5	Network Evaluation	IGLYO collects data annually from our members to monitor and evaluate our work and impact, and identify areas for improvement. An online survey will be sent to all members in the third quarter and an analysis report will be produced and distributed across the network. We will also collect all participant evaluations in IGLYO activities. Using the data collected, IGLYO will assess the success of its objectives and priorities.
T1.6	Annual Members Conference	The AMC aims to build the capacities of LGBTQI youth, to consult with the membership, to discuss and approve IGLYO's future direction and strategy and statutory documents and to elect the new Board during 3-day programme, with around 80 participants.
T1.7	Governance Reform & Policy Review	Having started the process in 2022, we have the required changes to the statutes which is our foundational documents. Now we must work through internal processes to ensure these changes are properly implemented.
T1.8	Advisory panel for international collaboration	We will create an internal working group to ensure young people are leading the direction of IGLYO's international activities, such as our study session (T3.1) and our international conference (T3.7). In 2023, IGLYO will recruit 3 LGBTQI young people who will work on the preparation of these activities. They will carry out work for 8 days, supporting IGLYO in the preparation of those events and attending relevant preparatory meetings.
T1.9	Anti Racism Task Force	Building on the work done in 2022, IGLYO will continue to hold meetings with a group of 4 LGBTQI young people who have experience on anti-racism and decolonial approaches, and identify as Black, Person of Colour, Indigenous, Roma, or as a member of racialised groups, indigenous communities, minority faiths or ethnic

		minorities. A minimum of 3 online meetings will be held. The group will also hold a working session on implementable anti-racism policy and practices in IGLYO.
T1.10	IGLYO Alumni Network	IGLYO will facilitate a network of Alumni for people who have previously been involved with IGLYO via working groups, serving on the board and the organisation's foundation. They will run specific projects and help us maintain strong institutional memory.

Work Package 2

Task No	Task	Description
T2.1	School Survey (2nd edition)	<p>IGLYO will launch the second edition of the LGBTIQ Inclusive Education Survey in 5 different languages to gather the experiences and lived realities of LGBTIQ learners in the different Member States. With the results of the survey, IGLYO will assist local and national organisations in their advocacy work toward more inclusive and safer education for all LGBTIQ learners. We expect to receive responses from over 5.000 students (aged between 13 and 24) about their experiences in school, including hearing discriminatory remarks, feeling safe, being harassed, feeling comfortable at school, and experiencing discriminatory actions.</p> <p>To obtain a representative national sample, we will conduct outreach through national, regional and local organisations that provide services to LGBTIQ youth. We will also advertise and promote the survey on social media, such as Facebook and Instagram. IGLYO will work with its member organisations to translate the questionnaire and involve other relevant European networks in the survey review (such as TGEU, OII Europe, EL*C and ILGA-Europe).</p>
T2.2	Education best practices map and online database	Building on information IGLYO has collected over the last six years, we will produce an online tool to include resources on Inclusive Education practices for policy-makers, education professionals, students and families. The database will be open, online, and searchable, providing free access to its content. In 2023, the database will be available in 5 languages.
T2.3	Consultations and Steering Groups	<p>IGLYO will continue to advocate for the legal protection of LGBTIQ youth rights at a European level. We will submit responses to EC consultations on topics relevant to LGBTIQ youth. The Policy and Research team will participate in advisory and expert meetings pertinent to our three thematic priorities and apply to specific EC working groups. In 2023, we will submit a minimum of 5 responses to EU public consultations, release a minimum of 2 policy briefings or position papers, and participate in a minimum of 8 steering committee meetings.</p>
T2.4	Advocacy on LGBTIQ Inclusive Health approaches	To provide policy-makers and civil society organisations with specific recommendations from LGBTIQ youth on health, IGLYO will produce a set of guidelines on this topic. We will build up these guidelines with the information we gathered through our desk research in 2022, and the input we received at our international health and advocacy conference (with the participation of 20 LGBTIQ young people).

T2.5	Policy meetings and high-level advocacy events	Board and Staff will be responsible for representing IGLYO in conferences, meetings, roundtables, and best practice exchanges. The Policy and Research team will prepare participants, design concrete policy recommendations and hold regular meetings with the EU institutions (the European Commission, European Parliament, the Council of European Union, the FRA), the Council of Europe and other key stakeholders for youth rights (UNESCO, UN Independent Expert on SOGIE or the UN Youth Envoy). In 2023, we will represent IGLYO, and disseminate its work in at least 15 meetings and high-level advocacy events.
T2.6	Monitoring LGBTQI Rights and anti LGBTQI actions	IGLYO will monitor the implementation of anti-discrimination legislation, and the current backlash to LGBTQI rights across Europe. We will: meet with members when there is a threat to LGBTQI youth fundamental rights in their country (or region); coordinate a response with members and other key stakeholders; coordinate with other European networks; mobilise political support at European and international levels working with several institutions when possible (i.e. EU LGBTI Intergroup, UN Independent Expert on SOGIE, CoE SOGIE Unit, EU and CoE Commissioners); produce or co-sign statements, press releases or open letters. We will send letters to governments when appropriate and produce or co-sign a minimum of 5 statements and press releases.
T2.7	Supporting members international advocacy work	In 2023, we intend to assist our members in making LGBTQI youth-specific submissions to European consultations and other important international consultations, such as the country's Universal Periodic Review (UPR) framework of the United Nations. We will visit two European countries to work with our members when submissions are due in the upcoming months. The purpose of such visits would be to map priority areas to be highlighted and support them in drafting their reports. We would also use these visits to expand our membership.
T2.8	LBTQI women and girls experiences in education	<p>Young lesbian, bisexual, trans, intersex, and queer women and non-binary people socialised and perceived as women (LBTIQ young women) experience heightened rates of marginalisation and discrimination in schools and other education settings. While there is little European data on the challenges faced by LBTIQ young women in education, the results of IGLYO's latest LGBTQI Inclusive Education Survey show the need for further analysis. Likewise, FRA's EU LGBTI Survey II also showed that LBTIQ young women experience higher rates of physical or sexual attacks and harassment. For instance, 31% of lesbian women aged 18-24 experienced physical or sexual attacks in the past 5 years for any reason, in comparison to a 21% average for all age groups. The experiences of hate-motivated physical or sexual violence and harassment are also unique for younger women, since, in most of the situations, the attacker is someone from school or university (50%), and many attacks happen at school (42%).</p> <p>In 2023, EL*C and IGLYO will partner up to design and conduct a European survey to gather the experiences of LBTIQ women with discrimination in education, explore the specific challenges they face and gain direct knowledge of their lived experiences. With the data produced with the survey, we will design policy recommendations in the field of inclusive education to meet the needs of LBTIQ young women in education. Initially, we will create a consultative committee of young LBTIQ women to design the survey. We will then produce a final survey, translate it into 10 different languages and disseminate the survey online to get a minimum of 3000 responses from across the EU. Finally, we will analyse the data in collaboration with the consultative committee and produce a final report with policy recommendations.</p>

Work Package 3

Task No	Task	Description
T3.1	Education study session	IGLYO will organise a 2 or 3 day study session to build on its significant work on inclusive education. The event will bring together stakeholders of education systems: policy makers, education experts, representatives of faculty bodies, and young LGBTQI people. The aim of this study session is to lay the foundation for the 2024 conference on inclusive education that IGLYO will organise and facilitate as part of its 2024 workplan. Participants will explore research, brainstorm topics and angles and identify ways to maximize the impact of IGLYO's work on education throughout Europe.
T3.2	Activist Academy In person	The Activist Academy is IGLYO's flagship capacity-building and youth leadership programme. In 2023, 25 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. The participants will take part in a multi-layered learning process, and they will navigate the event in smaller teams to acquire and practice various team-related skills, in addition to the content skills from the workshops, such as: negotiation, decision making, strategising, conflict resolution, etc.
T3.3	Activist Academy online	Based on the very positive participant feedback and evaluations, IGLYO will continue to implement online editions of the Activist Academy in addition to the in-person Academy. This will allow young LGBTQI activists to improve their skills and get renewed motivation without having to travel and will expand the reach of IGLYO's capacity-building programme. A number of 30 participants will be identified and selected to take part in the online training. The Academy will consist of a series of online meetings and off-line assignments that the participants will have to complete while working in small teams which they will be part of from the registration stage.
T3.4	Mentor Training in person	In order to increase the effectiveness of the Activist Academy and to provide further leadership and personal development opportunities to previous participants, IGLYO will select 5 volunteers from previous Activist Academy graduates to act as mentors to the 2023 in-person Academy participants. The mentors will receive training on various supportive and group management skills: reflective listening and basic counseling, motivational boosting, conflict management, stages of group development, group facilitation skills.
T3.5	Mentor Training Online	Similar to the In-person Mentors Training, online mentors will be recruited from previous editions of the online Activist Academy and trained to provide mentoring and support to participants in the online edition of 2023 Activst Academy. 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.

T3.6	Online Capacity Building: one module, 4 workshops	IGLYO’s online learning platform (www.training.iglyo.com/courses/) was launched in 2019. IGLYO will continue to expand it by adding one more learning module to it during 2023. In addition, IGLYO will design and implement 4 online interactive workshops to build impactful skills of young LGBTQI activists. Feedback from participants stated that our webinars were more interactive and engaging than most online training they had attended. IGLYO will consult with its members and followers to decide on the skills/themes which will best support their activism.
T3.7	International Conference	IGLYO will organize an international conference with young LGBTQI activists with the aim to examine, discuss and learn on the topic of preventing and addressing hate crimes and hate speech. The participants will serve as an extended focus group providing the basis on which IGLYO will design guidelines on effective approaches to hate crimes and hate speech and their impact on LGBTQI youth. This activity is conditioned by funding being secured from the European Youth Foundation.
T3.8	Capacity Building needs assessment	In 2022, IGLYO started to work on a study to analyse and describe the learning gaps and needs for capacity building of its member organisations. In 2023, IGLYO will finalise this process and review its strategy and philosophy of building capacity based on the outcomes of this study.

Work Package 4

Task No	Task	Description
T4.1	Annual Report	IGLYO will produce and design a detailed annual report to document the organisation’s work over 2023. Posted on IGLYO’s website and promoted through our online channels, it will ensure that the achievements of the organisation are widely disseminated to partners, funders, members, and followers.
T4.2	Newsletters	To update our members on events and opportunities in IGLYO and LGBTQI rights, we will produce a monthly newsletter. Members will also have the opportunity to promote their own work through the newsletter, creating stronger links across the network. IGLYO will launch a public newsletter that allows people who are not part of our membership network to keep up to date with IGLYO.
T4.3	Campaign Film	IGLYO will produce a short film on a topic important to LGBTQI youth in order to raise awareness and as an advocacy tool for our members.
T4.4	LGBTQI Social Media campaign & infographics	We will ensure that our members and our network as a whole are aware of significant developments in LGBTQI rights in Europe and globally, through a minimum of 12 infographics per year posted across the organisations online channels. We will run 2 campaigns on issues important to LGBTQI young people.
T4.5	Annual Review film	We will produce an annual review video to highlight the successes and setbacks for LGBTQI youth, and disseminate our work, turning the annual report into an easier format adapted to wider audiences.
T4.6	External Representations	As well as Policy meetings and high-level advocacy events captured in T2.5, members of the Board and Secretariat will represent IGLYO and the network at important conferences, meetings and events pertaining to LGBTQI rights

T4.7	Platforming IGLYO's members	IGLYO will regularly highlight the work of our member organisations through blog posts, videos and social media. We aim to lift the profile of our members and use our platform to increase awareness of our members' work.
T4.8	Website development	IGLYO will build on the work done in 2022 on website redesign to develop new features for our website in 2023. These will make our website more accessible and easier to navigate which will make our activities easier to find. Our website is an important advocacy tool so improvements are needed to ensure it functions correctly.

Work Package 5

Task No	Task	Description
T5.1	Preparation of regranting system	IGLYO will set up all the parameters of the regranting system including: call, terms of reference, contract and invoicing templates, budget and cashflow monitoring tool, project indicators monitoring tool, etc.
T5.2	Implementation of grants	IGLYO will monitor the implementation of grants, and will provide mentoring support to the grantees throughout the implementation, by providing technical assistance and guidance. IGLYO's policy/advocacy and programmes teams will work collaboratively to provide best support to the 3 grantees.
T5.3	Reporting	IGLYO will guide the grantees through the reporting process and will compile data for the report to the donor.