

annual report 2019



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2019

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Government of the Netherlands

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Dear Members and Friends,

IGLYO- The International LGBTQI Youth & Student Organisation is delighted to present the first edition of its Annual Report 2019, which covers our work from January to September and highlights ongoing and upcoming activities for the remainder of the year.

2019 is the fifth consecutive year of growth and development for IGLYO, with a steady increase in funding, including small, but significant steps into corporate partnership and community fundraising, considerable improvements around membership engagement and expansion, further growth of our online capacity building work, and a marked increase in our advocacy efforts with regard to education.

Following the launch of the first LGBTQI Inclusive Education Report, Index & Map in 2018, IGLYO continued its work to ensure that schools are safe, inclusive and supportive of all learners. Working with TGEU, OII Europe, and 16 member organisations, IGLYO developed the first European-wide **LGBTQI Inclusive Education Survey** to gather the views and experiences of learners aged 13 –24. The survey and campaign were translated into 15 different languages and we received over 14.000 responses. This vital data will not only give us a clearer picture of LGBTQI learners' lived realities, it will greatly strengthen IGLYO's advocacy work with European institutions and national governments. By providing current data on the issues still faced in schools, we are better placed to lobby for positive change in state education systems.

2019 also saw the third edition of **IGLYO's Activist Academy**, held in Coimbra, Portugal in partnership with our member organisation rede ex aequo. The intensive training event, designed for young people at the beginning of their activist journey involves taking part in a series of practical skills building sessions, such as public speaking, filmmaking, campaigning, project design, and facilitation. This year the Academy was increased to six days to include time for the participants to learn more about each other's organisations and work and encourage greater collaboration between the network of members. This high-quality training is an important tool to ensure that the LGBTQI movement continues to grow and ensure that younger activists have the necessary skills and connections to tackle the increasing threats to LGBTQI rights across Europe.

To ensure the IGLYO network continues to grow and diversify, several activities in 2019 focused specifically on membership. IGLYO's most comprehensive **membership survey** was developed and disseminated across the network, with a completion rate of 70%. This data is now being analysed to ensure that IGLYO can better support its members and design future activities to meet the specific needs of the network. A new membership package was also created and launched to highlight the benefits of the network and attract new organisations to join.

Finally, as part of the **35th anniversary celebrations**, IGLYO has begun working with the alumni to re-connect them with the organisation and explore opportunities to contribute to our work. The new alumni database already has over 40 registrations and we are delighted that around 20 members will join us for a day of the Annual Members' Conference for some inter-generational learning and alumni network planning.

This year IGLYO has also partnered with a consortium of LGBTQI organisations in the Western Balkans and Turkey as part of a three-year project, **The Time Is Now**. IGLYO has developed and delivered two capacity-building trainings on financial management and governance to ensure that members in the region have robust policies and processes in place to both develop and sustain their organisations.

Later in the year IGLYO will also launch its second research report in partnership with the Thomson Reuters Foundation. This exciting research will provide an overview and **analysis of legal gender recognition based on self-determination and how it applies to minors** in a number of relevant countries in Europe: Malta, Norway and Belgium. The report will also focus on countries which have self-determination, but have not as of yet extended this to minors: United Kingdom, Denmark, Portugal, Ireland and France. The report not only details the current legal status, but also an account of the process that has led to this being achieved as a possible guidance for advocates and campaigners in other Member States.

This work is not possible without the support of our funders, partners, and members. IGLYO would to thank the European Commission Rights and Equalities Programme, the Government of the Netherlands Ministry of Education, Culture and Science, and the Council of Europe European Youth Foundation for their financial support. We would also like to thank our partners ILGA Europe, Transgender Europe, OII Europe, especially for their contributions to the LGBTQI Inclusive Education Project.

Over 2019 IGLYO has received valuable support and guidance from its Governance Team- Chaber and Patricia Prendeville- we greatly appreciate their contributions and look forward to continuing our work with them in 2020. Our main international events would not be possible without the support of our host organisations- Seta's financial and endless logistical support with the Annual Members' Conference and rede ex aequo's logistical support with the Activist Academy- it was a pleasure working with both of you.

Finally, we extend our gratitude to IGLYO's members.

Euan Platt
Executive Director
IGLYO

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A/capacity building

activity	brief description	participants
ILGA World Youth Pre-Conference	Working with youth participants from across the globe, IGLYO co-facilitated a day of capacity-building and empowerment activities, encouraging the attendees to identify common themes and challenges within their work.	38 participants
Mentors Training	A two-day training to build the capacity of volunteers to act as mentors during the Activist Academy.	5 participants 1 trainer
Activist Academy	A six-day training to build the skills of and provide personal development opportunities to young LGBTQI activists with potential for leadership.	22 participants 5 experts 4 organisers 5 mentors
Financial management online course	This module covers areas such as basic financial terminology, budget design, basic internal accounting operations, expense logging, financial processes, procedures and policies, procurement, maintaining a cashflow and drafting financial reports.	Available from Oct 19
Facilitation online course	This introductory module provides participants with knowledge of frames for how to design workshops and tips on how to teach others, thus increasing the effectiveness of activists as facilitators.	Available from Oct 19
Anti-racism online course	An online learning module exploring the topic of racism and ethnic discrimination. By completing the course, participants will be able to recognize and understand terminology and concepts related to anti-racism work, anti-racist attitudes, and identify techniques to make activist spaces more inclusive.	Available from Oct 19
Public speaking online course	This online module is designed to help young LGBTQI leaders learn about effective ways to structure their public speeches and explore ways and techniques to overcome their nerves, thus increasing their effectiveness in persuading the public.	Available from Oct 19
Facilitation Training	The 3-day training will provide the participants with theories, frames and practice so that they will be able to effectively design complex learning opportunities, as well as be able to deliver and facilitate them so that their participants' learning is maximized.	To take place in Nov 19

B/external training

activity	brief description	participants
Norm Criticism Training	One day training with the full staff team of the European Youth Forum to explore societal and organisational norms and highlight the ways these norms can create barriers to participation.	23 participants
OBESSU Study Session	90 minute workshop on LGBTQI inclusion within education.	28 participants
Financial Management Training	A two-day training on financial management for non-governmental organisations in the Balkans area, for ERA member organisations.	19 participants
Governance Training	A two-day training on governance and leadership for non-governmental organisations in the Balkans area, for ERA member organisations.	18 participants

C/advocacy

activity	brief description	participants
1st Roundtable on Policies to address SOGIESC-based violence in schools	Co-organised by IGLYO and the Council of Europe SOGI Unit, this first peer to peer roundtable provided Member States with the opportunity to discuss future actions regarding inclusive education and examine existing best practices.	16 participants
IDAHOT Committee Meeting	IDAHOT Committee organized a one-day meeting with European networks to identify links between capacity initiatives on campaigning.	15 participants
IDAHOT Forum	IGLYO attended the 7 th IDAHOT Forum held in Oslo. During the programme IGLYO learnt about the latest developments in LGBTQI rights from the Council of Europe, the OECD, EU Fundamental Rights Agency, and the European Commission. The forum also provides a vital opportunity to connect with government representatives and other civil society organisations.	60 participants

activity	brief description	participants
LGBTI Governmental Focal Point Network Annual Meeting	IGLYO was invited to present its latest work on inclusive education at the first of two meetings of the governmental LGBTI Focal Points Network in 2019. Representatives of 21 Member States were present, alongside a range of civil society organisations.	30 participants
UN Independent Expert Meeting	IGLYO was invited to meet with Victor Madrigal-Borloz, the UN Independent Expert on SOGI during the ILGA World Conference. IGLYO highlighted its work on inclusive education, stressing that lack of mandatory teacher training, LGBTQI inclusive teaching materials, and lack of data on SOGIESC-based bullying.	8 participants
Roundtable on Risks and Possibilities of Identity Politics	IGLYO participated in this academic roundtable to highlight the important role of opposition in relation to the implementation of inclusive education policies and anti-discrimination plans.	57 participants
International Forum on Inclusion and Equity Education	IGLYO will participate in this Forum organised by UNESCO to renew the commitments of members states towards reinforcing inclusion in education among education policy makers, practitioners, civil society organisations, UN agencies and other key stakeholders.	To take place in Sep 19
High level conference: Advancing LGBTI Equality in the EU	IGLYO will deliver a keynote speech in the workshop on access to education and will participate in a plenary session at the closing panel of the conference.	To take place in Sep 19
2nd Roundtable on Policies to address SOGIESC-based violence in schools	Meeting to assist participating countries in the implementation of specific anti SOGIESC-based violence legislation and policies, both at national and local level. This meeting will help kick-off a network of countries working on LGBTQI inclusive education policies with governmental representatives and civil society organisations from all Council of Europe Member States.	To take place in Nov 19
Mentorship programme	IGLYO will chair progress meetings with the governments of Finland and Andorra to discuss developments within their inclusive education policies and action plans and has worked with local NGOs to assist on concrete changes to their current situation.	Dec 19

D/campaigns & information sharing

activity	brief description	reach
Let's Talk About Our Schools Inclusive Education Survey Campaign	IGLYO launched a series of promotional posts in 15 different languages for the "Let's talk about our schools" campaign. It was addressed to young LGBTQI people to increase participation in the survey.	378.880 views from 12 FB ads 32.510 views from 24 FB posts
Activist Academy 2019	Series of promotional posts to increase engagement and awareness of IGLYO's flagship capacity-building programme.	18.767 views over 11 posts
Yelena Grigorieva	IGLYO highlighted the tragic murder of Russian LGBTQI activist Yelena Grigorieva to draw international attention to this crime.	9.049 views
Transforming Education	As part of International Youth Day, IGLYO released a campaign to stress the need for inclusive education for LGBTQI learners.	956 views

E/ resources & research

activity	brief description	participants
Annual Members Survey	IGLYO conducted a consultation to gather the membership needs and use this information to draft the membership engagement strategy.	64 valid responses
Membership Package	Two new resources, one for potential new members and another for recently joined members, highlighting the benefits of the network.	
LGBTQI Inclusive Education Survey	Survey in 15 languages to highlight the current experiences of LGBTQI learners across Europe. A report will be produced to help local organisations in their advocacy work.	15.000 responses
LGBTQI Inclusive Education Interviews	Qualitative interviews with LGBTQI youth to add depth and detail to the statistical data gathered in the survey.	30 interviews
Gender Recognition Laws for Minors	A legal analysis of European countries' laws on gender recognition for minors. The research highlights examples of best practice with advocacy advice for civil society organisations looking to achieve similar laws in their own country.	Nov 19
Network evaluation	IGLYO will develop a network evaluation to gather data from stakeholders in the impact of our work.	Dec 19

F/ membership: new members

organisation	country	brief description	month accepted
Identoba Youth	Georgia	Identoba Youth is devoted to bringing visibility to marginalized LGBTQI individuals and their problems and is systematically involved in organizing visibility and public awareness raising events.	Nov 18
Diverse Youth Network Association	Hungary	Diverse Youth Network Association particularly aims to raise awareness on the multiple discrimination faced by Roma and LGBT people. DYNA further prioritizes the mental health of its community members.	Nov 18
ACATHI	Spain	ACATHI supports LGBTQI people with asylum or immigration issues. They provide education, social assistance, legal advice, community activities and general support. ACATHI helps LGBTQI and people who seek a safe haven from persecution.	Feb 19
Uni LGBTQ	Italy	Uni LGBTQ is a social promotion association founded in 2012 in the University of Bologna, aimed at encouraging and supporting the visibility, aggregation and well-being of LGBT students and students.	Apr 19
NGO Fulcrum UA	Ukraine	NGO Fulcrum UA's 2018-2021 strategic plan reads as follows: 1. EQUALITY: Counteracting discrimination, namely in the spheres of employment, education and medicine. 2.HEALTH: Counteracting the spread of HIV, hepatitis B and C and other infections among LGBT and MSM, expanding access to friendly medical services and psychological support. 3. ALLIES: Engaging non-LGBT community to upholding human rights. 4. SUSTAINABILITY: Developing the institutional capacity of the organization, partnership and strengthening of the LGBT movement in Ukraine.	Apr 19
Intersex Russia/OII Russia	Russia	Intersex Russia/OII Russia is an intersex organization based in Moscow Russia, working on spreading awareness on the topic of intersex, providing accurate representation of the intersex community and the human rights violations our community is facing, fighting pathologization and medicalization and providing support for intersex people. Their main fields of work are awareness raising, community building and legislative change.	Apr 19

organisation	country	brief description	month accepted
Spectra	Montenegro	Spectra is a newly formed youth-led organisation working on promotion and protection of human rights of trans, gender diverse and intersex persons. Their main focus is on building a strong movement which will drive the change in the pursuit of bringing equality to our diverse community.	Apr 19
Kaleidoscope Trust	United Kingdom	Kaleidoscope Trust works to uphold the human rights of lesbian, gay, bisexual and trans (LGBT) people in countries where they do not have their equal rights and are discriminated against because of their sexual orientation and/or gender identity.	Apr 19
ShoutOut	Ireland	ShoutOut is a community of volunteers and activists committed to improving life for LGBTQ+ young people by sharing personal stories and educating school students, parents & guardians, teachers, youth workers and workplaces on LGBTQ+ issues. Since 2012 they have been delivering workshops in secondary schools across the Island of Ireland which tackle LGBTQ+ bullying, and they have completed over 1000 student workshops over the past 7 school years.	Aug 19

G/ 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:

- European Union Rights Equality and Citizenship (REC) Programme
- Government of the Netherlands
- Council of Europe European Youth Foundation.



Government of the Netherlands



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1. Building young activists

- To work directly with young people to build their confidence and abilities and equip them with lifelong skills to become leaders within the LGBTQI and wider human rights movements.
- To widen young people's perspectives and build international solidarity through peer learning, cross-cultural exchange and intersectional approaches.
- To provide young people with opportunities to explore and express their individuality in a safe and supportive environment.
- To grow a strong and diverse group of youth allies to support and advocate for the human rights of LGBTQI youth.

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

- To change attitudes in society and influence decision makers on all levels by ensuring LGBTQI young people's voices and experiences are present, heard and affirmed.
- To support and promote positive youth role models within the LGBTQI population and celebrate their diversity.
- To ensure youth perspectives are included within the wider LGBTQI movement and that LGBTQI perspectives are mainstreamed within the youth movement.
- To embed intersectional approaches throughout our own and our members' work to ensure diversity within our movement is visible and actively recognised.

3. Making education safe and inclusive for all

- To ensure safe and inclusive education environments for all LGBTQI young people by working with our members, governments, experts, teachers, parents, and learners.
- To raise awareness of the issues faced by LGBTQI youth in education through innovative campaigns and resources.

4. Developing and sustaining an engaged and connected network of member organisations

- To support the work of IGLYO's members, especially around youth engagement and development.
- To encourage international co-operation and increased partnership work across the network through international meetings and online platforms.
- To support younger organisations and groups to develop through mentorship and advice.

A/ Executive Board

Mandate 2018 – 2019

Name	Pronoun	Organisation	Country	Position
Anna Robinson	She	EMA	Belgium	Co-Chair
Evan Grm	They	TransAkcija	Slovenia	Board Member
Mari Kurtanidze	She	Equality Movement	Georgia	Board Member

Mandate 2019 –2020

Name	Pronoun	Organisation	Country	Position
Petra Tomašić	She	TransAid	Croatia	Co-Chair
Michael Gowan	He/They	LGBT Youth Scotland	Scotland	Board Member
Yuri Yoursky	He	ECOM	Estonia	Board Member

B/ Secretariat

Name	Pronoun	Country	Position
Euan Platt	He	Scotland	Executive Director
Tudor Kovacs	He	Romania	Programmes Manager
Karo Börner	She	Germany	Finance & Administration Officer
Rubén Ávila	He	Spain	Education Officer
Olave Basabose	She	Netherlands	Membership Officer
Mina Tolu	They	Malta	Communications Consultant

C/ Governance Team

Name	Pronoun	Country	Position
Chaber	They	Poland	Financial Adviser
Patricia Prendiville	She	Ireland	Organisational Development Adviser

board and secretariat



Back row from L to R: Anna, Michael, Yuri, Tudor, Euan
Front row from L to R: Evan, Petra and Mari.



From L to R: Karo, Rubén, Olave, Mina.

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A/ General management and running of the organisation

Activity	Quarterly board & staff meetings
Description	<p>The IGLYO Board, Executive Director and Programmes Manager met four times over 2019:</p> <ul style="list-style-type: none"> • Nicosia, Cyprus (1-3 Feb) • Dublin, Ireland (26-28 Apr) • Sofia, Bulgaria (1-3 Aug) • Brussels, Belgium (29 Nov – 1 Dec) <p>During these meetings training sessions were delivered on financial skills, networking, group facilitation, supporting event participants, and public speaking. Member meetings and events were also included in each agenda. A community event in Nicosia with speakers from Queer Cyprus and Accept Cyprus, a panel discussion with BeLong To, ITSA, and USI Ireland in Dublin, a meet and greet evening with Single Step, Youth LGBT Organization Deystvie and an open night in IGLYO's offices for Belgian members and partners. The board meetings are also crucial for making strategic decisions, reviewing the organisational work plan and ensuring board and staff are updated on each other's work.</p>
Impact/Results	<ul style="list-style-type: none"> • Board members have increased skills and knowledge • Greater engagement with member organisations • Co-ordination and oversight of the work plan.



Panel discussion with BeLong To, ITSA, and USI Ireland in Dublin. (April 2019).

Activity	Membership package
Description	The membership package comprises of two new resources for potential new members and members who've recently joined IGLYO. Each guide outlines the benefits of being part of the network, highlights some of the main member opportunities, and explains the member application and registration processes. The guides will be used both online and at external events to encourage new members to join the network and welcome and support recently joined members.
Impact/Results	<ul style="list-style-type: none"> • Increase in membership applications • Engagement of new members from the start of their membership • Increase the engagement of current members.

Activity	Alumni Database
Description	The Alumni Network allows IGLYO to reconnect with former members and participants and encourages them to support the current generation of LGBTQI activists. An engaged alumni network creates an intergenerational link among LGBTQI activists contributing to support the European LGBTQI youth movement. Since being launched in January, the alumni database already has over 40 members registered, spanning the full history of the organisation.
Impact/Results	<ul style="list-style-type: none"> • Increase engagement of former members and participants to support and disseminate the work of IGLYO. • Greater promotion and dissemination of key campaigns and resources • Promote fundraising and donations • Provide advice and guidance to the board and staff.

Activity	Governance team meetings
Description	In July, IGLYO's Governance Team member, Chaber, met with the Finance and Administration Officer to conduct the annual spot check of IGLYO's finances for 2018 and review current financial procedures. The Governance Team report concluded that, "overall, all documents were present and easily identifiable both in the accounts and physical files. The processes in place are sufficient to ensure basic eligibility criteria to be fulfilled." IGLYO's Chairs and Executive Director also held two online meetings with Governance Team member Patricia Prendiville to discuss organisational development and human resource matters.
Impact/Results	IGLYO's Governance Team, introduced at the end of 2018, provides valuable guidance and advice to the board and secretariat, especially around governance, finance and human resource issues. The input from both team members has strengthened IGLYO's financial processes and resulted in a new board development plan.

Activity	Policy review and update
Description	IGLYO contracted a human resources specialist to review and update IGLYO's Employee Handbook to ensure it reflected current Belgian employment laws. IGLYO also reviewed its internal finance policy with the board and staff team to make necessary updates.
Impact/Results	IGLYO's internal policies and documents are in line with current legislation and better reflect the needs of the organisation presently.

Activity	Members' survey
Description	<p>The members' survey was designed to gather information on the needs of IGLYO's membership. The data obtained will be used to draft a membership engagement strategy and inform IGLYO's programmatic work.</p> <p>As a secondary objective the consultation process was conceived as an engagement activity on its own. The fact of conducting a needs assessment survey sends a clear message to our membership: that IGLYO cares for them and that is willing to adapt to their needs.</p>
Responses	64 valid questionnaires (70% of IGLYO's membership).
Impact/Results	<ul style="list-style-type: none"> • Greater understanding of the network's needs and priorities • Increased engagement from the membership • Clear direction for future work and priorities.

Activity	Annual members' conference
Location	Helsinki, Finland
Dates	4-6 October
Description	<p>This year's Annual Members' Conference was the largest to date with over 100 attendees. During the three days workshops were held on various topics including IGLYO's Work Plan & Budget 2020, refugees and migration, and LGBTQI rights in Finland. For the second day of the event, 21 alumni members joined the programme to discuss the history of IGLYO and mark 35 years of the organisation. On the final day, the members discussed and approved key documents including IGLYO's work plan, budget, finance report, and governance report, as well as electing three new board members.</p>
Participants	<p>Official members: 64</p> <p>Guest members: 12</p> <p>Alumni: 21</p> <p>Staff & board: 12</p>
Impact/Results	<ul style="list-style-type: none"> • Skills and knowledge of the network built through workshops • Greater awareness of IGLYO's work • Increased engagement of the membership • Links built between IGLYO alumni and current members.



Activity	Annual members' consultation
Description	IGLYO will organize an international study session in 2020 to increase awareness and necessary skills around working with LGBTQI young people living in isolated and rural areas. To prepare for this, a members' consultation will take place during the Annual Members' Conference in 2019 to collect information on: members' perspectives and current experience regarding this topic; possible involvement in the design, management and delivery of the 2020 study session; existing resources and capacity around working with young people in rural areas; brainstorm ideas for participant recruitment. The consultation will consist of various methods to elicit data: small group discussions, surveys, etc.
Participants	Official members: 64 Guest members: 12
Impact/Results	The output of this consultation will serve as the main basis for the design of the study session in 2020, and it will also include a list of possible people from among IGLYO's network who will want to become involved in the design, management and delivery of the study session.

Activity	Secretariat development meeting
Description	In November, IGLYO's full Secretariat will meet in Brussels for two days to take part in group-building activities and training, as well as developing the full operational work plan and individual staff plans for 2020.
Impact/Results	<ul style="list-style-type: none"> • Improved co-operation and cohesion across the staff team • Clear vision of individual activities and how this work contributes to the overall work plan.

Activity	Network evaluation
Description	In November, IGLYO will develop a network evaluation to gather data from stakeholders on the impact of our work. To gain a better insight into our strengths and areas for improvement, an online questionnaire will be distributed to relevant membership, partner organisations, and participants who have attended events.
Responses	50 responses from key partners and relevant members are expected from this evaluation
Impact/Results	<ul style="list-style-type: none"> • Increase partners and members involvement in IGLYO's projects • Greater awareness of IGLYO's work • Redefine IGLYO's actions and priorities.

A/Additional activities

Activity	Community fundraising
Description	IGLYO has increased its efforts around community fundraising by engaging with a group of volunteers who ran the Brussels 20k to raise money for the organisation. IGLYO created a series of online graphics and posts to promote the opportunity and attended on the day to capture the runners in action. Overall the event raised over €1000. In 2018, IGLYO engaged with Scribbr in the Netherlands who were interested in fundraising for the network. This has continued in 2019 with a series of events raising a total of €800.
Impact/Results	<ul style="list-style-type: none"> • New partnerships and engagement with community groups outside of IGLYO • Diversification of IGLYO's income.

Activity	Corporate partnerships
Description	As IGLYO's reputation and online presence increases, so do opportunities to create new partnerships. Following some initial meetings, IGLYO was selected as the official partner for Titus's Support Diversity campaign. IGLYO promoted the campaign through its own website and social media platforms, while Titus promoted it online and in their shop windows across Germany. The campaign raised €5.000 for IGLYO.
Impact/Results	<ul style="list-style-type: none"> • Increased profile for IGLYO • Diversification of IGLYO's income.

Activity	Annual meeting with the Government of the Netherlands
Location	The Hague, Netherlands
Date	21 June
Description	IGLYO presented its work current work and funding proposal for 2020 – 2021 to the Ministry of Education, Culture and Science. The proposal highlighted the success of the inclusive education work, stressing the need for greater capacity within the Secretariat to respond to the significant increase in requests to present the findings and contribute to meetings on this topic. The meeting and proposal were a success with an agreed increase of 50% funding for the next two years.
Impact/Results	<ul style="list-style-type: none"> • Increased funding for 2020 – 2021 • Greater capacity to develop the advocacy work on education



B/ Operational activities

Activity	Online learning module 1: Public Speaking
Description	Public speaking is a task that young LGBTQI activists have to do many times in various contexts, without a lot of preparation. This online module is designed to help young LGBTQI leaders learn about effective ways to structure their public speeches and explore ways and techniques to overcome their nerves, thus increasing their effectiveness in persuading the public. The module presents a simple public speaking model and various tips for overcoming the fear that many people experience when they speak in public.
Launch Date	October 2019
Impact/Results	Young activists will be better equipped to approach various topics in public and in front of various audiences and will be able to better persuade their audience.

Activity	Online learning module 2: Financial Management
Description	This online course on budgeting and financial reporting will help LGBTQI young activists understand more clearly how a budget was constructed, how people track the various expenses of a project and how to take financial decisions that will maximize their impact and keep their funders satisfied. The course is addressed to board members of non-governmental organisations, recently appointed project managers or new members of finances teams. The module covers areas such as basic financial terminology, budget design, basic internal accounting operations, expense logging, financial processes, procedures and policies, procurement, maintaining a cashflow and drafting financial reports.
Launch Date	October 2019
Impact/Results	By completing this online course, participants will gain exposure to the most common finance-related processes and operations within a non-governmental organization and will build skills and self-confidence to approach finances from budget design all the way to financial reporting to donors.

Activity	Online learning module 3: Facilitation
Description	<p>Quite a large part of LGBTQI activism is working in schools, having presentations and workshops with students on sexual orientation, gender identity and expression, genders and sex characteristics. Very often, LGBTQI activists conduct workshops and trainings with members of professional groups, such as education staff, health service providers, law enforcement, members of the press, etc. This basic module provides participants with knowledge of frames for how to design workshops and tips on how to teach others, thus increasing the effectiveness of activists as facilitators.</p> <p>This module is an easy and practical one, it is addressed to those activists who have not had a lot of training of trainers, and it will help them design and deliver workshops and facilitate meetings more effectively.</p>
Launch date	October 2019
Impact/Results	For many LGBTQI young activists, a large part of their work revolves around workshops, meetings, presentations. And many times they are thrown into doing this without much preparation or training. This module can contribute to an increase in effectiveness of these workshops, meetings, presentations, designed, delivered and facilitated by young LGBTQI activists, thus leading towards an increased and more sustainable social change and to a deeper impact on those who participate in these workshops.

Activity	Online learning module 4: Anti-Racism
Description	<p>IGLYO's 2018 Annual Members Conference mandated the board and the staff to work on a basic online learning module exploring the topic of racism and ethnic discrimination. Through this online module, participants to future IGLYO events will gain a better understanding of issues around race and ethnicity so that these events will be more inclusive of everyone, irrespective of the colour of their skin, race, ethnicity or any other identity people have.</p> <p>The learning objectives of this short module are as follows: to be able to recognize and understand certain common terminology and concepts related to anti-racism work and anti-racist attitudes; to acquire a basic knowledge basis around race and anti-racism; to be able to find ways to engage in anti-racism work and contribute to activist spaces being more inclusive and diverse.</p>
Launch date	October 2019
Impact/Results	By completing this module, the learners will be able to engage in constructive conversations about race, ethnicity and anti-racism work with less harmful impact on people. Activists will gain knowledge and confidence to critically analyze institutional policies so that working places will become more inclusive and diverse.

Activity	LGBTQI Inclusive Education Survey
Description	<p>IGLYO has designed the LGBTQI Inclusive Education Survey in 15 different languages to highlight the current experiences and lived realities of LGBTQI learners in different Member States. This data will assist local and national organisations in their advocacy work towards a more inclusive and safe education for all LGBTQI learners.</p> <p>The overall goal is to document the experiences of lesbian, gay, bisexual, transgender, queer and intersex (LGBTQI) students in schools and to raise awareness of these experiences among policymakers, educators, advocates, and the general public. Participants (aged between 13 and 24) completed an online survey about their experiences in school, including hearing discriminatory remarks, feeling safe, being harassed, feeling comfortable at school, and experiencing discriminatory actions. They have also been questioned about their academic experiences, attitudes about school, and availability of supportive school resources.</p> <p>To obtain a representative national sample of LGBTQI youth, outreach has been conducted through national, regional, and local organizations that provide services to or advocate on behalf of LGBTQ youth and students, and advertised and promoted on social networking sites, such as Facebook and Instagram. IGLYO has worked with its member organisations and the questionnaire has also been reviewed and promoted with specific LGBTQI partners (TGEU and OII Europe).</p>
Participants	Over 15.000 responses
Impact/Results	<ul style="list-style-type: none"> • Reporting the situation of LGBTQI learners at school • Greater awareness of SOGIE-based bullying across Council of Europe Member States • Concrete data for advocacy (a European report and concrete country reports for those members who have contributed to the research).



Activity	LGBTQI Inclusive Education Interviews
Description	To complement the Inclusive Education Survey, IGLYO will conduct 25 qualitative interviews with LGBTQI learners from across Europe to add depth and detail to the statistical data gathered. These interviews will provide concrete examples of the reality for LGBTQI young people in schools today.
Participants	25 participants from across CoE Member States
Impact/Results	<ul style="list-style-type: none"> • Discussion of how to benchmark inclusive education with young people • Reporting the situation of LGBTQI learners at school • Greater awareness of SOGIE-based bullying across Council of Europe Member States • Better understanding of how SOGIESC-based bullying works.

Activity	Activist academy mentors' training
Location	Constanta, Romania
Dates	21 – 23 June
Description	In order to increase the effectiveness and the smooth running of the Activist Academy, IGLYO selected 5 volunteers from the 2018 Activist Academy graduates to act as mentors to the 2019 Academy participants. The mentors received training in various supportive and group management skills: reflective listening and basic counselling, motivational boosting, conflict management, stages of group development, group facilitation skills.
Participants	5
Impact/Results	5 youth leaders gain relevant skills, self-efficacy and motivation to act as mentors during the Academy, and, therefore, enabling effective learning, peer support and inspiration among the Academy participants. In addition, the mentors will be able to use these skills within their own organisations and activism. A mentor from the 2018 Academy stated that the mentors training helped equip her for her new job as volunteer coordinator.

Activity	Activist academy
Location	Coimbra, Portugal
Dates	22 – 27 July
Description	The third edition of IGLYO's main capacity building programme, the Activist Academy saw some changes versus the previous years, including an increase in participant numbers, an upgraded agenda and six days of activities instead of five. Split into three distinct stages- team building, skills acquisition and action learning, the course not only teaches young people practical skills, but gives them opportunities to put their learning into practice straight away through a series of group challenges. The programme consisted of group building activities, a menu of skills-based workshops led by experts from international LGBTQI organisations and IGLYO's own trainers (IGLYO, All Out, ILGA-Europe, rede ex aequo), and a series of group challenges to practise the skills they had learnt. Some of the significant elements that differentiate between the Academy format and other international youth conferences/trainings included: navigating throughout the event in smaller teams; having trained mentors to support the participant teams; having almost half of the event focused on practising skills; having relevant institutional partners as workshop facilitators; and using structured learning tracking tools and strategies to help participants internalise the learning.
Participants	Participants: 22 Experts: 5 Mentors: 5 Organisers: 5
Impact/Results	The Academy is a highly effective learning and motivational opportunity for young activists, as shows in the Academy evaluation results. Acquisition of skills is high, as evidenced by participants' self-assessment and the direct observation of their performance during the challenges. The format is also impactful at the level of personal development and motivation of participants, as evidenced by their statements, level of interaction post-event and direct observations of organisations.



Activity	Facilitation training
Location	Brussels, Belgium
Dates	November
Description	The facilitation training is targeted at LGBTQI young activists whose main area of work relates to the education and capacity building field: designing and conducting workshops in schools, with students or school staff, designing and conducting workshops with professional groups: psychologists, law enforcement, health and education professionals; designing and delivering trainings to community members (staff, volunteers, informal leaders, etc). The 3-day training will provide the participants with theories, frames and practice so that they will be able to effectively design complex learning opportunities, as well as be able to deliver and facilitate them so that their participants' learning is maximized.
Participants	Will take place in November 19
Impact/Results	Participants will acquire a set of useful skills which will enable to increase the effectiveness of their education and capacity building work, thus, in turns, increasing the sustainable impact on the participants to their workshops and trainings.



Activity	Gender recognition research
Description	IGLYO has been working with Thomson Reuters Foundation Trustlaw, to produce an overview and analysis of legal gender recognition based on self-determination and how it applies to minors in a number of relevant countries in Europe: Malta, Norway and Belgium. The report will also focus on countries which have self-determination, but have as of yet extended this to minors: United Kingdom, Denmark, Portugal, Ireland and France. The report not only details the current legal status, but also the process that has led to this being achieved as possible guidance for advocates and campaigners in other Member States.
Impact/Results	The report will be launched during November and it will be an easy-to-use tool for advocates, journalists and professionals involved with legal gender recognition work. It will provide comparisons between various national models, highlight advantages and disadvantages of various contexts and, in addition, possible successful advocacy strategies to achieve legal gender recognition (including for minors).

Activity	Peer-to-peer Round Table on Policies to address SOGIESC based violence in the Education Sector
Description	IGLYO assisted the Council of Europe SOGIE UNIT in the organisation of a peer-to-peer round table on policies to address SOGIESC-based violence in the education sector in Venice between 21-22 March. This event provided attendees with the opportunity to discuss future steps to be taken by Member states on the topic of inclusive education and to share experiences and best practices by different governments. Governmental representatives, civil society organisations and policy makers from 7 different countries attended this Round Table. IGLYO presented the first edition of the LGBTQI Inclusive Education Index & Report and helped leading the workshops of the event.
Partners	Council of Europe SOGIE Unit
Impact/Results	<ul style="list-style-type: none"> • A network of governments working on the topic of inclusive education • More engagement from specific countries • Catalogue of best practices.

Activity	Second Peer-to-peer Round Table on Policies to address SOGIESC based violence in the Education Sector
Description	Following the work done in the previous meeting, IGLYO will co-organise a second Round Table together with the Council of Europe SOGIE Unit. The aim of this meeting will be to assist participating countries in the implementation of specific anti SOGIESC-based violence legislation and policies, both at national and local level. In this meeting we plan to include a minimum of 10 different countries and to build a network of Member States interested in working on the prevention and eradication of SOGIESC-based violence and the promotion of inclusive education.
Partners	Council of Europe SOGIE Unit
Impact/Results	<ul style="list-style-type: none"> • A network of governments working on the topic of inclusive education • Country assessments and tailor-made proposals on policies/strategies towards the prevention and eradication of SOGIESC-based violence.

Activity	Andorra mentorship programme
Description	In December 2018, IGLYO and the Director of the Quality of Education Department held a meeting in the Ministry of Education of Andorra to discuss the mentorship programme. The secondary school inspector, the co-ordinator of Cultural Activities and the local NGO (Som Com Som) also attended the meeting. In that meeting, it was decided that the Ministry of Education wanted to review their current action plan to develop a more comprehensive approach that would specifically tackle SOGIESC-based bullying at school. IGLYO is supporting them to design and implement their action plan and provide them with good practice examples from other countries in the areas that need to be strengthened.
Partners	<p>Andorran government</p> <p>Som Com Som (local LGBTQI NGO)</p>
Impact/Results	<ul style="list-style-type: none"> • Initial analysis of the situation in Andorra • Good practices examples of the areas that need to be improved • Ongoing advice and support from IGLYO to complete the tasks through online meetings • Final extensive report of the situation of Andorra in relation to LGBTQI Inclusive Education

Activity	Finland mentorship programme
Description	<p>In December 2018, IGLYO attended a meeting in Helsinki to discuss the Mentorship Programme with SETA (local NGO) and the local government responsible for Education. SETA co-ordinated the meeting and the following bodies attended:</p> <ul style="list-style-type: none"> - Ministry of Justice - Ministry of Education and Culture - Ministry of Social Affairs and Health (Equality Unit) - National Institute for Health and Welfare - Heads of education at the city of Oulu and Helsinki - Rainbow cities project - SETA - IGLYO <p>In the meeting, the possibility of implementing concrete actions to tackle SOGIESC-based bullying were discussed. IGLYO has followed up with SETA on the improvements of the educational system. An annual review meeting will be held to discuss progress made, next steps, and the challenges in making their education systems more LGBTQI inclusive.</p>
Partners	<p>SETA</p> <p>Finnish government</p>
Impact/Results	<ul style="list-style-type: none"> • Initial analysis of the situation in Finland • Good practices examples of the areas that need to be improved • Ongoing advice and support from IGLYO to complete the tasks through online meetings • Final extensive report of the situation of Finland in relation to LGBTQI Inclusive Education.

B/ Additional activities

Activity	ILGA World Youth Pre-Conference
Location	Wellington, New Zealand
Dates	18 March
Description	<p>IGLYO was invited to be one of the co-organisers and facilitators of the first ILGA World Youth Pre-Conference. Working alongside It Gets Better, Rainbow Youth, and Intersex Awareness New Zealand, IGLYO designed and developed the programme to encourage the participants to get to know one another better, identify the main issues faced by LGBTQI youth globally and explore ways to ensure youth voices were heard throughout the main conference. As a final activity, participants divided into small groups to record short films highlighting young people's main priorities and challenges.</p>
Participants	38
Impact/Results	<ul style="list-style-type: none"> • Increased confidence and skills to discuss and advocate for youth issues • Greater co-ordination and co-operation between participants to highlight youth priorities.

Activity	ILGA World Conference
Location	Wellington, New Zealand
Dates	18 – 22 March
Description	IGLYO was represented at the ILGA World Conference by the Executive Director and Co-Chair. During the four-day event, IGLYO participated in workshops on the UN Sustainable Development Goals, global funders, GSAs in New Zealand, as well as contributing to the ILGA World statutory workshops on strategy and annual reports. During the conference, IGLYO also held numerous meetings with potential new funders and partners, including UNDP, Hivos, and ILGA Pan Africa. Finally, throughout the event, IGLYO recorded eight interview films with youth activists and key figures to amplify youth voices and promote youth rights.
Participants	100+
Impact/Results	<ul style="list-style-type: none"> • Increased profile for IGLYO globally • New partnerships • Increased knowledge of LGBTQI rights work and organisation in different global regions.

Activity	Meeting with the UN Independent Expert on SOGI
Location	Wellington, New Zealand
Dates	21 March
Description	IGLYO was invited to two meetings with Victor Madrigal-Borloz, the UN Independent Expert on SOGI, first as a representative of European organisations and second as a representative of young people. In these two meetings, IGLYO highlighted its work on inclusive education, stressing that lack of mandatory teacher training, LGBTQI inclusive teaching materials, and lack of data on SOGIESC-based bullying were the main barriers to ensuring LGBTQI learners are safe, supported and included within schools.
IGLYO Representatives	Executive Director & Co-Chair
Impact/Results	<ul style="list-style-type: none"> • Greater awareness of IGLYO's work within the UN • Increased connection between the UN Expert and IGLYO • LGBTQI youth advocacy at a global level.



Meeting with the UN Independent Expert on SOGI, Victor Madrigal-Borloz.

Activity	Understanding Sexual Orientation, Gender Identity and Expression and Sex Characteristics (SOGIESC) in the context of SexEd IQ
Description	Diversity of sexual orientations, gender Identities and expressions and sex characteristics are too often ignored, not taken into account, or poorly included in sex education. This workshop provided an overview of SOGIESC terminology, identities, realities and experiences in relation to designing more inclusive sex and realtaionships education.
Participants	28 (20 female, 7 male, 1 non-binary)
Impact/Results	<ul style="list-style-type: none"> Increased understanding of terminology Greater inclusion of LGBTQI realities within future sex and realtionships education

Activity	Time Is Now Financial Management Training
Description	Considering the ever-growing need for a stronger and more sustainable civil society in the region, ERA identified the topic of Financial Management as a gap in organisational capacity which was addressed through a 2-day training designed and facilitated by IGLYO. The content and format of the training were designed based on the Experiential Learning Theory (Kolbe, McCarthy) which posits that people's learning is more effective and durable if they follow the cycle of processing new experiences: exposure to a new experience, receiving information/knowledge about it, reviewing this knowledge through analysis and other cognitive processes, and applying the knowledge to a new real-life contextual situation. The content was also based on a typical flow of finances-related operations within an organization, progressing from budgeting, through transaction recording and processing, using financial procedures and regulations, using cashflow tools to manage multiple funding sources and expenses, and generating financial reports.
Location	Belgrade, Serbia
Dates	23 – 24 May 2019
Participants	19 (10 F, 4 NB, 5 M)
Impact/Results	The participants expressed a high level of satisfaction for the training (94% of them completely agreed and agreed to having been satisfied with the training). 60% completely agreed and agreed that their learning objectives were met by their participation in the training. Almost 80% agreed and completely agreed that their understanding and control of budgeting has improved. A shared folder with various resources, templates and models was setup and shared with all the participants which will provide them with support in the process of revisiting or creating their own organisational procedures and templates.



Activity	Time Is Now Governance Training
Description	This 2 day training is the second in a series of 3 workshops provided by IGLYO and ERA to civil society organisations in the Balkans. After addressing the needs of people working with organisational finances and financial processes, this training will equip participants with knowledge and skills to be able to build a strong and effective leadership for their organisations. The content addressed a wide range of topics related to governance and organisational leadership, such as: the roles and duties of an organisational board, building a sustainable and realistic vision leading into strategic planning, the function of oversight, organisational policies, financial responsibilities and ensuring the financial sustainability of the organization and the board recruitment and development.
Location	Belgrade, Serbia
Dates	12 – 13 Sep 2019
Participants	18



Time is Now Financial Management Training, May 2019.

Activity	IGLYO35 – Remember, Inspire & Connect
Description	<p>Active since 1984 IGLYO, has supported thousands of LGBTQI young people on their activist journey over its 35 years of existence. On this occasion IGLYO invited current members and Alumni to celebrate IGLYO's 35th Anniversary. IGLYO35 will take place on the 2nd day of the Annual Member's Conference. The programme will consist of:</p> <ol style="list-style-type: none"> 1. History of IGLYO – Alumni will present the history of IGLYO 2. Intergenerational Café – Alumni will share their stories with small groups of current members 3. Alumni Network Meeting – an Alumni-only meeting to discuss the further development of the Alumni Network 4. IGLYO's 35th Anniversary Party
Location	Helsinki, Finland
Dates	5 October 2019
Participants	21 alumni 65 delegates

C/ Dissemination activities

Activity	LGBTQI news infographics
Description	Over 2019, IGLYO designed and published a series of info-graphics on LGBTQI news and events to help educate the network on current affairs and important developments in LGBTQI rights.

Activity	Online learning campaign
Description	Towards the end of the year, IGLYO will design and launch a social media campaign to promote its new online learning platform. Offering a menu of skills and thematic courses, participants will be able to build their capacity at their own pace. The campaign will aim to increase awareness of the resource and highlight the benefits it offers.
Impact/Results	<ul style="list-style-type: none"> • Greater awareness of the learning platform • Increased engagement with the site • Increased knowledge and skills for participants

Activity	Membership film
Description	During September, IGLYO invited a selection of its members to record short messages to explain how being a member of the network has benefitted their organisation. These clips were used to create a membership film, to increase awareness of IGLYO, highlight the advantages of joining, and encourage new organisations to apply for membership.
Impact/Results	<ul style="list-style-type: none"> • Increased number of membership applications • Greater awareness of IGLYO and its benefits



Activity	Youth advocacy meeting 1: World Conference of Ministers Responsible for Youth 2019 and Youth Forum Lisboa +21
Location	Lisbon, Portugal
Dates	21 – 23 Jun 2019
Description	<p>In 1998 the Portuguese Government in collaboration with the UN-System partners, organised the 1st edition of the conference of Ministers working on youth issues. Several commitments on those policy fields were stated in the Lisbon Declaration on Youth Policies and Programmes, as part of the outcomes of the I World Conference of Ministers Responsible for Youth.</p> <p>Twenty-one years later, in 2019, states were called again to scale up efforts and effectively mainstream Youth in the implementation of the 2030 Agenda. The outcome of the World Conference of Ministers Responsible for Youth 2019 and Youth Forum Lisboa+21 is a renewed Declaration on Youth Policies and Programmes (Lisboa+21) in the framework of the 2030 Agenda , capturing the key conclusions from the discussions.</p>
Participants	100+
IGLYO Representative	Mari Kurtanidze (Board Member)
Impact/Results	<p>The conference gathered the ministers working on Youth issues from all over the world, accompanied by the youth delegates mainly from the National Youth Councils. During the plenary, the participants put forward the issues and challenges that youth face in different countries. IGLYO was represented as an observer and could not participate in the plenary sessions. IGLYO's representatives knew the youth delegates from different countries and asked them to raise the difficulties that LGBTQI youth faces and that we need to tackle widespread homo/bi/transphobia. Two youth delegates in their speeches devoted attention to the issues. And the outcome declaration has as its goal to strive for a diverse and inclusive society. During the conference, IGLYO's representative was able to engage and talk personally to the representatives from different countries and raise the issues of LGBTQI youth.</p>



Mari at the European Youth Forum COMEM in Brussels. (Photo: YFJ)

Activity	Meeting with OBESSU
Location	Brussels
Dates	March 13 th , 2019
Description	IGLYO was invited to a meeting with the staff team and one of their board members to discuss ways in which both organisations could work together on their advocacy work towards inclusive education and LGBTQI youth needs.
IGLYO Representative	Education officer
Impact/Results	<ul style="list-style-type: none"> • Greater awareness of IGLYO's work with strategic partners • Increased connection between the OBESSU and IGLYO • LGBTQI youth advocacy at a global level.

Activity	Youth advocacy meeting 2: European Youth Forum COMEM - Advisory Council elections (COMEM/YFJ)
Location	Brussels, Belgium
Dates	12-13 Apr 2019
Description	<p>Young representatives from youth organisations across Europe came together for the European Youth Forum's Council of Members (COMEM) in Brussels. Taking place over two days, the European Youth Forum's COMEM is a bi-annual meeting where Members are invited to make decisions on the direction, vision and positions of the Youth Forum. One outcome of these discussions is a new Resolution in support of youth demanding urgent climate action.</p> <p>This COMEM was very important because the elections of the members of the Advisory Council on Youth was held. Advisory Council is a CoE's body, which is part of the co-management body of the Youth Department. It works with the representatives of the local governments that work on youth rights to determine the youth priorities under the CoE. Mari was representing IGLYO and participated in the elections. As a result: IGLYO will have its representative at the Advisory Council.</p>
Participants	51- 100
IGLYO Representative	Mari Kurtanidze (Board Member)
Impact/Results	<p>Because of the elections, Mari had to lobby actively and get engaged with the representatives of the youth NGOs and councils. Mari started lobbying before the COMEM. She posted a video which was the second mostly engaged and viewed videos among the participant's videos, where she focused on the importance of mainstreaming LGBTQI issues in the youth agenda. She also had Skype meetings and interviews with the delegates. When she arrived at the COMEM, she had interviews and meetings with all the blocks. During the interviews, she talked about IGLYO and the work we do, also she emphasized that LGBTQI youth are one of the most marginalised groups and we really need to make sure that our voices are heard. That we can't build youth movement, if LGBTQI youth are not at the forefront, if they are not included in the decision-making processes. Mari believes that it is a great opportunity to make visible IGLYO and LGBTQI issues and she suggested that IGLYO continues to participate in the elections. This increases the engagement and has a very positive impact not only for us, but also for the LGBTQI issues. We need to use this platform actively- cause it unites around 100 youth organisations.</p>



Mari answers questions about her candidacy to the Advisory Council. (Photo: YFJ)

Activity	Youth advocacy meeting 3: Youth Summit - Citizens' Dialogue with the political leaders of the European Commission
Location	Sibiu, Romania
Dates	8 May 2019
Description	The European Commission organised a Citizens' Dialogue with young people on the future of Europe. The day after, Sibiu hosted a Summit of Heads of State and Government of the 27 EU countries. The event brought together around 300 young Europeans from all over Europe. Participants took part in several thematic workshops on the future of work, skills and qualifications, digital Europe, climate change, fair and inclusive societies as well as democratic participation and better involvement of youth in policy making. At the end of the day, all participants converged to discuss their ideas during a Citizens' Dialogue with the political leaders of the European Commission.
Participants	100+
IGLYO Representative	Yuri Yourski (Board Member)
Impact/Results	<p>Yuri participated in two different workshops on inclusive society and another one on democracy. He raised the young LGBTQI inclusion issues at two workshops "Society and me: how do I want to get involved and build communities?" with Tibo Navrassics, Commissioner for Education, Culture, Youth and Sports.</p> <p>In addition, IGLYO's Representative negotiated with several youth-led organization's leaders about the funding for EYF.</p>

Activity	LGBTQI advocacy meeting 1
Location	Paris, France
Dates	22 Jan 2019
IGLYO Representatives	Programmes Manager
Description	European networks with a mandate in building capacity on campaigning gathered to compare views on the gaps and needs of the field in terms of campaigning, to exchange information on capacity development activities of networks and organisations, and to discuss the strengths and weaknesses of these activities, so participants can all benefit from each other's learning.
Participants	15
Impact/Results	Common action points list generated; a virtual space to exchange resources was set up. A number of working groups were created to work on the topics: how to counteract the narrative of the alt-right movement; how to work within our communities to counteract polarisation trends; digitalization.

Activity	LGBTQI advocacy meeting 2: European Lesbian* Conference
Location	Kiev, Ukraine
Dates	12-14 Apr2019
IGLYO Representative	Mari Kurtanidze (Board Member)
Description	<p>Mari led a workshop on: "Age power structures and youth empowerment in the lesbian movement". Mari introduced IGLYO's work, talked about the age power structures, and identified key areas where LGBTQI youth face multiple obstacles and especially young lesbian* youth. A major part of the workshop was devoted to the audience sharing their experiences.</p> <p>The learning objectives of the workshops were to, explore age power structures and how these affect young LBTQI women right to meaningful participation, understand where obstacles to meaningful youth participation originate and how to overcome them, and to share knowledge from different countries and contexts on good practices for youth empowerment.</p>
Participants	11-25
Impact/Results	<p>The audience was very engaged and the participants were actively sharing their experiences from different contexts.</p> <p>The main points raised were: young people have less access to decision-making bodies in existing international LGBTQI organisations and are under-represented in international advocacy and organising. Instead, young people choose to organise separately to raise their own issues, struggles and ideas in order to change the world. Because of context-bound age power structures, young people are seen as less competent, with less life experience. Ageism remains the last socially accepted form of discrimination and we tend to deny its negative effects. Because we consider it as less serious and harmful discrimination; we fail to take action against it It was noted that claims for equality are often formulated and advocated for by a particular LGBTQI age group, namely middle-aged LGBTQI people. And quite often women, non-binary and trans people are not adequately represented. As a result, the particular needs of other LGBT age groups are not always taken into consideration. It is therefore of utmost importance to reflect the category 'age' alongside sexual orientation and gender identity when aiming to achieve equality for all LGBTQI people.</p>

Activity	LGBTQI advocacy meeting 3: ILGA Europe Network Meeting
Location	Brussels, Belgium
Dates	4-5 July
Description	IGLYO participated in the second ILGA Europe Network Meeting, a two-day event which brings together various European LGBTQI network organisations to discuss their main priorities, identify shared goals, explore opportunities for greater collaboration and provide peer support on challenges relating to topics such as funding, governance and advocacy.
Participants	12
Impact/Results	<ul style="list-style-type: none"> • Strengthened connections with other LGBTQI networks • Increased awareness of the work across the sector.

Activity	LGBTQI advocacy meeting 4: Meeting with Ms Noriko Okamoto, (Unit Chief, Ministry of Education, Culture, Sports, Science and Technology), Tokyo, Japan
Location	Brussels
Dates	May 10 th , 2019
IGLYO Representatives	Education Officer
Description	The Unit Chief for Education visited IGLYO's offices during her stay on The European Union Visitors Programme (EUVP). Ms OKAMOTO is actively involved in the governance of elementary and secondary education in the Japanese Ministry of education and culture as well as at the local level. This meeting helped Ms OKAMOTO in gaining a deeper understanding of diversity in education in the EU will allow her to import key insights and promises to be highly beneficial for both sides in further strengthening constructive partnerships.
Impact/Results	<ul style="list-style-type: none"> • Strengthened connections with international governments • Gained a better understanding about the benchmarks of inclusive education outside the European region.

Activity	LGBTQI advocacy meeting 5: IDAHOT Forum
Description	IGLYO attended the 7th IDAHOT Forum held in Oslo, Norway. During the programme IGLYO learnt about the latest developments in LGBTQI rights from the Council of Europe, the OECD, EU Fundamental Rights Agency, and the European Commission. IGLYO also attended a series of workshops on hate crime, LGBTQI ethnic minorities, and gender diversity in health. The forum also provides a vital opportunity to connect with government representatives and other civil society organisations.
Participants	Euan Platt (Executive Director) Rubén Ávila (Education Officer) Anna Robinson (Co-Chair)
Impact/Results	<ul style="list-style-type: none"> • Increased awareness of policy developments • Greater connections with national governments and international institutions • Building IGLYO's reputation within the wider LGBTQI policy sector.

Activity	LGBTQI advocacy meeting 6: Governmental LGBTI Focal Point Network Annual Meeting
Description	<p>IGLYO was invited to present its latest work at the Governmental LGBTI Focal Points Network. Representatives of 21 Member States were present.</p> <p>Besides, IGLYO and the Council of Europe SOGIE Unit co-organised a side meeting to start developing a network of governments working on LGBTQI Inclusive Education. In this meeting several European governments showed their interest in strengthening their international co-operation in relation to inclusive education policies and practices.</p>
Participants	<p>Euan Platt (Executive Director)</p> <p>Rubén Ávila (Education Officer)</p>
Impact/Results	<ul style="list-style-type: none"> Increased awareness of policy developments Greater connections with national governments and international institutions Building IGLYO's reputation within the wider LGBTQI policy sector.

Activity	LGBTQI advocacy meeting 7: CIFE Lunchtime Debate: Education and Culture as key to inclusive and Cohesive societies
Location	International Center of European Studies, Brussels
Dates	February 27 th , 2019
IGLYO representative	Rubén Ávila (Education Officer)
Description	IGLYO participated in this discussion to advocate for the rights of LGBTQI learners in front of the Director General for Education, Youth, Sport and Culture at the European Commission (Themis Christophidou).
Participants	20
Impact/Results	<ul style="list-style-type: none"> Strengthened connections with DG EAC Increased awareness of the situation of LGBTQI learners in European schools

Activity	LGBTQI advocacy meeting 8: International Round Table on Possibilities and Risks of Identity Politics
Location	Autonomous University of Barcelona, Spain
Dates	July 1 st , 2019
IGLYO representative	Rubén Ávila (Education Officer)
Description	IGLYO participated in this Round Table to address the influence of opposition (i.e. anti-gender movement) on the education policies across Europe. This Round Table was held in Spanish and Portuguese and academics of Chile, Brazil and Spain presented also their work in this regard.
Participants	<p>50 attendants</p> <p>7 participants</p>
Impact/Results	<ul style="list-style-type: none"> Strengthened connections with academics working in the field of inclusive education internationally Strengthened connections with LGBTQI local activist Increased awareness of the work across the sector

Activity	LGBTQI advocacy meeting 9: International Forum on Inclusion and Equity in Education
Location	Cali, Colombia
Dates	September 11-13, 2019
IGLYO representative	Rubén Ávila (Education Officer)
Description	This International Forum (organised by UNESCO) seeks to build a common understanding and a renewed commitment towards reinforcing inclusion in education among education policy makers, education practitioners, civil society organisations, NGOs, UN agencies, development partners and private sector. IGLYO will participate in this forum to present the outcomes of the LGBTQI Inclusive Education Index and to advocate for the rights of LGBTQI learners. IGLYO will contribute to the discussion on how to cultivate approaches for child-friendly inclusive learning environments for all learners.
Participants	TBC
Impact/Results	<ul style="list-style-type: none"> • Strengthened platform for dialogue and cooperation on inclusion. • Enhanced awareness of policies and practices that are effective in promoting inclusive education for LGBTQI learners • Strengthened connections with UNESCO

Activity	LGBTQI advocacy meeting 10: High-level conference - Advancing LGBTI Equality in the EU: from 2020 and beyond
Location	Brussels
Dates	September 23-24, 2019
IGLYO representatives	Euan Platt (Executive Co-ordinator) Anna Robinson (Co-chair) Rubén Ávila (Education Officer)
Description	<p>The upcoming Finnish Presidency of the European Union, together with the European Commission is organising this High-level conference to take stock of what has been achieved and discuss what more can be done to advance LGBTI equality. The first day is a public high-level conference and the second day is a targeted consultation for a limited number of stakeholders.</p> <p>IGLYO has been invited to give a keynote speech in the workshop on access to education, employment and health, to advocate improvement on the rights of LGBTQI youth across Europe. At the end of the second day there will be a plenary closing panel. IGLYO will participate in giving their final reflections on the conference, and what the next steps should be to further advance LGBTI equality.</p>
Participants	TBC
Impact/Results	<ul style="list-style-type: none"> • Enhanced awareness of policies and practices that are effective in promoting inclusive education for LGBTQI learners • Strengthened connections with the European Commission • Strengthened connections with European governments and other key stakeholders

Activity	LGBTQI inclusive education survey campaign
Description	To promote the LGBTQI inclusive education survey, IGLYO worked with a designer to create the Let's Talk About Our Schools Campaign. A campaign GIF and series of images were designed to promote the survey. These were then translated into 15 European languages and Facebook Ads were used to increase engagement. The campaign was the largest ever undertaken by IGLYO, but the results speak for themselves. Over 32.000 people engaged with the campaign through IGLYO's regular posts and a further 378.800 people engaged through our Facebook adverts. The campaign was also shared widely, including posts from partners ILGA Europe, TGEU, OII Europe, BiCon, OBESSU and the European Youth Forum. This campaign was fundamental in the success of the survey, which received over 20.000 responses from young people and over 14.000 completed surveys.
Reach	378.880 views from 12 Facebook ads 32.510 views from 24 Facebook posts
Impact/Results	The campaign was hugely successful reaching over 400.000 people. This resulted in increased awareness of both the project and IGLYO as an organisation. The most significant result, however, was engagement in the online survey with over 14.000 completed surveys achieved.

C/ Upcoming Dissemination activities

During the year IGLYO's representatives take part in a number of events and activities organised by our partner organisations or member organisations. IGLYO also takes part in online campaigning on international days which are important to the LGBTQI community and for youth rights. These include days like the International Day Against Homophobia and Transphobia (IDAHOT), Transgender Day of Remembrance (TDoR), and Intersex Awareness Day. But also the International Youth Day, Human Rights Day and more. The following is a non-exhaustive list of other dissemination activities which we will take part in towards the end of the year.

October 2019

Live streaming workshops

During the Annual Members' Conference, IGLYO aims to increase online participation in the event by live-streaming parts of some workshops, panels and presentations.

Intersex Awareness Day, October 26

Highlighting actions and campaigns of IGLYO's member organisation on and around Intersex Awareness Day.

November 2019

Gender recognition graphics

A series of four graphics will be created to highlight some of the main findings from IGLYO and Trustlaw's research into legal gender recognition for minors in Europe.

Intersex Day of Solidarity, November 8

Highlighting actions and campaigns of IGLYO's member organisation on and around Intersex Day of Solidarity.

Transgender Day of Remembrance, November 20

Highlighting actions and campaigns of IGLYO's member organisation on and around Transgender Day of Remembrance.

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In 2018, IGLYO's annual income continued to grow from **€411,102.00** to **€469,586.02** with a 25% increase in IGLYO's EU Operating Grant accounting for the rise. Small reductions to other grants, however, have impacted on the overall income. While IGLYO ended the year with a positive result of **€17,172.51**, historical corrections to the accounts resulted in a small overall deficit of **€9,495.60**. At the end of 2018, IGLYO's reserves totalled **€80,367.79**.

Income	Amount	Remarks
Membership Fees	10,500.00	
Other grants	350.00	Canadian Embassy (AA18)
Participation Fees	1,300.00	Activist Academy and Trans Youth Network
Reimbursements	1,408.32	
AMC Host Contribution	17,807.06	LGBT Youth Scotland
Organisational Contributions (AMC)	5,035.00	
Donations	810.00	
European Union Rights Equality and Citizenship (REC) Operating Grant	270,792.45	
Council of Europe EYF Work Plan Grant	25,848.71	
Council of Europe EYF Structural Grant	16,606.00	
Dutch Ministry of Education	86,252.57	
UNESCO	20,000.00	
Tax reduction	517.68	
ONSS reductions	10,355.50	
Cost recovery	723.07	
Lunch voucher employee contributions	1,279.66	
Total income 469,586.02		

Expenditure	Amount
Office rent and charges	(18,329.00)
Insurance office	(938.36)
Office supplies	(1,875.68)
Equipment	(361.16)
Computer supplies	(1,029.23)
Phones	(1,452.22)
Website	(3,675.81)
Online tools and software	(2,300.90)
Internet	(935.09)
Postage	(284.09)
Printing	(6,948.98)
Design	(2,970.00)
Publications	(52.06)
Advertising	(1,080.00)
Bookkeeping	(5,929.88)
External auditor	(3,811.50)
Staff training	(483.00)
Travel	(41,426.09)
Accommodation and catering	(41,000.74)
Daily subsistence allowance	(11,400.00)
Hospitality	(186.27)
Conference services	(1,319.95)
Conference fees	(1,220.00)
Membership fees	(2,212.00)
Group S	(1,475.49)
Misc	(537.50)
Visa and other legal fees	(1,640.85)
Staff remuneration	(206,066.18)
Lunch vouchers	(9,053.23)
Employee ONSS	(63,967.55)
Medicine du travail	(156.26)
Staff local transportation costs	(2,382.84)
Holiday fee provision	(32,694.86)
Holiday fee reserves from previous year	22,887.70
Insurance staff	(2,579.57)
Depreciation website	(678.83)
Depreciation equipment	(1,415.27)
Moniteur belge	(131.77)
Moins-val S	(1,299.00)
Total expenditure	(452,413.51)
End of year result	17,172.51

Financial charges	
Bank charges	(1,235.28)
Charges financiers divers	(212.08)
Anticipated payments	(50.00)
Regulation from previous year	(25,170.75)
Total Financial Charges (26,668,11)	

End of year result	17,172.51
Financial charges	(26,668,11)
Final result	(9,495.60)

Organisational reserves at 31/12/17	89,863.39
Profit/loss 2018	(9,495.60)
Organisational reserves at 31/12/18	80,367.79

Introduction

A big part of IGLYO's communications work takes place online through the use of a number of different platforms (e.g. social media, website etc.) and tools (e.g. videos, targeted advertising, news articles, infographics and images etc.) that are used to share IGLYO's vision, showcase our events and activities, raise awareness about LGBTQI rights, increase participation in events and research surveys, and reach out to members and alumni.

The way IGLYO uses different communications tools is continuously evolving as we attempt to most effectively reach out to different stakeholders (e.g. members, alumni, policy makers, partner organisations, LGBTQI youth) and share tailor-made messages with them.

Since June we are working to have more consistent graphic design across all social media and to have a more personal approach to our contact with members, alumni, activists and other followers.

Here's what we are talking about in 2019

In this section we highlight the core messages of IGLYO in 2019. These are the overarching stories that we tell when we communicate about our work. They are very related to our strategic objectives, and while we do also communicate about other issues, these are our priorities!

A/ IGLYO is a home for young LGBTQI activists, to learn, to grow and to be leaders of LGBTQI and wider human rights movements.

We have told this story by promoting the Activist Academy, highlighting the work of our board members, sharing stories of IGLYO alumni- including as part of the IGLYO 35 celebrations. Also through sharing a variety of training opportunities and activities, filming videos of young LGBTQI activists from around the world (e.g. at the ILGA World conference).

B/ Our members are at the heart of IGLYO.

We tell this story when we highlight and share the work of our member organisations, including through our #iglyoFocus/ member of the month posts. Also when we share and participate in our member's online campaigns, and when they contribute to our campaigns (e.g. Let's Talk About Our Schools campaign). We keep in touch with our members through newsletters and on social media.

C/ Education environments need to be safe and inclusive for LGBTQI youth.

We tell this story when we promote resources on inclusive education, including our own resources and guides (e.g. LGBTQI Inclusive Education report and index), and when we reach out to LGBTQI youth to participate in our research (e.g. Let's Talk About Our Schools campaign).

D/ LGBTQI Youth are diverse, there isn't just one story to tell.

We make sure to regularly share and retweet posts that show the diversity of our community. Like when we communicate on Bisexuality visibility day, Transgender Day of Visibility, Intersex Awareness Day, and when we share the work of our friends and partners working on intersecting topics, including anti-racism work, disability, migration rights and more.



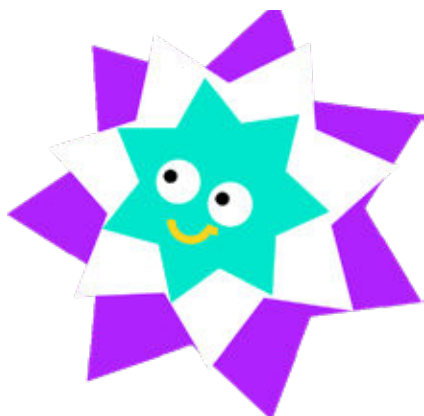
LGBTQI news highlights.



Highlighting benefits of being a board member



Participating in global online campaigns.



Campaigns

At IGLYO we use 'campaign' to mean online promotion of our work through a mix of different tools and platforms over a number of days. This means that a campaign can last from 2 to more days, and might involve videos, infographics, posts, tweets and other activity on different platforms.

This year's campaigns include:

Let's talk about our schools!

June - July

Transforming Education

August

Apply for the board!

August

Online learning campaign

September - October

Membership film

October

ILGA World films

ongoing

Gender Recognition

November

Other communications work

Facebook Groups

We have a number of groups set up through which we directly communicate with representatives of our member organisations, alumni and past participants of our events.

Newsletters

Our newsletters are targetted to our members and alumni, this is where we reach out specifically on projects and opportunities for partnership.

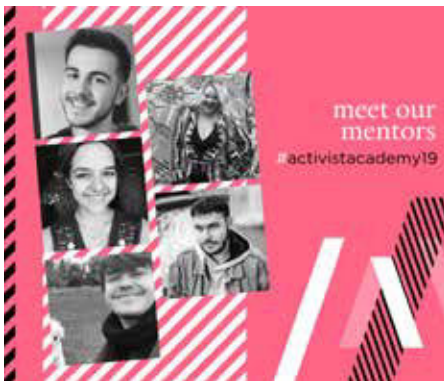
Websites

Our websites are updated regularly with news about opportunities with IGLYO, projects and other events.

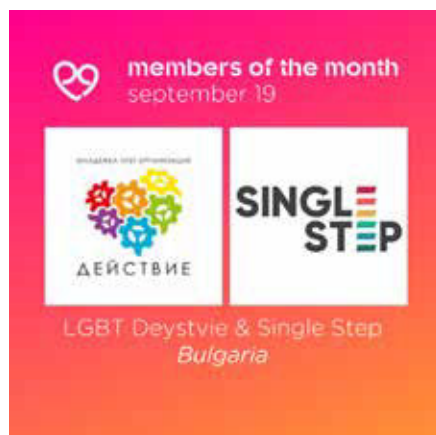
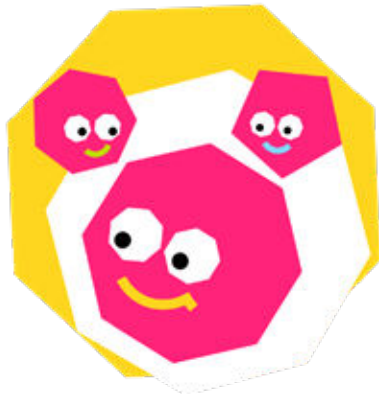
[Activist Academy website](#) brings together all relevant information related to our Activist Academy program.



Promoting opportunities to work with IGLYO on projects.



Introducing mentors of our Activist Academy.



Highlighting our members.

Measuring impact

Measuring impact is easy if we only look at the numbers which social media and websites provide. Unfortunately this isn't always enough to evaluate our communications work, and it only offers a framework in which to analyse trends. Numbers till Sep 2019.

Instagram

Followers: 1465 (+48% since Sep 2018)
Posts (2019): 20

Top post: ["the first pride was a riot"](#), 199 likes, 28 June

Top promoted post: ["let's talk about our schools"](#), 665 likes, 14 June

Twitter

Followers: 8012 (+6.2% since Sep 2018)
Tweets (2019): 38

Top tweet:
["let's talk about our schools"](#),
10 retweets, 11 likes, 10 June

Facebook

Followers: 9310 (+8.6% since Sep 2018)
Posts (2019): 165
including Videos: 42

Top organic post: "We're looking for a Qualitative Researcher to work with us on the first European-wide LGBTQI Inclusive Education Survey...."

9 July, 29 reactions, 8 comments, 45 shares
12,480 reached

Top paid post: "#VamosAHablarDeNuestraEducación Completa nuestra Encuesta LGTBQI de educación inclusiva..."

10 June
3,500 Reached



