

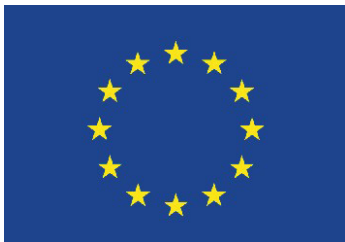
A YEAR IN REVIEW



JANUARY 2022

A BIG THANK YOU FOR SUPPORT

IGLYO would like to thank our main **funders** for their continued support of the organisation and network. In 2021, IGLYO's main funders are:



COUNCIL OF EUROPE

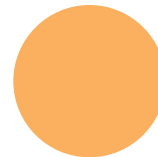
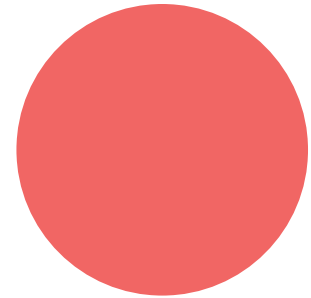


CONSEIL DE L'EUROPE



Government of the Netherlands

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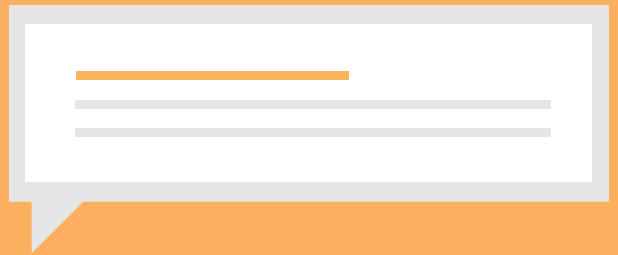
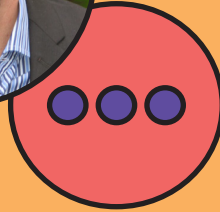
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AN INTRO- DUCTORY LETTER



Jonathan Beger
Executive Director (interim)



“We are screaming and nobody is listening to us” - this quote of a teenager suffering under bullying and harassment at school - directed to the European Commission in their consultation on the new child rights strategy - has been the guiding motivator for me personally in 202. It describes so well why IGLYO is so utterly essential as a network and political actor. I feel deeply honored to serve IGLYO’s cause in the volatile interim year of ED change.

LGBTQI young people still suffer immensely in our societies, and those screams remain most often ignored: the least system relevant? The ongoing pandemic and its related measures - maybe this year even more than in 2020 - have

systematically exacerbated the situation and created even more hardship with the loss of independent survival means, the increase in family violence, the blockages on necessary LGBTQI youth specific health care provision, and the closure of queer friendly, safe and affordable meeting space ... to name but a few.

IGLYO's voice - the voice of LGBTQI youth - has to be amplified. We need to step up our "screaming" and our reach for sustainable change of the glaring inequalities. It is an ambitious goal! IGLYO is proud to present its new comprehensive four-year strategy for 2022 to 2025 fully embracing the challenge and the ambitions of our members, our board, and our staff team. The strategy was a major piece of work this year and our members participated in its development to the extent that the strategy could pass without amendment at our General Assembly.

For IGLYO, 2021 has also not been easy in many ways and demanded a lot more from all involved than usual: the board, unable to meet in person and in efficient several day meetings, had to fulfill demanding tasks - such as the ED recruitment - all online, without financial or personal support. While, unfortunately, we lost some board members on the way for varying reasons, the IGLYO board has done an amazing job at holding on and providing the necessary governance, going through meeting marathons, and balancing their own often difficult personal situations. The secretariat too saw difficulties and well-being challenges due to pure online working, and we keenly felt the limitations. The stress has taken its toll on all of us, particularly again at the end of the year.

However, there were many successes, outstanding moments, and celebrations (if you want to find out about them continue reading :-). As in 2020 our trainings, workshops or policy events had drawbacks due to their purely online nature, yet also saw a more diversified reach. Contact with governmental, CoE, and EU decision makers saw no decrease as meetings were often easier to get and took less time. But we missed many networking opportunities at events. Our communications work has definitely increased in both reach and impact and we are very proud of this development. And last but not least, we are proud to have significantly revised all our human resource processes and strategies and now grown the team to 10, with a new Executive Director appointed, Bella Fitzpatrick, who will join the team in mid February 2022.

Finally we are proud to announce that our funding applications to the European Commission for the new 4 year framework partnership were successful and we were able to move to grant contracts with the EC in December 2021. We want to acknowledge the support given to us: in financial and admin and policy support terms through the assigned EC staff. We are grateful to the European Commission for allowing IGLYO to grow and continue its important work. And we are equally grateful to our other funders, in particular the government of the Netherlands, for their unwavering and generous support to our work beyond the boundaries of the EU.

Having been in many organisations in my time, I will be forgiven if I say that the IGLYO team is outstanding in more ways than I could list and I am truly grateful to have been part of such an amazing, powerful organisation and team for the last 9 months. Together, we are proud to present to YOU - our members - the third annual IGLYO report.



TEAM

Board

Mandate 2021-2023



Natalia Kalio (she)
Seta – LGBTI Rights, Finland
Board Member (2021-2023)



Ralu Baci (they/him)
MozaiQ, Romania
Board Member (2021-2023)



Cael Scott (they)
D&G Queerier, UK
Board Member (2021-2023)

Mandate 2020-2023



Torny Glavin (she)
Transgender Equality Network, Ireland
Chair (2020-2023)

Secretariat



Jonathan Beger (he)
Interim Executive Director



Tudor Kovacs (he)
Programmes Manager



Brian Donnelly (he)
Programmes Officer



Lucille Colin de Verdière (she)
Finance & HR Manager



Rubén Ávila Rodríguez (they)
Policy & Research Manager



Electra Zacharias (she)
Policy & Research Officer



Petra Tomašić (she)
Engagement Officer



Maruschka Ndoumbe-Eboule (she)
Administration Officer

Governance team



Jasna Magic



Karoline Börner

HIGHLIGHTS OF THE YEAR



ACTIVIST ACADEMY

For the second time around, we took our flagship capacity building project, the Activist Academy, **online and global**. It was a truly global edition: for some of the participants it was 11 am, for others 4 PM and for others it was 3 AM. And yet, our participants have shown dedication, hard work and a strong desire to learn and connect with each other. Just like before, participants attended expert-led skill workshops and then got together in small teams and started to work on the famous

challenges. Unlike last year, we also have mentors around to guide and to help. The mentors were all Academy 2020 graduates who returned to volunteer as mentors for this year's class. The Academy concluded with a very much like Eurovision ceremony where participants voted for the best Academy teams. We are proud to see, based on the participants' feedback and evaluation, that people really love our Activist Academy so we will continue to organise it in the years to come.



Deadline extended!

If you have been hesitating to join IGLYO's **2021 Activist Academy Online Edition**, don't! Find your true activist potential. Register today.

NEW DEADLINE:
13 JUNE, 23:59 CEST

Activist Academy



Activist Academy

**AND THE
WINNERS
OF THE
ACTIVIST
ACADEMY
ARE...**

activist-academy.org



GLUE UP

Glue Up is an **all-in-one solution** that helps us manage Events, Campaigns, Memberships, Finances and Community Engagement. This change simplified our internal administrative processes, so we are able to focus on strategic tasks such as bringing better content and activities, and provide our Membership with tailored information.

Glue Up is a platform that makes us more efficient as an organization, but it is also a platform that will make our Members life

easier - from registering for events, to leveraging and managing memberships, community engagement, to newsletter subscriptions.

Also, for the FIRST TIME in IGLYO history, our Members are now able to share in a shared wall, private groups and interact via one-to-one Direct Messaging.

A friendly reminder
Support what you believe in

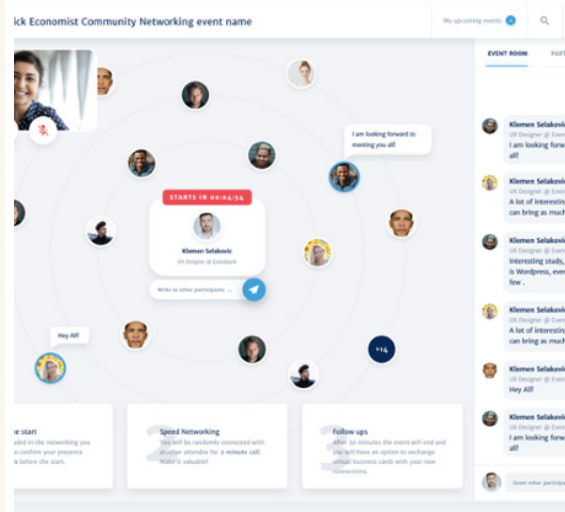


Stickin' With You

We are moving to **Glue Up** for our community engagement and communications.



GLUE UP IS HERE.



INCREASED POLICY & RESEARCH WORK ON EDUCATION

The creation of our Policy & Research Team in 2020 has allowed IGLYO to strengthen and expand its work in this area, building on the success of the **Inclusive Education Project** (Report, Index & Map 2018, European Study 2020) and other research projects (Legal Gender Recognition for Minors 2019-2020, Anti-LGBT Propaganda Laws 2017-2018).

In 2021, IGLYO worked on the second edition of the **LGBTQI Inclusive Education Report & Index**, which will provide policymakers with both the latest data on LGBTQI inclusion within schools in 49 European countries and reveal what progress has been made over the three years. Most importantly, it will provide further evidence on the stagnation or rollback of

rights for LGBTQI people in several Member States, as has been indicated through other research, such as the FRA EU LGBTI Survey (2020) and the ILGA Europe Rainbow Map (2020).

We have also launched the results of our **European survey of LGBTQI young people's experiences of school**. While LGBTQI inclusion within schools and SOGIESC-based bullying remains a serious issue across Europe, IGLYO believes that it is essential to continue this work over a considerable period of time to ensure that the issue remains high on policy agendas and that a detailed record of data is collected longitudinally to accurately advise and guide policymakers on effective strategies and measures.



GROWING THE IGLYO TEAM



A known team building quote says: “Nobody is perfect, but a team can be”. While we do not claim any perfection (nor would seeking for it be interesting), we do seek to make the composition of the IGLYO secretariat as diverse as ever possible - from skills, backgrounds, experiences to age, gender identity, ethnic background, or sexual orientation (etc.) - so that multiple skills and perspectives make us a better team. A team that understands that the total of its joint results and impact is more than the sum total of the individual work, experiences and skills.

2021 has both been a year of growth as well as transition. After laborious recruitment, the Administration Officer position was finally filled and two new posts were added to the team: the Programmes Officer and a second Policy & Research Officer. All three were necessary to start preparing for the significant work enlargement that our new strategy will bring.

The year started with a crying eye in **farewelling** IGLYO’s long-standing and outstanding Executive Director, Euan Platt

(he), who moved on to a new organisation in his home country of Scotland. It was a great loss for IGLYO. He was replaced seamlessly by Jonathan Beger (he) as interim director to help through the transition phase, led the strategy development, the team management and the EC applications (as well as all of the other things necessary). Jonathan came with over 20 years of NGO management experience and is a long standing trans activist. He will leave IGLYO at the end of March 2022, when our new permanent director, Bella Fitzpatrick has started. We are very excited about Bella joining us from her current director post at Shout Out in Ireland.

We also had to farewell Matteo Bassetti (he) our education research & policy officer, who was also “pulled back” to his native Italy. In June we were then able to welcome Brian Donnelly (he) as Programs Officer and Electra Zacharias (she) as Policy & Research Officer. Both came to IGLYO with a wealth of experience in their fields and quite different backgrounds, taking us a step closer to making our team perspectives and impact as




rich and successful as possible. In October, we were joined by Maria Aïcha Boumeddiene (she) as the Policy & Research Officer. MariaAïcha adds yet another background and skill set and will immensely enrich our team, notably on our anti-racism work. In 2022 Electra will be working on our new health focus and Maria will continue our education work.

In March, we were joined by Heghine Babayan (she) as Administration Officer. However, the position didn't feel like the right fit for Heghine who decided to get back to studying. The position was quickly re-filled by Maruschka Ndoumbe-Eboule (she) who joined us with a university background in business administration and experience in law firm administration and in communications. Her role and skills are essential for the practical functioning and the spirit of the team and we are very glad Maruschka is with us.

Once the permanent Executive Director, Bella, has joined the team, we will be complete. And this also completes IGLYO's principle growth phase. We have sought to undertake a

number of efforts to stabilise the team and the management structure, ensure well-being, provide training, and consolidate through team building, so that we can grow together and become a team that is more than the sum totals of its parts.

And we finally actually met in person, not as a whole group but in different subsets, the majority of the team had never actually met each other in person. It is honest to admit that the remote and online working required of us has neither been easy nor conducive to team cohesion, but we did our best. :-)



STRATEGIC PLANNING

In 2020, due to COVID, IGLYO extended its strategy as well as a few of its office holder mandates. With the looming renewal of our EU framework partnership and all our growth it became clear that the new IGLYO strategy had to stretch over 4 years and seriously rethink IGLYO's mandate and work bringing us up to speed with our considerable ambitions for the future.

Led by the interim Executive Director, the strategy process started on March 21, with re-designing the strategic structure of our work, consulting this new set-up with staff and board and then subsequently drafting a detailed strategy. In May/June the strategy draft was consulted with membership, via a questionnaire, interviews, and focus groups.

We are very grateful to our members for the amazing response in numbers and the constructive suggestions made. Based on those suggestions, the strategy document was finalised enough to influence the application for the EU

Framework Partnership and Annual 2022 application at the end of June, and then properly re-written over the summer to submit it to the AMC for final approval.

In a nutshell the new IGLYO strategy has an updated vision statement, a new mission statement, and structures our work on two main pillars: Rights & Empowerment. While under the Empowerment Pillar most of the strategic aims remain similar, the Rights Pillar has - upon request of membership - been significantly enlarged to cover a broader human rights spectrum with focus on education, health, and the prevention of hate crimes/violence. The broadening will be spaced over the next few years. We have also integrated all key enabling strategies, from a new communication strategy, to fundraising, human resources, and governance (to name but some). The strategy also contains a landscape analysis to which members have contributed substantially.

MEMBERSHIP



Tally

Our Membership in 2021 consists of **107 Member Organisations** based in 43 countries and 4 organisations who are the Friends of IGLYO. This year so far we have welcomed 3 new Member organisations in our Membership.



Newsletters

In order to ensure that IGLYO's network of members are kept up to date with current developments in LGBTI rights in Europe and well informed about the opportunities available through their membership, we have sent 12 Newsletters and Announcement emails in 2021, containing the information about the potential opportunities for Members.

We have also included **Advocacy Corner** in the Newsletters, where we share the upcoming Advocacy news and opportunities. We will continue with this practice as it was shown to be an effective way of sharing the news and including our Members in IGLYO's work.





To see the detailed list of our member organisations,
please visit <https://www.iglyo.com/network/members>

ACTIVITIES REPORT



1. Building young activists

Intergenerational dialogue roundtable

In order for the conference to be organized, IGLYO recruited a preparatory team made up of young LGBTQI activists who have a strong motivation to explore this topic and representatives from IGLYO's member organisations who have already implemented intergenerational contact activities. The call for participation to the conference included an additional call for interested people to sign up for the Roundtable meeting (the preparatory meeting for the conference). The call was published in English and Russian, as the conference provided simultaneous interpretation in Russian. The preparatory meeting for the conference took place over 4 online sessions. The outputs of the round-table were:

- Contributions to the Guidance document with minimum standards for implementation of intergenerational dialogue initiatives.
- A draft conference agenda, workshops, experts.
- Tips for the implementation of the mini-grants programme.

• Online, Sep 3-5, 2021

• Participants: 5

Intergenerational dialogue conference

The aim of the conference was to contribute to increasing awareness of ageism, and building skills and motivation of participants to advocate with their organisations and activist networks to increase investments in implementing intergenerational initiatives, through non-formal workshops, panels, multi-cultural peer exchanges and through a mini-grant program to support participants' initiatives on intergenerational contact. The Conference debuted by launching a call for participation in English and Russian (highlighting the offer for simultaneous interpretation) and was promoted in various social media channels, including specific organisations and networks in the Russian speaking countries. The conference was initially supposed to take place physically, but, as a consequence of the epidemic, it was organized as an online event. Over 30 people registered for the conference. Their attendance was tracked and people who participated in at least 5 out of 9 live sessions were considered full participants.

Following the conference, IGLYO launched a mini-granting scheme inviting conference participants to submit proposals for funding to implement intergenerational dialogue and contact initiatives. The aim is to engage IGLYO member organisations (LGBTQI youth organisations) in the exploration of intergenerational work. The mini-granting is currently ongoing: some grantees are creating video interviews with LGBTQI people of different generations, some are organising community events and workshops, including living libraries, sharing

life experiences across generations and other interesting ideas. The conference received excellent reviews and feedback from the participants.

• Online, September 13-26, 2021

• Participants: 26

Activist academy mentors' training

The Activist academy mentors' training was provided to a group of previous Activist Academy graduates. The mentors received training on various supportive and group management skills: reflective listening and basic counselling, motivational boosting, conflict management, stages of group development, group facilitation skills. This Mentors Training was supposed to complement the face-to-face Activist Academy event, which might be cancelled because of the pandemic, but was organised online so that the group of mentors could provide support to the online Activist Academy event participants.

• Online, May 30, June 5, 6, 2021

• Participants: 7

Activist academy

Activist academy is IGLYO's flagship capacity building and youth leadership programme. Unfortunately, as a consequence of the pandemic and of travel restrictions uncertainty, this event was canceled.

Activist academy online

The Activist Academy took place online for the first time in 2020 and, as a result of its great success, was organised again as a global online event in 2021, for 30 - 40 participants from Europe and beyond. The Academy consisted of a series of online meetings and off-line assignments that the participants had to complete. It included three expert webinars on public speaking, graphic communication and workshop design. The participants were set three real life challenges based on the training courses, they had to work on within small teams. Participants also voted for each other challenge products, nominating the best three teams of the Academy. The event received excellent reviews from the participants.

• Online, June 17 - July 3, 2021

• Participants: 43

• Click for more info

Online learning module: UN bodies

Online learning module: UN bodies to build the capacity of our members in their advocacy work. This course will be focused on how to advocate for SOGIESC issues in the United Nations (Human Rights Council, UPR, Special Procedures & Treaty Bodies).

Erasmus Student Network Training for Trainers

IGLYO was invited by ESN to help in the design and facilitation of its Eduk8 Starter, a training

program for ESN trainers-to-become. The aim was to teach the participants how to plan, design, implement and evaluate short educational workshops, as well as to gain understanding of LGBTQI identities and experiences. IGLYO was represented on the trainers' team, designed and delivered workshops and served as a mentor to two young trainers on the trainers' team. The feedback was overwhelmingly very appreciative of IGLYO's contribution to the event.

• Online, March 1 - April 1, 2021

• Participants: 32

Sensitivity and Inclusion Training for NCPE Malta

IGLYO was invited to design and deliver a training to the The National Commission for the Promotion of Equality (NCPE) in Malta, which currently carries out its EU co-funded project called 'Empowerment for Diversity' (E4D). The project focuses on the grounds of sexual orientation, gender identity, sex characteristics and gender expression and is designed around Malta's unique situation in the LGBTQI+ field. In this context, IGLYO designed and delivered a one-day training to the whole NCPE staff on LGBTQI awareness and outreach.

• Online, August 19, 2021

• Participants: 12

Activist Academy in Russian - Mentors Training

IGLYO successfully applied for a grant to organise an online edition of the Activist Academy specifically addressed to LGBTQI youth in Russia, in the Russian language. IGLYO began to work in September with Resurs LGBTQI Moscow to organise the event at the beginning of next year. The Academy will also include a mini-grant programme for some of its participants. The project already included a training for the Activist Academy mentors, which took place in November 2021. The Academy event will take place in 2022.

• November 2021

• Participants: 6

Egalité Training: How to be an Ally and Support a LGBTQI+ Teenager

IGLYO was invited to join an external workshop to assist parents in becoming better allies to LGBTQI+ teenagers. This event was organised by Egalité, an organisation of LGBTQI+ staff members of the EU Institutions. We designed and delivered a training that explored some LGBTQI+ concepts and terminology, as well as offering tips to be better allies to your LGBTQI+ teenagers. The event was well-attended with more than 100 people tuning in and engaging with ideas on how to better support their LGBTQI+ children.

• Online, 7 December 2021

• Participants: 100



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

Advocacy

Advocating for legal protection of LGBTIQ youth rights at European level

Advocating for legal protection of LGBTIQ youth rights at European level to respond and contribute to work on LGBTI rights work within European institutions. IGLYO has become an important stakeholder (together with other European networks) when it comes to creating new or reinforcing existing standards for LGBTIQ equality in Europe. Monitoring LGBTIQ rights across Europe and supporting members with their advocacy efforts to coordinate responses with IGLYO members and other critical European networks, mobilise political support at European level working with several institutions (when possible), and to publish and sign statements about the protection of LGBTIQ youth rights across Europe.

- Online, August 21-22, 2021
- Participants: 5

External representations, and policy and research meetings [to be divided in several meetings]

Policy and research meetings to further promote the work of the organisation and ensure that youth issues are represented within the wider LGBTIQ movement. IGLYO will also hold regular meetings with other European youth networks to ensure the mainstreaming of SOGIESC content across their work.

IDAHOT Forum

IDAHOT Forum to launch the second edition of the LGBTIQ Inclusive Education Report & Index and will set up a series of side meetings with the Council of Europe SOGI Unit, national policymakers, and other LGBTIQ networks to provide updates on our work and to further develop strategic partnerships for IGLYO advocacy goals.

Governmental LGBTI Focal Points Network meetings

LGBTI governmental focal point network meetings to ensure that IGLYO's work continues to be well known amongst policymakers and national government representatives. By building closer relationships with the members of the group, IGLYO is better placed to achieve positive policy change for LGBTIQ young people in Europe.

Trustlaw Research

Trustlaw research to ensure that we continue to provide policymakers and civil society organisations with relevant research and data that

will strongly support the protection of LGBTIQ youth rights. This proposal will be based in one of the policy areas identified as a priority by our members in the advocacy needs assessment.

Advocacy Working group: preparation

Advocacy working group to ensure young people are leading the direction of IGLYO's policy and research work. In 2021, IGLYO is planning to engage more regularly with some of its members who are working on advocacy in their countries or regions.

Policy briefings

Policy briefings to keep IGLYO's membership and followers up to date with relevant EU policy developments, such as the EU Child's Rights Strategy. Articles will be published on IGLYO's website and included in our quarterly newsletters or other communications with our membership.

Intersex: New Interdisciplinary Approaches (INIA), Supervisory Board Meeting

INIA is a new international research network which will train a cohort of 10 early-stage researchers working collaboratively to develop knowledge that will inform policymaking and practice about intersex across a range of key sectors and to elaborate PhD projects related to the topic. The practical focus of the project will be on developing applied outputs to support the wellbeing and rights of intersex people. IGLYO is participating in this project, providing feedback to the Board of academics and organisations (together with other relevant networks like OII Europe). This first meeting took place to kick-off the project, discuss the composition and the role of the supervisory board and provide an overview of the different stages of this project.

Online panel discussion 1: Youth in Europe and the right to inclusive education

IGLYO co-organised a panel on inclusive education with FRI - The Norwegian Organization for Sexual and Gender Diversity as a part of the Oslo Pride program, with panelists from our Member organisations - National LGBT rights organization LGL (Lithuania), Trans-Fuzja Foundation (Poland) and Queer youth/Skeiv ungdom (Norway). The panel included presentation of the European education map (IGLYO), conversation on how do young LGBTI organisations in Europe work for inclusive education and what are the challenges and strategies organizations use in order to work on these issues

- Online, 24 June 2021
- 171 impressions and 156 reach on Facebook post

Online panel discussion 2: LGBTIQ youth and homelessness

IGLYO co-organised a panel on inclusive education with FRI - The Norwegian Organization for Sexual and Gender Diversity as a part of the Oslo Pride program, with panelists from our Member organisations - Ljubljana Pride (Slovenia), Trans-Fuzja Foundation (Poland), and other European activists.

The panel included conversation about the situation for homeless LGBTIQ youth in Europe, with focus on understanding the needs of LGBTIQ youth who experience homelessness, and how organizations or the government provide help and support.

The panelists shared experiences, discussed obstacles and possibilities in the different contexts they work in, and ways of combating homelessness and providing support to young LGBTIQ who are at risk of, or experience, homelessness.

- Online, 24 June 2021
- 201 impressions and 194 reach on Facebook post, 31 views on YouTube
- Click here to watch

Online panel discussion 3: Bisexuality and Pansexuality

Bisexuality and Pansexuality are a part of the LGBTIQ spectrum, however, they are very often not an equal member. In order to inform the wider audience, increase awareness and share the everyday challenges this community faces, but also to empower young Bisexual and Pansexual youth, and upon the request from our Membership to be more Bi and Pan inclusive, we've organised an online panel discussion that was published on our social media on the Bisexuality visibility day, with speakers from our Member organisations from Georgia, Poland and Croatia.

- Online, 23 September 2021

Global Queer Youth Network (GQYN)

In 2020, IGLYO became a part of the Global Queer Youth Network Development Committee. The Network membership are individuals who represent regional LGBTIQ organisations or groups whose mandate is the furthering of global Youth LGBTIQ rights and protections. The main purpose of the GQYN is to connect and strengthen regional and international LGBTIQ youth civil society organisations so they can better support youth with diverse sexual orientation, gender identity, expression and sex characteristics and advocate for their issues on a global level. In order to do this the GQYN will be hosting a series of events, engagements, and interventions throughout the year. All IGLYO Members are invited to participate in the events.

- 2021

Dissemination

Intergenerational dialogue social media campaign

Intergenerational dialogue social media campaign to highlight the importance of intergenerational work within the LGBTQI movement and encourage members and partners to integrate intergenerational activities into their work.

Intergenerational event guidelines

During 2021 IGLYO implemented a project on the topic of intergenerational dialogue with the goal to increase the capacity and motivation of its member organisations and the LGBTQI communities they represent to engage in initiatives that will bring together younger and older LGBTQI generations for mutual learning, cooperation and inspiration. To this end, IGLYO commissioned the production of a Guidelines document, a short guide for member organisations to encourage them to incorporate intergenerational activities into their programmes work and provide advice and information on how to plan and deliver such activities.

- 1 Dec 2021

LGBTQI news infographics [to be divided into several infographics]

LGBTQI news infographics to ensure that our members and youth activists are made aware of all significant developments in LGBTQI rights in Europe and across the globe, posted across the organisation's various online channels.

- Throughout the year of 2021

Activist academy video testimonials

Activist academy video testimonials to mark the fifth anniversary of the Activist Academy and re-connect with past participants to explore the long-term impact of the programme on various individuals' lives.

- 2021

3. Making education safe and inclusive for all

LGBTQI inclusive education report (2nd edition)

LGBTQI inclusive education report (2nd edition) to support policymakers and civil society organisations to evaluate the current levels of LGBTQI inclusion within each country's education system and build concrete recommendations.

LGBTQI inclusive education index and map (2nd edition)

LGBTQI inclusive education index and map (2nd edition) to summarise the main report findings through several indicators which illustrate the extent to which each Member State has developed LGBTQI inclusive education legislation, policies and practices.

LGBTQI Inclusive Education Survey Country Reports

IGLYO worked with specific members to translate the LGBTQI Inclusive Education Survey and launch a targeted dissemination campaign in several European countries. In 2021, IGLYO continued the collaboration with those members to create a specific country file for each of them that highlights the main finding of the local context (Hungary, Lithuania, Poland, Spain, United Kingdom). This data hopefully helps national civil society organisations in their advocacy work towards a more inclusive education system. It also provides them with much needed evidence of the situation across Europe to assess the impact of the national policy framework on inclusive education and to explore the best ways to improve the situation for LGBTQI learners.

We exceeded expectations and instead of 5 final reports of each 15 pages, all of 5 reports overreached 26 pages.

LGBTQI inclusive education social media campaign and infographics

LGBTQI inclusive education report infographics to summarise the main findings from the second edition of the LGBTQI Inclusive Education Report & Index to increase awareness of the research and support members in the advocacy efforts around inclusive education. LGBTQI inclusive education social media campaign using personal stories and research to build further support for LGBTQI inclusion within schools through IGLYO's virtual networks and communities.

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

IGLYO strategic plan 2022 - 2025

2021 was the year for the development of a new IGLYO four year strategy, which led to a completely new strategic set-up of IGLYO's work based on two pillars (Rights and Empowerment). We have defined 3 new objectives, of which objective 1 on rights being divided into 3 areas (education, health, prevention of bias motivated hate crime). The strategy defines clear outcomes and the activities that will lead to the outcomes. All is based on a landscape/SWOT analysis. The strategy also defines the necessary capabilities for IGLYO to achieve its strategy (human resource, fundraising diversification, communication, governance etc). The process towards this new strategy was led by the ED but constructed to be as participatory as possible from the beginning and included a large and successful membership consultation. The membership consultation led IGLYO to start work in new policy areas (health and hate crimes) and to increase its enabling capacity. The consultation work during the summer of 2021 led to an unanimous adoption of the strategy without any substantive changes during the General Assembly in October 2021.

- Final approval was given at the General Assembly
- Click here to access the document.

Online members' meeting

Online members' meeting to present the organisation's financial report and audited accounts for approval to allow the submission of the approved accounts to the Belgian authorities within the legal timeframes. The extraordinary AGM took place in June and an online voting process led to the adoption of our 2020 accounts. The EAGM also was another moment for members to reflect on the new IGLYO strategy and to celebrate the results of our education research.

- Online, 21st of June 13:00 to 15:00, formal voting process over the next week.
- Representatives of 23 Member organisations plus IGLYO Board and Staff members - 31 person

Annual members' conference

Annual members' conference took place online again in 2021 due to COVID restrictions There were membership led workshops in the week ahead and the General Assembly on Saturday 23rd October. It provided the network with the capacity-building workshop, networking opportunities, and the chance to take part in various consultations. As the highest decision-making structure within the network, the meeting also involved discussing and approving IGLYO's future direction and strategy, statutory docu-



ments, such as the work plan and budget, and electing the new board.

- October 23, 2021

- 5 participants in each of the workshops and 18 participants during the General Assembly

Network evaluation

Network evaluation to monitor and evaluate our work and impact as well as identify areas for improvement through an online survey to members.

Anti-Racism Task Force

The Anti Racism Task force met once this year. During this meeting members of the Task Force resigned from the Task Force due to the lack of IGLYO's capacities to mentor and lead the group. Their worry was also regarding the amount of the work while working on the voluntary basis. Building on that experience and their input, a new call for participation will be launched to recruit 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 racialized groups, indigenous communities, minority faiths or ethnic minorities. Also, IGLYO is fundraising for these positions. The Recommendations document that this Task Force had in their mandate to prepare and present (on the ways to increase the inclusion of racial and ethnic minorities within the network) was finalised by the external consultant and presented to Members at the AMC in October. The staff added an initial response to the recommendations with clear commitments and an initial plan for some action; the AMC adopted the recommendations and welcomed the response and initial plan of action.

- Final approval at the AMC

- Participants: 5

Alumni working group

In October 2019, IGLYO Alumni met in Helsinki, Finland, on the occasion of IGLYO's 35th Anniversary. The attending Alumni took the time to reflect on the desirability for further development of an IGLYO Alumni Network. All participants in the meeting expressed interest. After the initial meeting, core Alumni Network continued to grow and work together. Two working groups were formed - Memories Working Group, whose focus areas are creating and keeping IGLYO Memories alive through the oral history, creating the online archives and working on IGLYO's 40th birthday exhibition and Network Development Working Group - whose work is mostly focused on development and growing of the Network by contributing through different resources (sharing of experiences, mentoring, capacity building, advocacy work...). The Alumni Newsletter idea was developed and sent out the the Alumni Network. The groups met three times during the 2021.

- February, May, November 2021

- Participants: 5-8

Advocacy strategy

Advocacy strategy to build a solid foundation for expanding IGLYO's work in this area, and ensuring that it is relevant to our network's needs and can have demonstrable impact.

Mentoring and capacity building

IGLYO has been providing ongoing mentoring and capacity building to two member organisations which were guided and supported to host/organise local or national capacity building events or organisational development initiatives. IGLYO has a significant role in the concept, design, content, implementation and quality assurance of these capacity building events, by working closely with the local assigned project coordinator. This initiative is ongoing throughout 2021. The two organisations have organised one organisational development and vision building workshop, one workshop for mental health professionals, a camp for LBQ womyn* on mobilization and rehabilitation through well-being practices and developed a series of passive educational materials on well-being and self-care, self-awareness, body positivity, and sexuality.

- 2021

Interactive webinars

Interactive webinars are short informal skills-based workshops to build the skills and knowledge of our members and followers and reach new audiences in Europe and beyond. They are based on learning needs identified during previous IGLYO events and interaction with members and are announced and delivered online. The second webinar sought to provide participants with the knowledge and skills to make their video content more impactful on YouTube. We covered important areas such as the types of content that perform well on the platform, enhancing your online visual identity and making your content more engaging.

- Online. March 20, 2021 and December 7, 2021

- Participants: 5

Quarterly members' newsletter

In order to ensure that IGLYO's network of members are kept up to date with current developments in LGBTI rights in Europe and well informed about the opportunities available through their membership, we shared more than 12 Newsletters and Announcement emails containing the information about the potential opportunities for Members. Member organizations also had the opportunity to promote their own work through the newsletters, creating stronger links across the network.

- January - December 2021

- 107 Member organizations and their internal members

Member of the month

We have been publishing Member of the month articles on IGLYO's website and social networks in order to highlight the work being achieved across the network and to raise the profile of our members to a European audience. Due to the lack of Members input we have published 8 articles so far, but plan to publish more articles by the end of the year.

- January - December 2021

- Jan 1 - Dec 7 2021: 35 page views, 29 unique page views

- Click here for more info

Coffee with IGLYO events

In order to connect IGLYO's members, keep them up to date with our work, give them the needed space for networking and sharing their experiences and work with other members, especially during the COVID times, we organised the first Coffee with IGLYO event. These events in the future will be organized online on a monthly / bi-monthly basis.

- December 2021

- 3 Member organisations

5. Organisational development and governance

IGLYO annual review film

IGLYO annual review film presented a summary of the main achievements and setbacks for the LGBTQI movement in the past year as well as showcasing a selection of the organisation's most significant and impactful activities.

- 29 October 2021

- Reach: 16,115

- Click here to watch

IGLYO annual report

IGLYO annual report is submitted to the AMC to detail the organisation's full activities for the year and demonstrate results and impact, as well as summarising the major organisational development.

Policy and processes review

Policy and processes review to assess whether IGLYO's work is in line with its values, vision, mission and objectives. In 2020 a manifesto for IGLYO was drafted and the policy and processes review, in conjunction with the strategic plan will make sure that IGLYO's internal and external development reflects the manifesto and that IGLYO therefore leads by example.

- October 2021

Quarterly board meetings

Quarterly board meetings for the board and staff were planned but due to COVID unfortunately could not happen in person. The board has held board meetings, at times every week, or as necessary, and board and staff met every three weeks online to review progress against the annual work plan, review strategy

development, plan the AMC, and ensure sound governance of the organisation.

- Online meetings
- Participants: varying as available, between 5 and 15 people

Management Team training

To support the skills, development, and best practices of the Management Team in 2021, IGLYO hired an external consultant to deliver three 3 hour online training sessions. The sessions were focussed on team building, good mngt/governance relations, being a good performance manager, working well in the transition period etc. The MT has greatly benefited from the trainings and was involved in content and design to ensure they fulfill actual need.

- Online: 10/05, 02/06, 13/07
- Participants: 4

Governance team meeting

Governance team meeting to conduct the annual spot check on IGLYO's finances, and financial processes. In addition the governance team has been available to board and staff throughout the year if advise and support, not only on the financial side, but also discussing funding, governance, recruitment, etc.

- September 2021 online and at many points throughout the year
- Participants: depending on need

IGLYO archives

In order to build a comprehensive digital history of the organization that will be published through the IGLYO website and to ensure that the history of the organization is well documented, Memories Working group has met three times this year. In the following meetings the group will discuss creating the online archives and IGLYO's 40'th birthday exhibition. We have gathered information and published 2 website articles that cover IGLYO's work and development during 2016 and 2017.

- December 2021
- Jan 1 - Dec 7 2021: 209 page views, 170 unique page views
- Click here for more info

Secretariat development meeting

Secretariat development meeting or staff development days are aimed to build up the capacity of the staff team through a series of training and development sessions. It also provides an opportunity to collaboratively review and evaluate current working practices and organisational culture, and further develop the organisation's work plan in detail. They were scheduled for 23, 24, 25 November to include a teambuilding training day with focus stress management and well-being strategy, planning, IT training, and 1 day unconscious bias training. Due to the COVID rules changing 4 days before they happened in a hybrid format

for the unconscious bias training with the external trainer. The teambuilding with the ED as trainer was postponed, the work planning and IT training moved online.

- Brussels and online in November and December due to COVID-19
- Participants: 10 (all staff) + new ED

EU Funding Evaluation 2018 - 2021

IGLYO has significantly increased its capacity as a result of the 4-year EU co-funding. As the funding cycle draws to a close, the organisation has conducted an internal evaluation involving a questionnaire sent to all members (it was an integral part of the 4 year strategy consultation for ease and higher response rate), an evaluation conversation with the board and one with the Management Team. A report was made available to the AMC and presented by the consultant with the results on how EU funding has impacted the organisation detailing the strengths, weaknesses and lessons learnt. Preliminary results were taken into consideration for the new EU Framework Partnership application completed in June 2021.

- October 2021

Glue Up

After 3 months of research and analysis we have decided to transfer to a new Membership software system. Starting May this year, we have transferred our membership work on the new platform - Glue Up. Glue Up is an all-in-one solution that helps us manage Events, Campaigns, Memberships, Finances and Community Engagement. This change simplified our internal administrative processes, so we are able to focus on strategic tasks such as bringing better content and activities, and provide our Membership with tailored information. Also, for the FIRST TIME in IGLYO history, our Members are now able to share in a shared wall, private groups and interact via one-to-one Direct Messaging.

- May 2021
- Reach: 107 Member organizations and 19 Alumni Network Members
- iglyo.glueup.com/home

COMMUNICA- TIONS REPORT



STANDSTILL

If there was one expectation we had from 2021, it would be that everything would slowly get back to normal. Getting together and holding each other tight. No more fear, no more insecurity. For the most part, the new normal has sunk in, but while we were eagerly waiting for things to go back to how they were before, the world has not come to a complete standstill for the LGBTQI community. At IGLYO, we tried our best at documenting everything that was relevant to know in 2021.

In case you missed it, we have seen an increase in homophobia, biphobia and transphobia, with the first half of the year already being the **deadliest year** to record for transgender persons, as [at least 30 transgender persons have been killed by July](#). With political situations across the globe heating up, we have a long way to go before we can rest easy. At IGLYO, we've been trying our best at documenting and sharing news on our social media channels, as well as look for ways in which we can implement new structures and activities to ensure we all feel connected and supported. That is why we will start changing and developing our communications work over the course of the next four years as one of the enablers of the **4-year plan strategy**. We will focus more on advocacy-related news, give our website a complete make-over and streamline our design work. More news coming in the coming year!

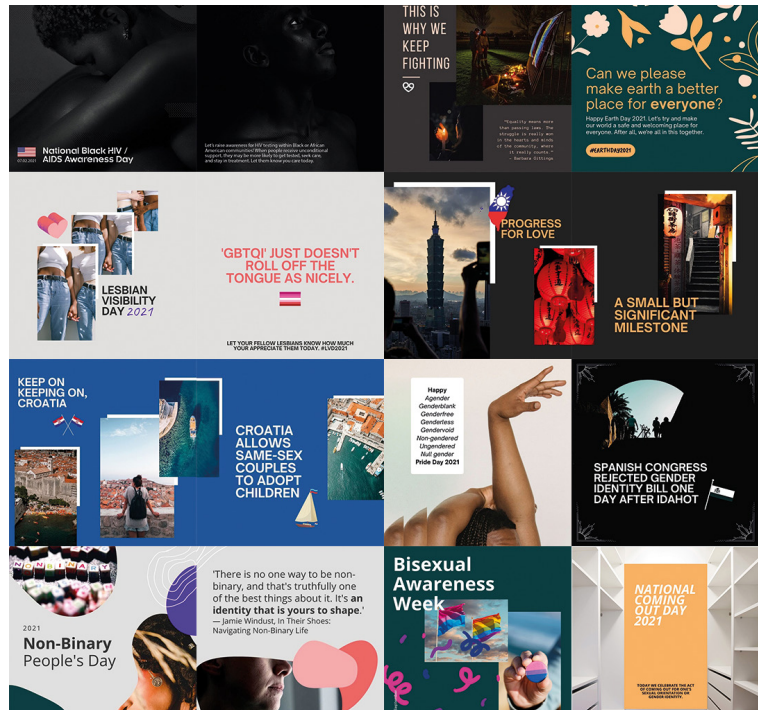
As always, we have compiled a short but sweet list of **highlights** list of our communications work this year, ranging from news infographics to a redesigned newsletter and social media data for all you fantastic statistic fanatics. Try saying that five times in a row.

"Whenever I read statistical reports, I try to imagine my unfortunate contemporary, the Average Person, who, according to these reports, has 0.66 children, 0.032 cars, and 0.046 TVs."

Kato Lomb

Around the globe

Celebrating, and shining the spotlight on awareness days and weeks. This year, like any other, was all about highlighting several **key LGBTQI days**. We shared posts to celebrate our queer family, but we also widened our perspectives to be **more inclusive**. National Black HIV/aids Awareness Day and Earth Day were topics we found to be equally as important as any other official LGBTQI awareness day, as 2021 has made us realise what we care or should care about.



Advocacy

Besides news infographics, we have invested our time in making structural changes to include more **advocacy-related news**. With 2021 being a tough year for LGBTQI persons, it is now more than needed to make sure we talk about everything that is going on around the globe, from Hungary's amendment against freedom of speech and children's rights to the cancellation of Tbilisi Pride.




Partnerships

This year, we collaborated with other organisations for several efforts. We demanded a #LGBTIQFreedomZone with the European Parliament's LGBT Intergroup, partnered with Stripe, Deed and Kinder for donations, and combined strengths with UNESCO's Global Education Monitoring Report team for a joint GEM report, including our research on inclusive education for IDAHOT 2021. Thanks for your trust in us, everyone!




New mail, new me

Time to switch things up. As mentioned earlier in this Annual Report, we tackled our old, boring looking newsletters. Bye bye plain mail, hello cool and clean mails. By switching from Wild Apricot to **Glue Up**, a complete makeover was inevitable. And we love how the new look suits us. Besides a style change, we have amped up the frequency, as we have decided to send out a lot more correspondence to our members to keep everyone engaged and up-to-date at all times.



Announcement

iglyo.com



Online conference and funding
Young At Heart
CALL FOR PARTICIPANTS

Call for participants

'Young at Heart: An Intergenerational Dialogue' online conference and funding)

IGLYO is excited to announce an upcoming **online conference** spread over a few days.

[Sign-up](#)

It seeks to facilitate LGBTQI intergenerational learning and community building. Through the Intergenerational Dialogue Conference, we aim to increase the capacity and motivation to engage in initiatives that will bring together younger and older LGBTQI generations for mutual learning, cooperation and inspiration. Conference participants will be eligible to receive **a grant** (4 x €3,000 grants available) to implement an LGBTQI intergenerational project in their community. **Only conference participants will be eligible for the grants.** This project is supported by the Council of Europe through the European Youth Foundation.

Metrics

Measured on 17/01/2022

Facebook

Followers: 11,050 (+1.25% since 2020)

Post count: 192

Instagram

Followers: 2,082 (+11.63% since 2020)

Post count: 116

Twitter

Followers: 8,821 (+3.23% since 2020)

Post count: 52





Top Facebook post

With everything that went on this year, one shocking news item that made its rounds is the murder of a gay man in Spain, who got beaten to death in an act of homophobia. The news didn't go unnoticed by our followers, as this was our most engaged post, with 339 engagements and 11,370 impressions.

Post published on 07/07/2021.



Top boosted Facebook post

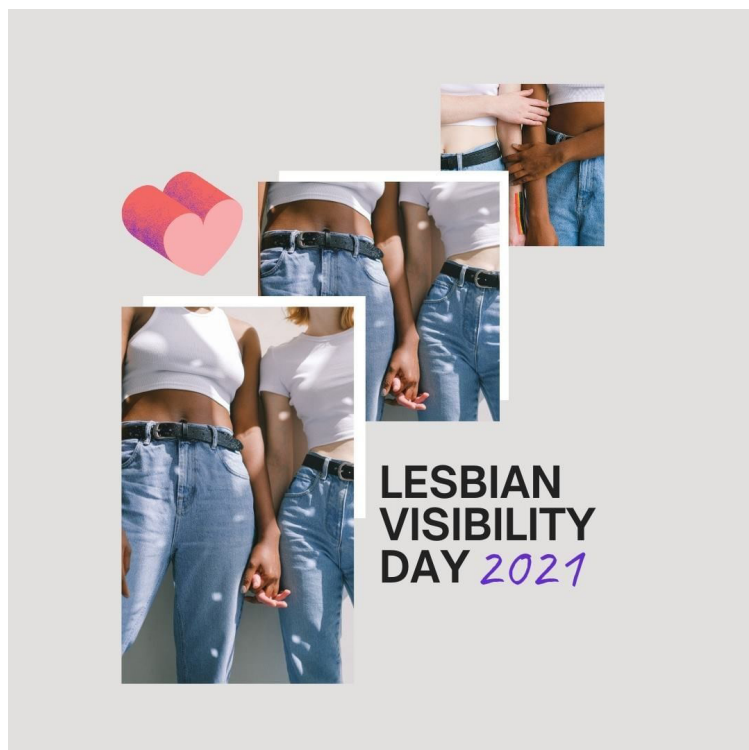
With several farewells and welcomes in 2021, we have been very busy at recruiting. Our biggest job position is the position of Executive Director, which turned out to be a hard one to fill. Our most popular — and only — boosted post this year made an impression of 6,289 people and had 121 people engaged.

Post published on 31/08/2021.

Top Instagram post

For some reason, our Lesbian Visibility Day posts seem to attract the most engagement each year. This year was no different, as the post we launched that day turned out to be the most popular one.

Post published on 26/04/2021.



Top tweet

Even with the hardships we've faced trying to recruit new members to our team, our most popular tweet turned out to be our job offer for the Executive Director position, with an impressions rate of 7,237.

Post published on 26/07/2021.



 **Job offer: become IGLYO's Executive Director!**
IGLYO is looking for a capable and driven leader with an activist spirit who can manage the organisation and become a spokesperson. Apply before 3 September, 17:00 CEST: iglyo.com/job-vacancy-ex...



 ILGA-Europe and 6 others

3:24 PM · Jul 26, 2021 · Twitter Web App

