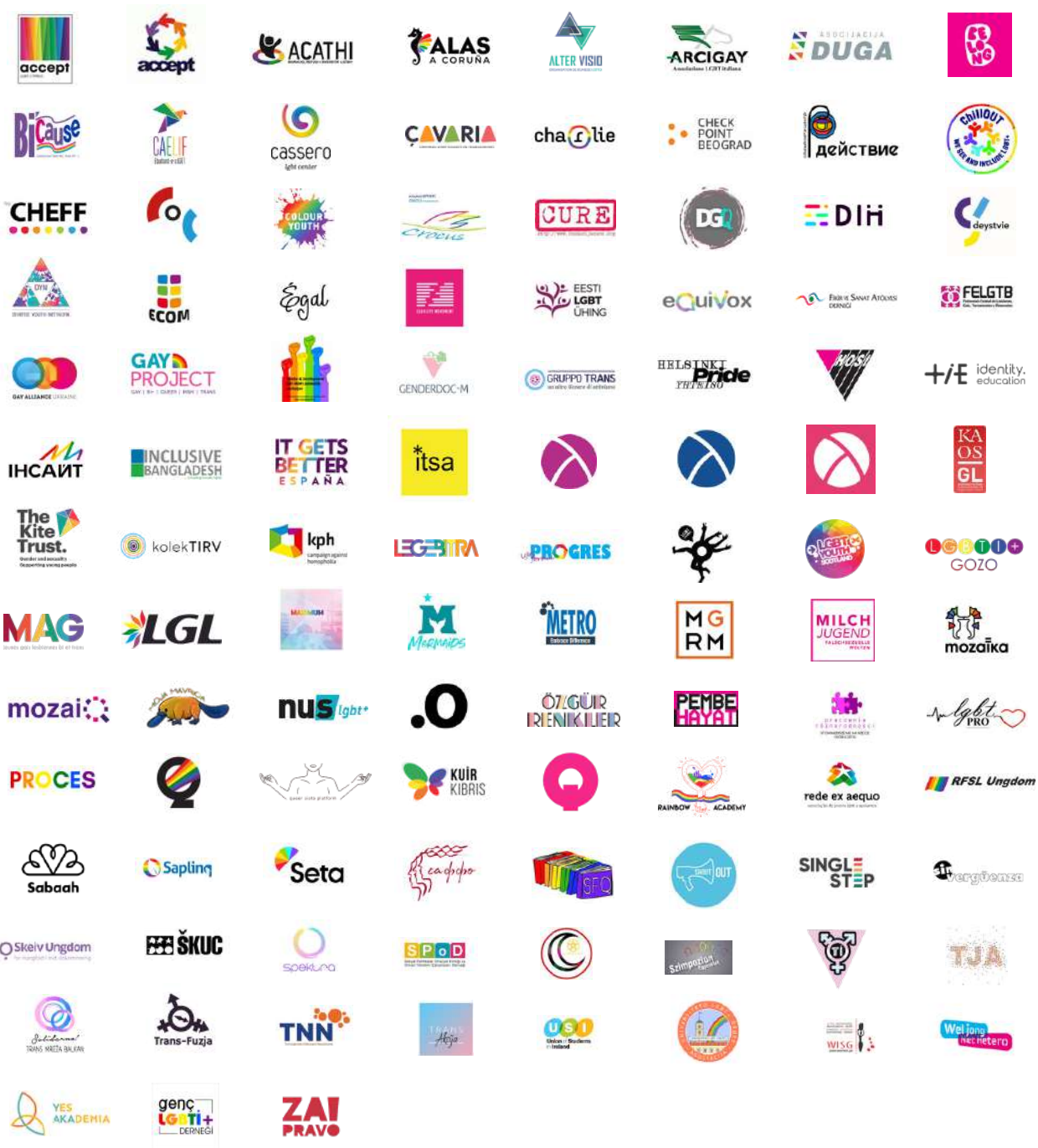


IGLYO ANNUAL REPORT 2022



IGLYO Members in 2022



IGLYO

International LGBTQI Youth and Student Organisation
Chaussée de Boondael 6, Brussels B-1050, Belgium
No d'entreprise: BE0808808665
iglyo.com



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PREFACE



Foreword by the Executive Director

Being appointed as the Executive Director of IGLYO in February 2022 was a huge honour, and I am incredibly grateful to be a part of this team. Between the staff, Board, governance team, alumni, and the folks from the Member Organisations, I find myself surrounded by the most dedicated, talented, and compassionate people. And for that, I feel extremely privileged.

This year was challenging, as we still contend with the issues brought by COVID and bear witness to the suffering of our community in what feels like increasingly hostile environments. Working to defend the rights of a community you are a part of can be difficult, and requires a lot of kindness shown to oneself and one's colleagues.

Kindness must be paired with bravery, and this year the team at IGLYO have been incredibly brave and I am extremely proud of them. We have fought fiercely for the rights of LGBTQI young people and will do so with renewed commitment in 2023. The highlights of our work are featured in this report, and even still it cannot capture the amount of labour, love, and grit that went into 2022.

The work of IGLYO is designed to empower LGBTQI young people, and represent their needs and perspectives at decision-making institutions. I can confidently say we achieved that this year. We still have much more work to do, a lot to learn, and changes to make in order for IGLYO to become a fairer, more inclusive organisation.

We have seen a lot of progress, and a lot of setbacks for the rights of LGBTQI youth this year. For our 108 Member Organisations across 43 countries, we know they have had a challenging time. Putting time aside to be a part of a network can be difficult so we are very grateful for their generosity of spirit.

We know 2023 will see more challenges, more setbacks, and more hostility towards LGBTQI young people. IGLYO, as shaped by the Member Organisations and led by the youth Board, will meet these challenges.



Bella FitzPatrick (She/Her)
Executive Director

A stylized, handwritten signature in black ink, appearing to read 'Bella'.

2022 Times Thank You!

The year 2022 was a turning point for IGLYO, and we expect to keep on growing and evolving in the years ahead. We could not have achieved this without the contribution and dedication of the many activists and organisations from around the world who every day help us to achieve our goals.

First and foremost, we could not be more grateful for and proud of our Member Organisations and their hard work. We thank them for helping our LGBTQI youth movement to grow and evolve, and for contributing to this better world we have been building together for the past 38 years.

We also thank our many partner organisations and colleagues in other youth and LGBTQI NGOs, Intergroups, and institutions. Unity makes us stronger and we are extremely proud to be part of a strong network of international organisations working towards the same goals.

We furthermore extend a warm thank you to the donors who have supported our work this year, and to our funders, the Citizens, Equality, Rights and Values (CERV) 2021-2027 programme of the European Union, the Dutch Ministry of Education Culture & Science, and the European Youth Foundation of the Council of Europe, for their long-standing support.

For everyone who has supported IGLYO over the years, in many different ways, we are grateful and we look forward to working with you in 2023.

The IGLYO Board & Team

Annual Review Film

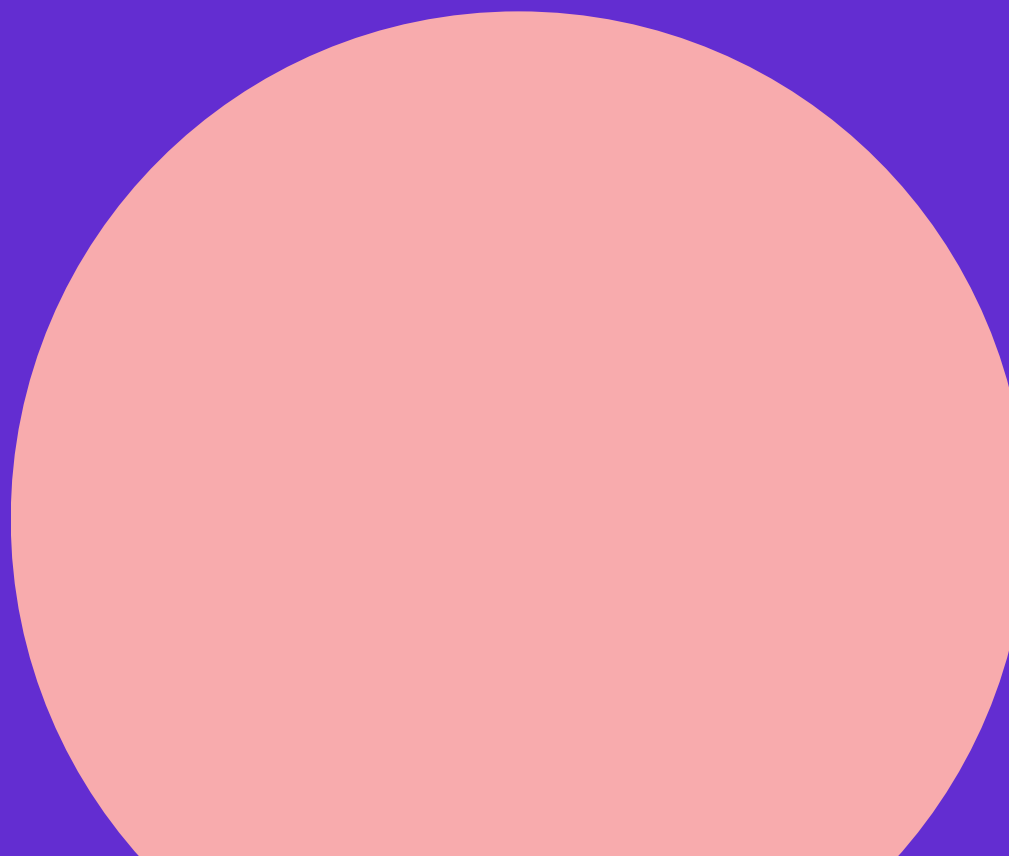


To celebrate our achievements this year, we produced a 3-minute Annual Review Film summarising the activities further detailed in this Annual Report. This short video and the present Annual Report aim to capture the essence of all the beautiful things that we have built and achieved together with you in 2022. [Watch the full video.](#)

ABOUT IGLYO

Born in 1984, IGLYO — The International LGBTQI Youth and Student Organisation is the largest member-based youth and student network in the world, counting 108 Member Organisations in 43 Council of Europe countries at the end of 2022. Our work focuses on the empowerment, freedom and protection of LGBTQI young people between 18-30 years old.

IGLYO's mission is to advance the rights of LGBTQI youth, fight for equality and inclusion, and empower LGBTQI youth voices through international training and events, thematic research and advocacy campaigns, online tools and resources, networking activities, and many more activities further detailed in this Annual Report.



Our Objectives



Rights

Advancing and safeguarding LGBTQI youth rights through advocacy and research.



Empowerment

Organising capacity-building and training activities for LGBTQI youth activists.



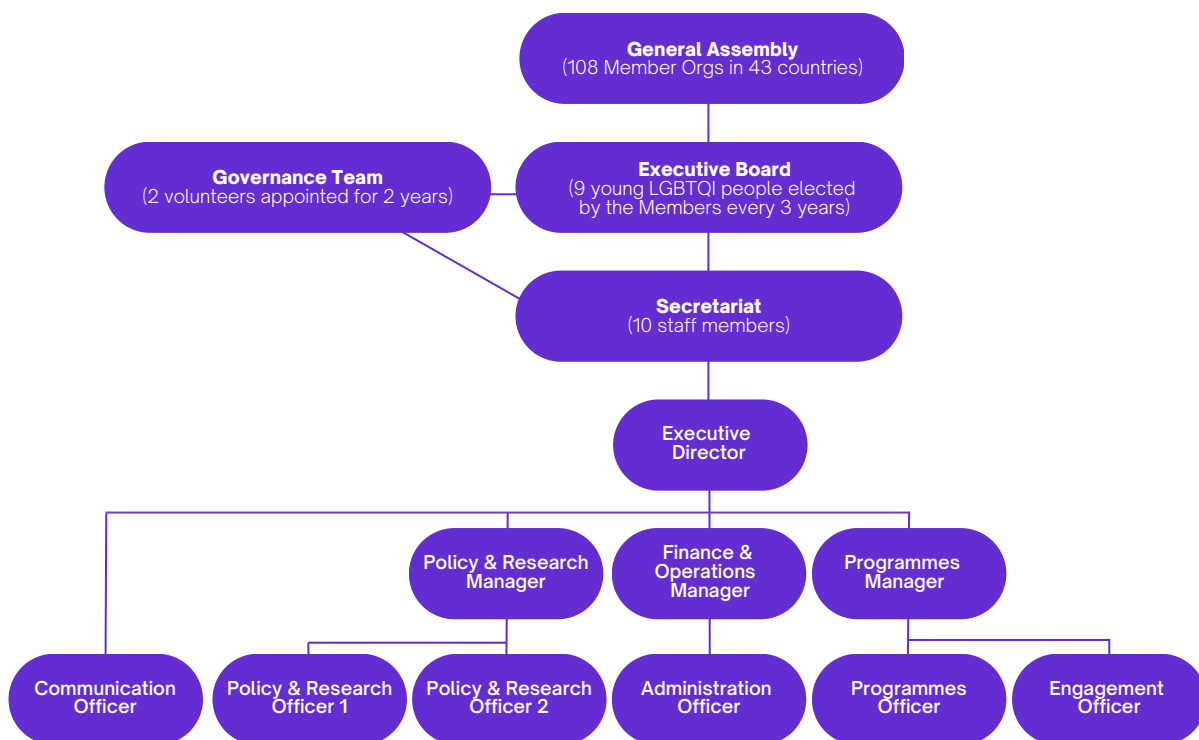
Network

Maintaining and growing our membership, and facilitating international networking.

Structure & Teams

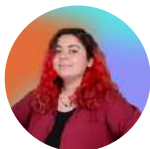
Organisation Chart

IGLYO's structure reflects the core mission of IGLYO by being *led by* LGBTQI youth, *for* LGBTQI youth:



Executive Board

A team of 9 young volunteers aged between 18-30 years old from across Europe, the Executive Board is the elected leadership of IGLYO. Board Members are mandated for 3 years, renewable once, by IGLYO's General Assembly to oversee the governance of the organisation.



Aida Marukyan (She/Her), Armenia
Board Member May 2022-2025



Ophélie Masson (She/Her), France
Board Member May 2022-2025



Ana João (They/He/She), Portugal
Board Member Oct. 2022-2025



Ralu Baci (He/They), Romania
Board Member 2021-2023



Hrefna Ósk Mariúðóttir
(She/Her), Iceland
Board Member Oct. 2022-2025



Spyros Boviatsis (He/Him), Greece
Board Member May 2022-2025



Miha Satler (He/Him), Slovenia
Board Member Oct. 2022-2025



Toryn Glavin (She/Her), Ireland
Board Member 2020-2025



Natalia Kallio (She/They), Finland
Board Member 2021-2023



Quinn Arijs (They/Them), Belgium
Ex-Board Member May-October 2022



Picture of the 9 Board Members holding the IGLYO flag at the AMC Brussels 2022.

Secretariat

Based in Brussels, the Secretariat is responsible for implementing the work plan of the organisation on a daily basis. With Executive Director Bella and Communication Officer Jeremy joining the team in early 2022, the Secretariat now counts 10 hard-working employees.



Bella FitzPatrick (She/Her)
Executive Director



M. (She/Her)
Administration Officer



Brian Donnelly (He/Him)
Programmes Officer



M. A. (She/They)
Policy & Research Officer



Electra Zacharias (She/Her)
Policy & Research Officer



Petra Tomašić (She/Her)
Engagement Officer



Jeremy Gobin (He/Him)
Communication Officer



Ru Ávila Rodríguez (They/Them)
Policy & Research Manager



Lucille de Verdière (She/They)
Finance & Operations Manager



Tudor Kovacs (He)
Programmes Manager

And we thank outgoing Executive Director Jonathan Beger (He/Him) for his dedicated work for the network up until February 2022.

Governance Team

IGLYO's Governance Team is selected by the Executive Board and ratified by the Membership to support the Board and the Secretariat on specific issues such as the work plan and budget, the General Assembly, and human resources.



Jasna Magic (She/Her)
United Kingdom



Karo Börner (She/Her)
Belgium



Various pictures of the IGLYO Board and staff throughout 2022.

MEMBERS & NETWORK

IGLYO Member Organisations are the highest decision-making body of IGLYO. We involve them in all our activities: research, advocacy actions, mobilisation, events, training, and capacity building.

Our Member Organisations either represent or support LGBTQI youth and students, comprise mainly of LGBTQI youth, work with LGBTQI youth or issues, or have a specific department working for or with youth. Overall, they are hard-working organisations that contribute to building a world where LGBTQI young people can be their true and authentic selves without apology.

Since our establishment in 1984, IGLYO has grown steadily, with Member Organisations joining every year. In 2022, we count 108 Member Organisations in 43 Council of Europe Member States.

Full Members List in 2022

Below is our full list of Members at the end of 2022. You can also access the full list including our Members' website links on [our website](#).

Albania

PRO LGBT Albania

Armenia

Queer Sista Platform

Austria

HOSI Wien

Azerbaijan

Gender and Development

Belgium

Alter Visio

Çavaria

Les CHEFF

Wel Jong Niet Hetero

Bosnia and Herzegovina

CURE Foundation

Bulgaria

Crocus

Deystvie

Sappho Bulgaria Association

Single Step Foundation

Croatia

kolekTIRV

Proces

Trans Mreža Balkan

Za-Pravo

Cyprus

Accept LGBT Cyprus

Queer Cyprus

Czech Republic

Charlie

Denmark

LGBT Ungdom

Sabaah

Estonia

ECOM – Eurasian Coalition
on Male Health

Estonian LGBT Association

Finland

Helsinki Pride Community
Seta

France

BiCause

Caélif Étudiant-e-s LGBT

MAG Jeunes LGBT+

Yes Akademia

Georgia

Equality Movement

WISG (Women's Initiatives
Supporting Group)

Germany

Jugendnetzwerk Lambda e.V.

Jugendnetzwerk Lambda

Berlin-Brandenburg e.V.

Jugendnetzwerk Lambda Nord e.V.

Greece

Colour Youth Athens

Hungary

Budapest Pride

Diverse Youth Network Assoc.

Szimpozium Association

Iceland

Q (Association of Queer Students)

Trans Iceland

Ireland

BeLonG To

Chill Out

Gay Project

ITSA - Irish Trans-Support Alliance

ShoutOut

Union of Students in Ireland (USI)

Italy

Arcigay

Arcigay Il Cassero

Gruppo Trans

Latvia

Mozaika

Lithuania

Lithuanian Gay League

Tolerant Youth Association

University's LGBT Group

Malta

LGBTI+ Gozo

MGRM — Malta LGBTIQ Rights
Movement

Moldova

GenderDoc-M

Montenegro

LGBT Forum Progress

Queer Montenegro

Spektra

Netherlands

COC Netherlands

Rainbow Academy

Transgender Netwerk Nederland

Poland

KPH — Campaign Against
Homophobia
Fundacja Trans-Fuzja
SPR (Diversity Workshop)

Portugal

rede ex aequo

Romania

Asociația Accept
eQuiVox
Identity.Education
MozaiQ LGBT
The New Pagan Dawn

Russia

Center Action
Maximum

Serbia

Checkpoint Belgrade
Citizen Association EGAL

Slovakia

Sapling

Slovenia

DIH (Association for Integration
of Homosexuality)
LEGEBITRA
Moja Mavrica
SKUC
TransAkcija

Spain

ACATHI
ALAS A Coruña
FELGTB
It Gets Better España
Sin Vergüenza

Sweden

RFSL Ungdom
SFQ — Swedish Federation of
LGBTQIA+ Student Organisations

Switzerland

Milchjugend Falschsexuelle
Welten

Turkey

FISA – The Workshop Association
of Intellectuality and Artistics
Free Colors Association
KAOS GL
Pink Life
Social Policies, Gender Identity &
Sexual Orientation Studies
Association (SPoD)
Young LGBTI Youth Studies and
Solidarity Association

Ukraine

Fulcrum UA
Gay Alliance Ukraine UPO
Insight NGO

United Kingdom

D&G Queerier
Inclusive Bangladesh CIC
LGBT Youth Scotland
Mermaids
METRO Charity
NUS LGBT (National Union of
Students)
The Kite Trust



Group picture of all the Members who took part in our AMC Brussels 2022.

New Members in 2022

Following our General Assembly, 9 new Member Organisations were voted into the network in 2022:

- **Bi'Cause** (France)
- **CheckPoint Belgrade** (Serbia)
- **ChillOUT Youth Project** (Ireland)
- **Identity.Education** (Romania)
- **Inclusive Bangladesh CIC** (UK)
- **My Rainbow Institute** (Slovenia)
- **Proces** (Croatia)
- **Sappho Bulgaria Association** (Bulgaria)
- **Za-Pravo** (Croatia)

Member of the Month Articles



Bi'Cause (France)

Bi'Cause aims to fight biphobia and panphobia — and all the stereotypes associated with bi+ people — by making bisexuality as visible as possible. [Read their full story.](#)



Identity.Education (Romania)

The only active LGBTQI+ NGO in the western part of Romania, Identity.Education works mainly in the areas of culture, the arts and education, and organises many events for the LGBTQI+ community in Timișoara. [Read their full story.](#)



Inclusive Bangladesh (UK)

The only trans-led LGBTQI+ organisation working in Bangladesh and the UK, Inclusive Bangladesh aims to create an inclusive society where every citizen would safeguard each other's human rights. [Read their full story.](#)



kolekTIRV (Croatia)

kolekTIRV envisions a society which celebrates the diversity of identities, bodies and experiences, and aims to work on the promotion and protection of the human rights of trans, intersex and gender-variant (TIGV) persons. [Read their full story.](#)



LGBT Youth Scotland (UK)

LGBT Youth Scotland works to make Scotland the best place to grow up for all LGBTI young people. [Read their full story.](#)



Za-Pravo (Croatia)

Za-Pravo aims to create a safe, supportive and open environment for teachers and students of the Faculty of Law in Zagreb, and all students of the University of Zagreb, regardless of their sexual orientation or gender identity. [Read their full story.](#)

Alumni Network

Launched at IGLYO's 35th Anniversary celebration in 2019, our Alumni Network consists of people who participated in, contributed to, or led IGLYO's work and activities some time over the last 38 years, and still want to be in touch or involved with IGLYO (e.g. past event participants, former Board or staff members, previous project partners, etc.). The Alumni network includes an Alumni Working Group, which focuses on the development of the Alumni network itself, and the preparation of IGLYO's 40th Anniversary set for 2024.

Throughout 2022, the Alumni Working Group met online 3 times to work on these topics, and the members of our Alumni Network received 2 special newsletters to inform them about our activities.



A picture of a flag displaying a previous version of the IGLYO logo at a Pride celebration.

EVENTS & PROGRAMMES

One of our key objectives at IGLYO is the Empowerment of LGBTQI young people. In other words, we aim to train, support, and build the capacity and skills of LGBTQI youth organisations, activists, leaders, and volunteers to represent, advocate on behalf of, and serve our communities more effectively, influencing sustainable societal change and increasing the visibility of our movements.

Concretely, we achieve this by organising two yearly international conferences, our flagship international programme the Activist Academy, various in-person and online capacity-building workshops, a mentoring programme for Members, as well as many other informal gatherings with our Members, partners and friends.

International Conferences



Annual Members' Conference 2022

13-17 October 2022 in Brussels (BE)

IGLYO's Annual Members' Conferences (AMCs) are the largest international gatherings of LGBTQI youth in the Council of Europe Region. They are meant to gather representatives from each of our Member Organisations to participate in the General Assembly, vote on statutory decisions, take part in various workshops, and facilitate international networking. In October 2022, we held our first in-person Annual Members' Conference in two years, which brought together **over 70 LGBTQI young activists from more than 30 countries** in Brussels, Belgium.

Full Agenda

From lively statutory discussions to the General Assembly and Board Elections, all the way to insightful Members-led workshops and fun social activities, these three days gave us food for thought and brought our international family of LGBTQI youth activists even closer together. [See the Full Agenda.](#)

AMC Photos

Immerse yourself in the beautiful pictures of the AMC and try to spot yourself or your peers in the crowd. Thank you again to our amazing photographer Serena Vittorini. [See photos.](#)

AMC Results Report

Curious about the voting results of our General Assembly? Our full AMC Results Report includes a recap of all the decisions that were approved by the Membership during the AMC, from statutory changes to new Members and Board Members. Write to us at office@iglyo.com if you wish to receive the AMC Results Report.

Speakers & Facilitators Quotes

We invited key international LGBTQI activists, as well as Commissioner for Equality Helena Dalli and two of the European Parliament's Intergroups on LGBTI and Children's Rights, to deliver powerful speeches at the AMC. In addition, our Members took the floor by leading insightful skills workshops. [Read their most striking quotes.](#)



Various pictures taken at the AMC Brussels 2022. © Serena Vittorini



LGBTQI Youth Health & Advocacy Conference

10-15 November 2022 in Zagreb (HR)

Organised in collaboration with our Member kolektiv, our [Health & Advocacy Conference](#) gathered **23 LGBTQI young activists from 17 countries** in Zagreb, Croatia, for 5 days of learning, capacity building, and networking around the health of LGBTQI young people. Our Policy & Research team will draw from everything that we discussed during the Conference to produce guidelines on LGBTQI Youth Health in 2023.

Full Agenda

From interactive sessions on Intersectionality and Trans Healthcare, panels on Mental & Sexual Health, all the way to a Queer tour of Zagreb, the Conference aimed to equip participants with knowledge, skills and proactive attitudes as to their right to health.

[See the Full Agenda.](#)

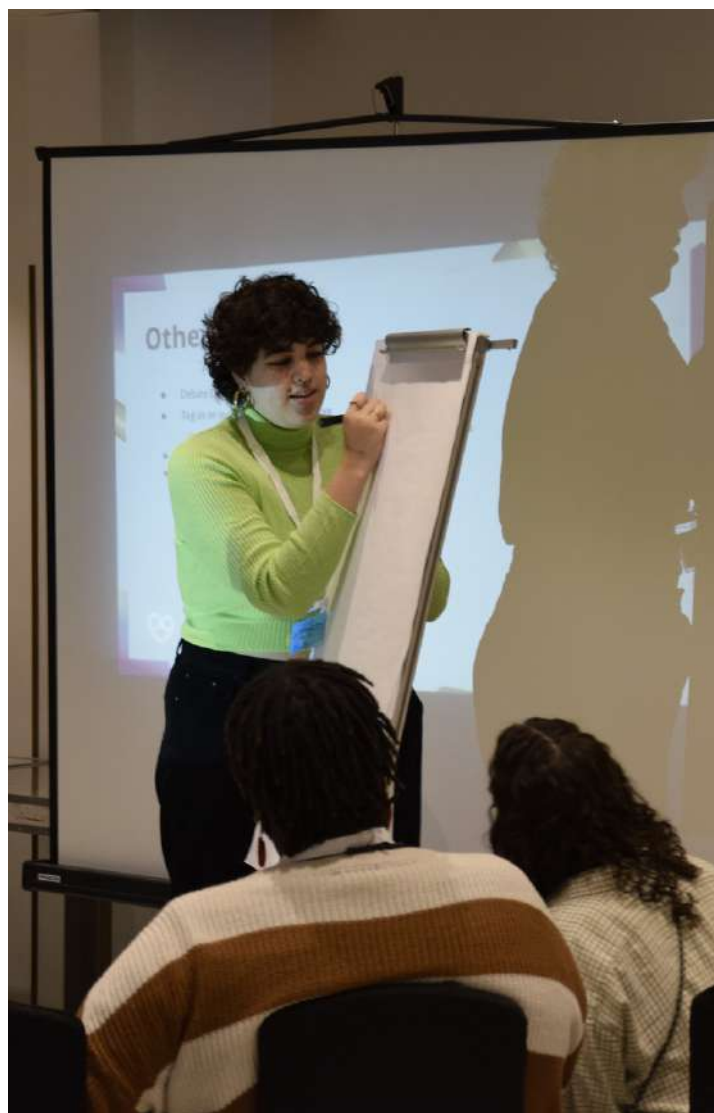
Conference Photos

Dive into the amazing pictures of the conference to live or relive its highlights. Feel free to share them!

[See photos.](#)



Group picture of the participants of our Health & Advocacy Conference in a park in Zagreb.



Various pictures taken at the Health & Advocacy Conference in Zagreb.

Activist Academy

Started in 2017, IGLYO's Activist Academy is a skills-based training programme for young people between 18 and 30 years old, who are at the beginning of their activist careers, are passionate about activism, advocacy and learning, and have a strong interest in LGBTQI rights. The goal is to jumpstart younger activists into skill-demanding and leadership roles within LGBTQI organisations.

The programme varies from year to year but always includes several expert-led skills workshops. These are followed by real-life challenges that participants overcome in teams based on what they learned in the Workshops, with the support of experienced Mentors and feedback from the Jury. At the end of the week, each team presents their challenges to the Jury and other participants, and the winning teams are awarded one of the Academy Trophies.

In-Person Activist Academy Bucharest 2022

24-31 July 2022 in Bucharest (RO)

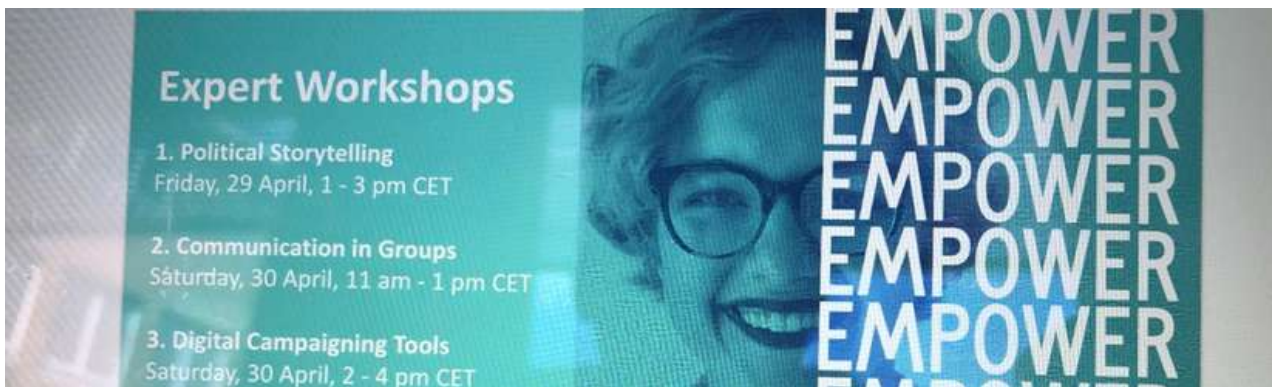
Our in-person Activist Academy 2022 gathered **25 participants** from across the Council Europe Region for a full week of training in Bucharest, Romania. After 4 insightful Expert Workshops on Education, Communication, Advocacy and Workshop Facilitation, participants were divided into 4 teams, which used everything they had learned during the workshops to overcome 2 real-life challenges around current issues. [See photos](#) and [Watch the short recap video](#).



Group picture of the participants, Mentors and Jury Members of our Activist Academy Bucharest 2022.



Various pictures taken at the Activist Academy Bucharest 2022.



Online Activist Academy Russia 2022

11-27 February 2022, Online (Russia)

The first online Activist Academy carried out in a different language from English was organised following the partnership established between IGLYO and a Moscow-based organisation in 2021. Around **40 people** participated in the core event.

Our online Activist Academy Russia took place at the exact time when the current political crisis between Russia and Ukraine started in February 2022. This took a heavy toll on the psychological well-being of the participants. During the last session, many participants directly expressed gratitude to the organisers for being involved in the event and having a hands-on opportunity to gain skills and, above all, to connect with other fellow activists and share their experiences during this time.

A novelty element for the Activist Academy Russia was that participants were invited to submit mini-grant proposals for small scale initiatives. These would further allow them to practise the skills they learned during the Academy, while being able to have their community work financially supported by IGLYO. As a result, 6 community projects were implemented with diverse activities ranging from support meetings to art exhibitions, in various cities in Russia and Uzbekistan.



Global Online Activist Academy 2022

28 April-14 May 2022, Online (Global)

The third edition of IGLYO's Global Online Activist Academy welcomed one of the most geographically diverse groups IGLYO has ever seen. We had more than **40 young LGBTQI activists** taking part from Indonesia to Ireland, from Kazakhstan to Kenya, from Turkey to Tanzania, to name a few. And we welcomed a variety of Experts who facilitated sessions on Political Storytelling, Digital Campaigning, Public Speaking and Personal Narratives for Change. [Watch the Winners' video.](#)

Mentoring Programme

During 2022, IGLYO provided ongoing mentoring and capacity building to two Member Organisations, ProLGBT Albania and TransAkcija Slovenia. Both were guided and supported to host/organise local or national capacity-building events or organisational development initiatives. IGLYO had a significant role in the concept, design, content creation, implementation and quality assurance of these capacity-building events, by working closely with the local assigned project coordinator.

ProLGBT Albania organised a training for their staff on fundraising and networking, and TransAkcija Slovenia held a community summer camp for trans young people.



Various pictures from the community summer camp for trans young people organised by TransAkcija Slovenia with the support of IGLYO. © TransAkcija

Capacity-Building Workshops



In-Person Design Thinking Skills Workshop

2-3 April 2022 in Brussels (BE)

Our Design Thinking Skills Workshop brought together 10 international participants in Brussels, Belgium, to explore some renowned Design Thinking methodologies aimed to make their programmes, events and campaigns more relevant and effective to their communities. [See Photos.](#)



Strategic Messaging Webinar | 19 May 2022, Online

In this workshop, we explored the basics of strategic communications. We learned to counter the opposition and communicate our values effectively as the anti-LGBTQI movement grows and becomes more sophisticated.



Online Courageous Conversations Workshop

9 June 2022, Online

Everyone has had times when they wanted to speak up but were a little intimidated or nervous about it and kept quiet instead. In this informal workshop, we helped participants gain a little more confidence and skills to make their messages come across better. [Read more.](#)



Monkeypox Stigma Reduction Workshop | 6 Oct. 2022, Online

Facing the dramatic rise in cases of Monkeypox globally, especially within queer communities, we organised this online workshop with our partners the European Sex Workers Alliance (ESWA). We explored the most up-to-date information on Monkeypox, heard about the unique experience of sex workers, and tried to explore, unpack and break stigma often associated with public health emergencies like this one. [Read more.](#)



Microaggressions Workshop | 30 Nov. 2022, Online

Microaggressions happen all the time and are one of the main causes that lead to discontent for people working in teams or in social settings. In this online workshop, we discussed and learned about what microaggressions are, what it feels like to experience and commit them, and how to address and prevent them. [Learn more.](#)

Informal gatherings



Coffee with IGLYO Online Gatherings

Throughout 2022, Online

Throughout the year, we invited our Members and friends to our online Coffee with IGLYO gatherings. These informal sessions aimed to give more info about our current and upcoming activities, invite participants to share their own work and updates, and help them network with other international LGBTQI young activists.



Summer Meet & Greet

15 July 2022 at the IGLYO office in Brussels (BE)

At the beginning of July, we invited our partners, Members and friends from Brussels for a Summer Meet & Greet in the IGLYO office. This informal get-together was a great opportunity to (re-)connect, network, and unwind after our inspiring summer Board Meeting. [See photos.](#)



IGLYO Online Talent Show

9 December 2022, Online

For our last online event of the year, we seized the opportunity to show off our talents in singing, drawing, jewellery making and sharing embarrassing stories! As always, we networked, connected and got to know each other better.



Picture from a training on Accessible Events and Communications by the European Disability Forum in the IGLYO Office.



Various pictures from the workshops and informal gatherings organised by IGLYO throughout 2022.


POLICY & RESEARCH

Throughout 2022, we worked closely with other LGBTQI and youth network organisations to advocate for the promotion and protection of LGBTQI youth rights across Europe, and we joined forces with our Members on a national level to raise awareness and push for local policy change.

We also played a crucial role in ensuring that young people have access to decision-makers, and that young people's voices are meaningfully represented in policy meetings, working with European institutions, such as the European Commission, the European Parliament or the Council of Europe.

Building on our previous work on education, we attended several meetings with institutions and governments to advocate for the protection of LGBTQI youth rights in schools, and to highlight the need for inclusive education policies and practices. Likewise, we released the Second Edition of the LGBTQI Inclusive Education Report, Map and Index.

Finally, this year, we expanded our advocacy work to other areas, such as sports, health and bias-motivated hate crime and hate speech. To that end, we worked closely with other civil society organisations and European institutions to collect data about the specific needs of LGBTQI youth in these areas.



LGBTQI Inclusive Education Research 2022

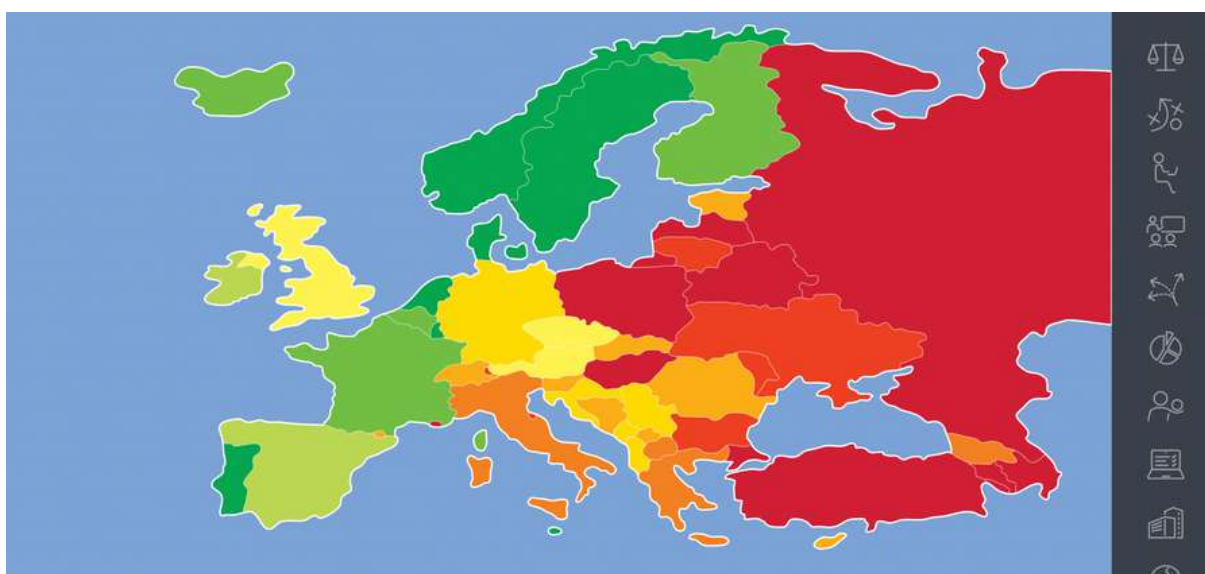
In May 2022, we launched the **Second Edition of our LGBTQI Inclusive Education Report, Index and Map**. Our research provides an in-depth account of the current situation on LGBTQI Inclusive Education in each Council of Europe Member State as well as Belarus and Kosovo, and highlights the evolution in this area since 2018.



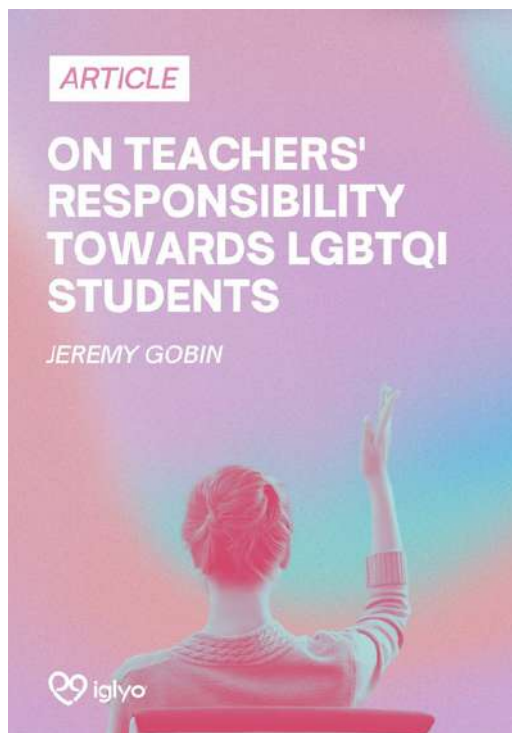
The **Report** provides qualitative data on a set of 10 indicators that cover anti-discrimination legislation, education policies and anti-bullying action plans, teacher training, inclusive curricula, and the existence of support systems, information and guidelines, among other areas. The accompanying **Map** and **Index** rank each country to show the comparison between each country and highlight where best practices exist.

Our research indicates an almost complete stand still across the Council of Europe Region since 2018, as well as a growing anti-propaganda movement. Our Report, Index and Map thus represent an opportunity for Members States to hear from civil society organisations about the progress to date, learn from other countries, and map their future actions in relation to LGBTQI inclusion within schools.

[Read our Press Release](#) | [Download the Report](#) | [Download the Index](#) | [Access the Online Map](#)



Screenshot of our LGBTQI Inclusive Education Map 2022.



On Teachers' Responsibility Towards LGBTQI Students

Status quo and tips to pave the way towards Inclusive Education

In this article published by Education International, our Communication Officer Jeremy Gobin gives an overview of our 2022 Report and Index's key findings, with a specific focus on the mandatory teacher training indicator, and sheds light on how teachers and school staff can change course towards more inclusive educational environments. [Read the full article.](#)



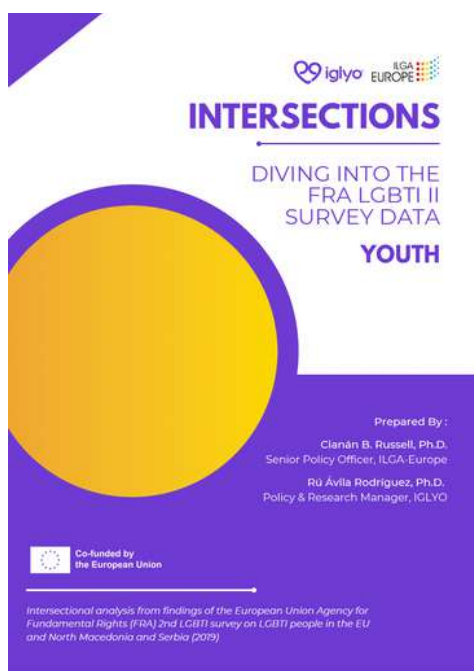
Screenshot of our LGBTQI Inclusive Education Index 2022. You can click on the image to access the full PDF.

LGBTI Young People in Europe

Joint policy brief with ILGA-Europe

In December 2022, we jointly launched with ILGA-Europe our Policy Brief focusing on the experiences of LGBTI youth in Europe, based on the most relevant data from the Second EU Agency for Fundamental Rights (FRA) LGBTI Survey. Results show that LGBTQI young people experience higher rates of hate-motivated violence.

A significant number of EU citizens continue to experience discrimination, inequalities and violence based on their sexual orientation, gender identity, gender expression or sex characteristics (SOGIESC). These problems undermine fundamental EU values and show how some Member States have failed to effectively protect the rights of all citizens.



In 2019, the European Union Agency for Fundamental Rights (FRA) conducted the second round of the LGBTI Survey, which shows how LGBTI people experience their human and fundamental rights in daily life across Europe. For the first time, the survey included the experiences of LGBTI people under 18, and determined that young people (aged 15-24) experience some of the highest levels of discrimination across all age groups included in this research, as well as higher rates of hate-motivated violence.

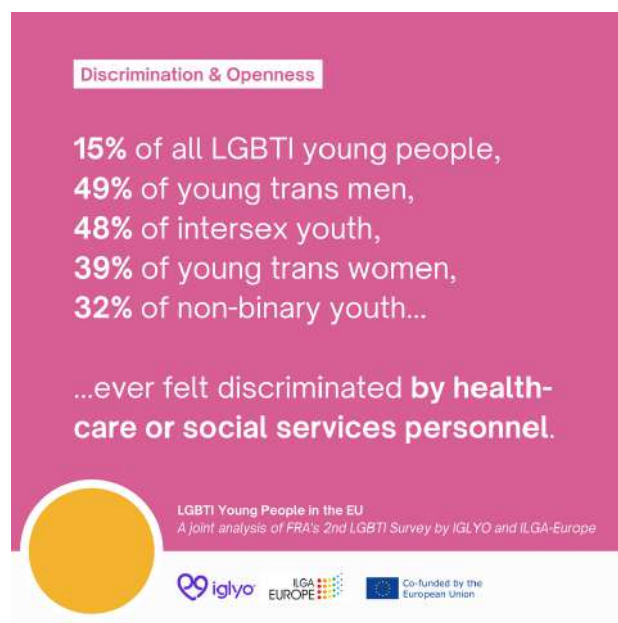
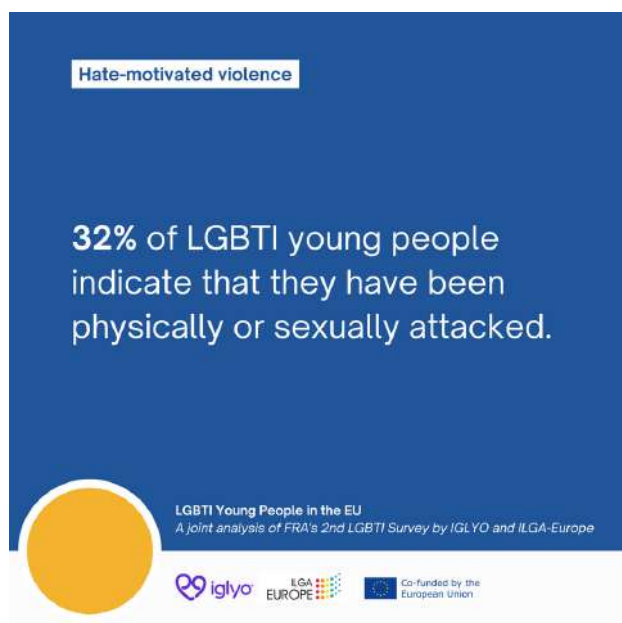
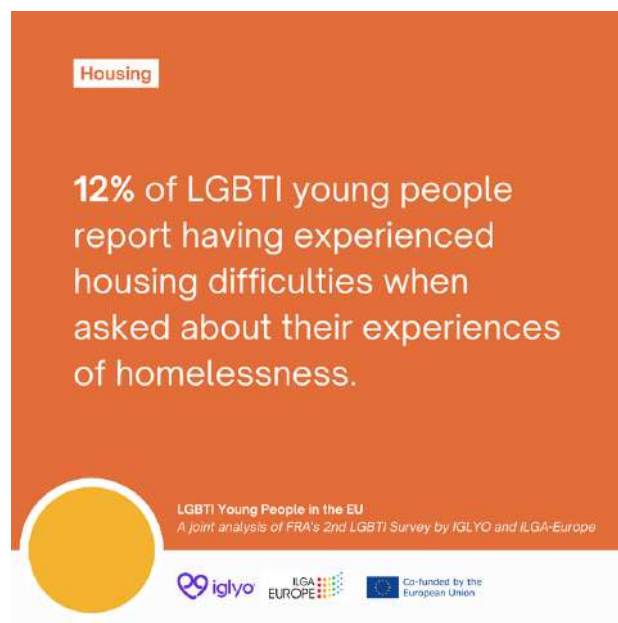
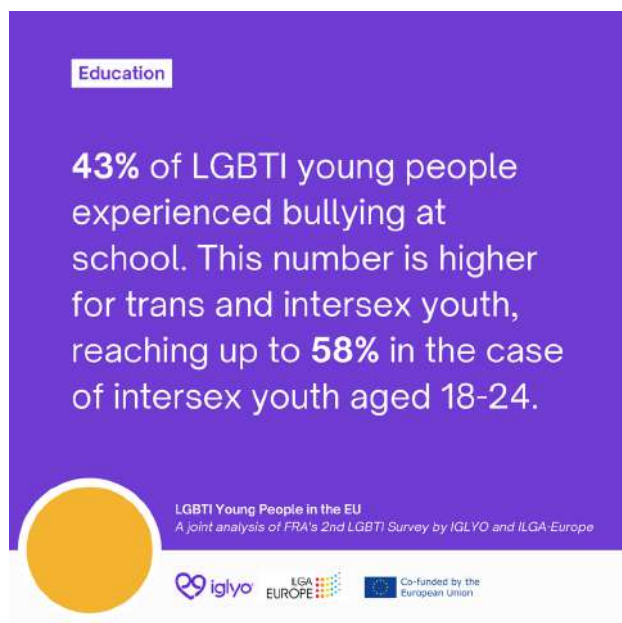
The survey results notably show that this violence includes attacks and harassment, happens either in schools or is perpetrated by school peers, and has especially alarming rates for trans and intersex children and young people.

In the new ‘Intersections: The LGBTI Survey II – Youth Analysis’ briefing, the second of ILGA-Europe’s ‘Intersections’ series, we at IGLYO have collaborated with ILGA-Europe to elaborate on existing analysis of the FRA LGBTI Survey II, and summarise the most relevant data about the experiences of LGBTI youth in Europe. To understand the challenges faced by young people, we created sub-populations of respondents aged 15-24, 15-17 and 18-24, and compared them with all respondents to the survey.

[Download the full Policy Brief](#)

LGBTI Youth in Europe Campaign

Following the Brief launch, we ran a campaign on social media with striking data from our analysis of the FRA LGBTI II Survey on the topics of Education, Housing, Hate-Motivated Violence, and Discrimination & Openness. The campaign received a lot of attention, with some posts reaching up to 30,000 views. You can see the full campaign posts by clicking on each of the 4 covers below:



Covers of the 4 LGBTI Youth in Europe campaign posts we disseminated on social media.

IGLYO Film

Our short movie shows what 2022 looked like through the lens of LGBTQI young people in Europe.

Watch the full video.



Visuals of some quotes included in our *2022 Through the Lens of LGBTQI Youth* movie.

IGLYO Statements



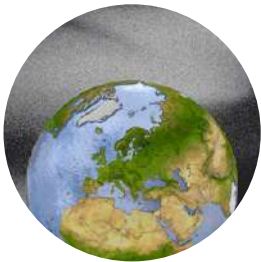
Help LGBTQI People in Ukraine and Neighbouring Countries | February 2022

Facing the war in Ukraine, we have continuously been in contact with several organisations who work in Ukraine and nearby countries to support LGBTQI people in various ways. With this statement, we urged our audiences to provide support to these organisations. [Read more.](#)



On UK Conversion Therapy Ban | April 2022

Following the UK Government's announcement of their intentions that an upcoming law on so-called "conversion therapy" would not cover gender identity as it had been initially foreseen, we condemned this new attack on the human rights of trans and non-binary people, and called for an immediate ban of conversion therapy for all. [Read more.](#)



LGBTQI Youth News Bulletin | June 2022

The month of June 2022 was full of important international news and policy developments for LGBTQI Youth in Turkey, Romania, Spain, Ireland, Norway and Poland. This longer article included a recap of all these developments, along with a short statement for each of them. [Read more.](#)



Romania to Potentially Prohibit the Dissemination of LGBTQI Information | June 2022

When the Romanian Human Rights Committee in the Chambers of Deputies gave a favourable report for a draft law prohibiting the dissemination of information on sexual orientation and gender identity to minors (under 18), we called on the EU institutions to make sure Member States do not actively oppose the right to education of LGBTQI children and young people. [Read more.](#)



Celebrating Worldwide Trans Athletes Following New Anti-Trans Rulings in Sports | July 2022

As the Union Cycliste Internationale (UCI), the International Swimming Federation (FINA), and the International Rugby League (IRL) successively announced anti-trans rulings in their disciplines, we called on an immediate lift of these new rulings, while celebrating some of the most admirable and inspiring trans athletes across the globe. [Read more.](#)



Monkeypox Newsflash: Protecting Yourself & Others

| August 2022

As cases of Monkeypox (MPX) were on the rise across the globe, especially within queer communities, we provided some basic facts about Monkeypox, along with a list of trustworthy sources where to find more information. [Read more.](#)



EuroPride in Belgrade: Pride Cannot be Cancelled!

| September 2022

Following the decision of the Serbian President Aleksandar Vučić and the Serbian authorities to cancel the EuroPride 2022 in Belgrade, Serbia, we reminded them that Pride cannot be cancelled and stood in solidarity with the organisers. [Read more.](#)



Solidarity with the Italian LGBTQI Community

| September 2022

When the Italian elections brought yet another far-right leader in Europe, we stood in solidarity with the LGBTQI community in Italy, one of many communities that will be severely impacted by the re-rise of the far right, and assured that we would continue to fight for the rights of LGBTQI youth, no matter who's in power. [Read more.](#)



To our Siblings in Slovakia | October 2022

Following an anti-LGBTQI shooting in Bratislava, the Board, Staff and participants of the IGLYO AMC Brussels 22 sent our love and solidarity to the LGBTQI community in Slovakia. We renewed our commitment to LGBTQI liberation and equality every day. [See our picture.](#)



Stop Baiting People into Coming Out | November 2022

Accusing people of *queerbaiting* their fans or audience has created unnecessary pressure for people to come out if they are LGBTQI, or to clarify if they aren't, leaving no room for a person to explore without labels. An example of this has been with Kit Connor from the *Heartstopper* series in November 2022. With this Statement, we highlighted that when people come out, it is a cause for celebration; but when people are forced to come out, it is time to reflect on our values. [Read more.](#)

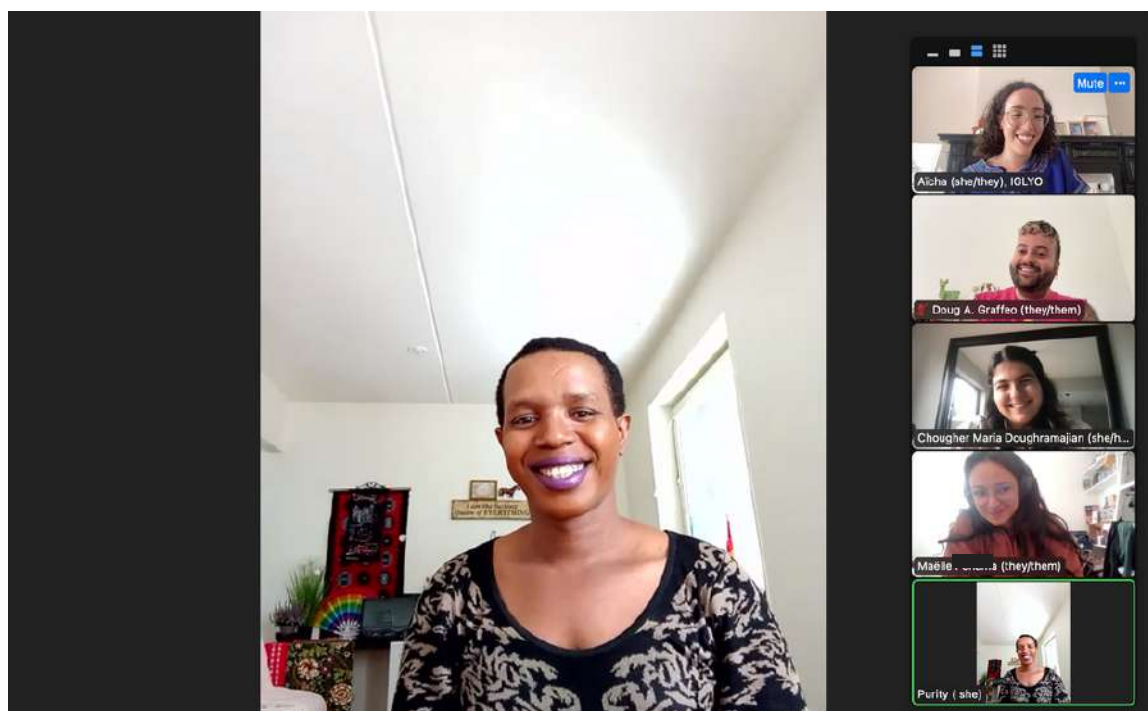
Working Groups

Anti-Racism Task Force

IGLYO's Anti-Racism Task Force (ARTF) is an advisory body providing IGLYO with expertise regarding racism and xenophobia against LGBTQI youth and students in Europe. The ARTF was formally established in 2022 as the continuation of previous work started in 2021.

Starting from Fall 2022, the ARTF has delivered a series of recommendations in order to ensure IGLYO is committed to the specific needs and lived experiences of Black, Indigenous, People of Color (BIPoC) and racialised students and youth in Europe. Some of these include:

- A proposal to ensure BIPoC and racialised representation, racial equality, and diversity in our Board
- A proposal to amend the IGLYO statutes to include a commitment to anti-racism
- Expanding the scope of the IGLYO LGBTQI School Survey 2023 to capture experiences with racism and xenophobia, as well as deepening the information gathered on disability
- Capacity-building proposals targeted towards LGBTQI+ BIPoC youth and students in Europe, with a focus on collective and individual healing
- A proposal to create an email hotline where people can report instances of racist and/or homo/bi/inter/transphobic discrimination and violence for IGLYO



Screenshot of an online meeting with the IGLYO Anti-Racism Task Force in 2022.

Advocacy Working Group

As we started expanding our advocacy work to new areas other than education, we formed an internal working group of 4 young LGBTQI people to ensure they could assess the direction of our policy and research work in the field of health. We launched an open call to recruit members for this working group early in 2022 and selected 4 candidates: Isabel Cogumbreiro, Nick Arnaud Giriyuja, Caroline Hansen, and Skylar Longridge.

Over this year, we held several meetings with all four of them to review our advocacy work's focus and develop specific guidelines for research in health and LGBTQI youth rights. In addition, most of the Advocacy Working Group members were part of our International Conference on Advocacy and Health preparatory team, and they helped shape its content and deliver some of the sessions.



Pictures of the Advocacy Working Group preparing the LGBTQI Youth Health & Advocacy Conference in Zagreb.

External Representation and Consultations

An important part of our work is to represent IGLYO in international conferences and high-level meetings. This year, we have continued our work to expand youth representation in LGBTQI spaces, and to increase the understanding of SOGIGESC discrimination in broader conversations about young people's rights.

In 2022, we regularly met with other European LGBTQI and youth organisations to coordinate our advocacy efforts. We held several meetings with ILGA-Europe, Transgender Europe (TGEU), Organisation Intersex International Europe (OII Europe), the European Sex Workers Rights Alliance (ESWA), the Eurocentralasian Lesbian* Community (EL*C), the European Youth Forum, and the Organising Bureau of European School Student Unions (OBESSU), among others.

We also met with other international organisations and institutions to provide our input to open consultations and contribute to their work on extending inclusion and equality to all LGBTQI young people across Europe. We held several meetings with UNESCO, UNICEF, Amnesty International, Save the Children, Missing Children, the World Health Organisation (WHO), the European Parliament Intergroup on LGBTI Rights, the European Parliament Intergroup on Children's Rights, several MEPs, the EU Fundamental Rights Agency, the European Commission, the Council of Europe Unit on Sexual Orientation and Gender Identity, and the European Youth Foundation, among others.



This year, we continued our membership of the European Commission's working group on Equality and Values in Education and Training, and we became members of the expert group on the funds established by regulation (EU) no 2021/1060 of the European Parliament and of the Council (Dialogue with CPR partners 2021-2027), and of the European LGBTI Focal Points Network. We also continued our coordination with the Global Queer Youth Network, and supported the Queer Youth Dialogues with our work.

Finally, we supported our Members in some European projects addressing school violence, by providing our input to their work and attending Steering group meetings and consultative committees. This consultative work supported the national work of Members in countries like Belgium, France, Italy, Lithuania, Malta, Portugal or Romania.



Various pictures of our Board and staff members representing IGLYO at global events throughout 2022.

Full external representation and consultations list in 2022

Below is a list of the most relevant policy and research meetings and external representations in which we engaged in 2022:

Feb. 2022	<p>Common virtual session between Civil Society Organisations and the LGBTIQ Equality Subgroup European Commission</p> <p>Blurring Borders: A World in Motion LGBT Youth Scotland</p> <p>Rebuilding a Fairer Europe after Covid-19 by Extending Protection against Discrimination to New Grounds Equinet</p>
March 2022	<p>European Anti-Racism Summit the European Commission</p> <p>LGBTQI+ Migrants: The Intersection of Race and SOGI Williams Institute & UCLA</p> <p>Briefing Paper Launch: Sex Work and Racism ESWA</p> <p>Inclusive Schools for Inclusive Societies the project CHOICE</p>
April 2022	<p>Participatory Conference on the Legislative Initiative on Binding Standards for Equality Bodies the European Commission</p>
May 2022	<p>Meeting with Commissioner Helena Dalli on the Youth Policy Dialogues the European Commission</p> <p>Cross-party event on National Actions Plans on LGBTIQ Equality the European Parliament LGBTI Intergroup</p> <p>European LGBTI Focal Point Network meetings the Council of Europe and the Cyprus government</p> <p>IDAHOT+ Forum in Limassol the Cyprus government and the UK government</p> <p>ILGA World Conference in Los Angeles ILGA World</p> <p>Mapping and Research to Strengthen Protection and Assistance Measures for Migrants with Diverse SOGIESC the UN Migration Office</p>
June 2022	<p>Our Bodies, Our Lives, Our Rights: the lived realities of LGBTI persons the United Nations LGBTI Core Group</p> <p>Council of Europe Committee of Ministers the Irish presidency of the Council of Europe</p> <p>LGBTQI+ Youth, a minority within a minority Fighting Fear</p>

Council of Europe Youth Action Week "Youth Here: Democracy Now!"

| the European Youth Forum

ILGA-Europe Online General Assembly | ILGA-Europe

High Level Group on Combating Hate Speech and Hate Crime

| the European Commission

BodyWhys Pride Panel | BodyWhys

ILGA-Europe's Equality Fundraiser in Brussels | ILGA-Europe

July 2022

European REC Project UP4Diversity Final Conference: "We stand up against violence towards LGBTIQ+ youth" | the UP4Diversity project

UP4Diversity Masterclass: How to get political

| the KU Leuven and support the UP4Diversity Project

International gathering to discuss Gender and LGBTIQ+ Equality

| the Government of the Netherlands

August 2022

LGBTI+ rights in Europe (panel) | Amnesty Denmark & Copenhagen Pride

Sept. 2022

Consultation meeting on school based sexuality education inclusive of SOGIE
| UNESCO

The Negative Impact of the Legacies of Colonialism on the Enjoyment of Human Rights of People with Diverse SOGIESC

| organised by GIN SSOGIE and co-organised by ILGA Asia, FRI, ASEAN SOGIE Caucus, COC, Fundación Arcoiris, LSVD & PAI

14th European Forum on the Rights of the Child | the European Commission

Transgender Europe Council in Berlin | TGEU

Eurocentralasian Lesbian* Community Conference in Budapest | EL*C

October 2022

European Roundtable: Combating SOGIESC-based hate crime across Europe
| the Council of Europe

22nd International Association for Adolescent Health (I.A.A.H.) European Regional Conference & 15th STATE OF THE ART Panhellenic Adolescent Health/Medicine Congress | UNESCO

Tirana Health and Well-Being Forum for Youth | World Health Organisation

White & Case Pro-Bono Week | White & Case

ILGA-Europe Conference in Sofia | ILGA-Europe

School's Out: International Conference: Scaling up: Opportunities of nurturing school inclusivity on EU level | Bilitis

Nov. 2022	Good Practices Exchange on Legal Gender Recognition European Commission
	All Politics is Mental Health Politics the Federation of Young European Greens
	2nd Civil Society Roundtable on the Implementation of the LGBTIQ Equality Strategy 2020-2025 the European Commission
	European Parliament's LGBTI Intergroup's 25-Year Anniversary the EP LGBTI Intergroup
	Renew Youth Academy Renew Europe
Dec. 2022	LGBTI Strategy civil society open consultation the Spanish Government
	Youth Dialogues on Mental Health WHO and facilitated by ILGA Europe

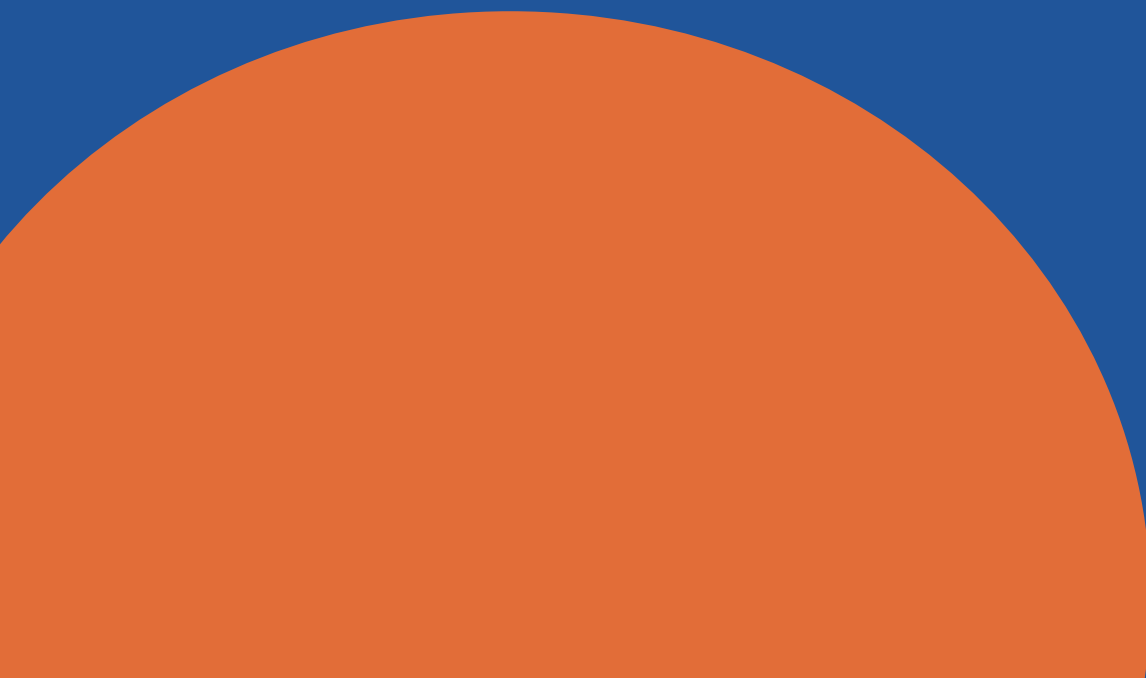


Various pictures of our staff members representing IGLYO at global events throughout 2022.

COMMUNI- CATION

Over the years, IGLYO has established steady communication tools and channels reaching audiences at the individual, organisational, local, national, international and EU level. Our communication work is transversal to all our activities, and crucial to the fulfilment of our missions and objectives.

For this reason, we worked hard to reform our internal and external communication strategies in 2022, with a view to paving the way towards a louder, bolder, and more united voice for our network in the years ahead.



A Boost in 2022

With the arrival of Executive Director Bella FitzPatrick and Communication Officer Jeremy Gobin in the team at the beginning of the year, 2022 was particularly productive in terms of communication. Several new internal communication policies were implemented, and we carried out an extensive restructuring of our external communication strategy.

Overall, we channelled our efforts into making our communication work more cohesive, structured and systematic, with the aim to give more visibility to IGLYO and its Members, and to bring our messages and activities to stakeholders in a more relevant manner.

The results of this work were reflected in all our activities: Our Global Online Activist Academy welcomed one of the most geographically diverse groups IGLYO has ever seen in May 2022, the number of applications we received to join the IGLYO Board in October 2022 has never been so high, more than 130 people applied to take part in our Health & Advocacy Conference 2022, we acquired over 300 new mailing contacts in the course of 6 months, and we were spontaneously contacted by the media and international organisations to react to urgent developments, to name a few examples.

Now that we have made the most of 2022 to rebuild solid foundations in terms of communication, we foresee to keep on gaining more visibility, recognition and impact in 2023 and the years ahead.



Screenshot of Executive Director Bella on a TV interview with Euronews.

Communication Channels



IGLYO website

IGLYO's website is our main channel of communication, where we centralise all the information about our activities. However, our current website has become in time outdated and thus observes a lower engagement rate since recently, which is why, as explained on the next page, we are currently working with an agency to launch a brand new IGLYO website in 2023. IGLYO also manages a website for our LGBTQI Inclusive Education Research and one for our Activist Academy.



Social media

IGLYO is active on Facebook, Twitter, Instagram, LinkedIn, and we're planning to develop our TikTok account in 2023. All our social media channels have observed a significant rise in their engagement rate in 2022, as well as in their number of followers. The most popular posts were the photos of our events and activities, IGLYO Statements, and our research outputs.



Newsletters and mailings

We send our Members and wider audiences a monthly newsletter, as well as targeted mailings about our core activities. Both our newsletters and mailings have a great opening rate, and the numbers of contacts in our database doubled in the course of 2022. We aim to keep on developing our public contacts in 2023.



Partners' channels

As a well-connected international network, we regularly send communication kits to our partners to invite them to disseminate our activities and messages, which allows us to reach broader audiences. We also take care of sharing their own activities and updates on our channels, so as to provide our Members and followers with continuous opportunities and information.



Public speaking

As shown in the External Representation section of this report, one of our key and most impactful channels of communication is when Board or staff members represent IGLYO at important international events. This allows us to share our expertise and activities first hand, while expanding our international connections.



Press and media

For the first time in 2022, IGLYO was spontaneously contacted several times by press and media professionals to react on urgent LGBTQI developments. One of our aims in 2023 is to keep on developing our press relations, and to form at least one sustainable media partnership in the near future.

Visual Identity Refreshment & New Website in 2023

As a final step of this intensive restructuring work we carried out in Communications throughout 2022, we are eager to announce that we have recently started a collaboration with the French youth-led agency Buddy Buddy to both revamp IGLYO's visual identity, and develop a brand new website to be launched in early 2023.

On the one hand, our visual identity refreshment aims to create a stronger brand for IGLYO that will allow our international LGBTQI youth movement and the many important messages it carries to be immediately identifiable, and thus gain more visibility, reliability and recognition. As LGBTQI youth issues are often absent from public discourses, we find it important to amplify the diverse and intersectional voices that make up our movement through an identity that is both more cohesive and closer to our audiences.

On the other hand, the new IGLYO website will be more structured, user friendly and accessible. Many new features will allow users to get an immediate grasp of IGLYO and its missions, and to rapidly find the content they are looking for. Moreover, the new website will not only give more visibility to IGLYO's activities, but also to our Members and their work by allowing them to publish their own resources and opportunities on the website, on top of having a whole page dedicated to them. What's more is that the Members' list will be made filterable by country and topics of expertise to facilitate international networking. Stay tuned!



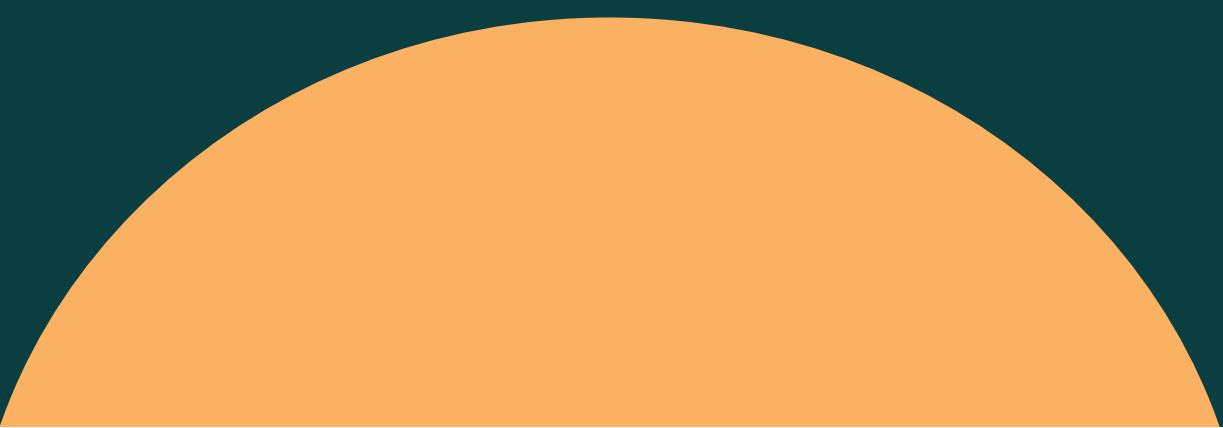
Picture of IGLYO Communication Officer Jeremy and Executive Director Bella with the Buddy Buddy Agency in the IGLYO Office.

SNEAK PEEK AT 2023

Lights, camera, action! Just like 2022, 2023 will be filled with various activities contributing to our mission to empower, connect and advocate for LGBTQI young people internationally.

From our flagship international conferences and Activist Academy, diverse advocacy activities on Inclusive Education, Health, and Hate Crime & Hate Speech, all the way to the launch of our new visual identity and website, be prepared for a year full of opportunities, activism and fun!

Fasten your seatbelt and dive into this section for a foretaste of what to expect in 2023. If you are interested in any of our upcoming activities, feel free to drop us a line at managers@iglyo.com.



Membership & Communication in 2023



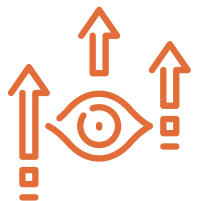
Recruiting an advisory panel for international collaboration

IGLYO will recruit 3 LGBTQI young people among our Members, who will work on the preparation of our Study Session and International Conference in 2023. They will carry out work for 8 days, supporting us in the preparation of those events and attending relevant preparatory meetings.



Launching a new IGLYO visual identity and website

The launch of IGLYO's new visual identity and website will be the key highlight of our communication activities in 2023. Our new website will be more accessible, user friendly and interactive. It will also give more visibility to our Members by making the Members' list searchable, dedicating a page to each Member, and allowing them to post their most insightful resources and latest opportunities on the website.



Increasing the visibility of IGLYO Members

One of our key objectives in 2023 is to give more visibility to our Members and their activities. To achieve this, we will regularly highlight the work of our Member through blog posts, videos and social media, and encourage them to publish their resources and opportunities on our new website.



Informing more on LGBTQI (youth) rights developments in Europe and beyond

We will keep on ensuring that our Members and our network as a whole are aware of significant developments in LGBTQI (youth) rights in Europe and globally through campaigns and posts on social media and in our newsletters. In addition, we will produce a short film on a topic important to LGBTQI youth in order to raise awareness and offer an advocacy tool for our Members.



Continuing to represent IGLYO at key international events

As well as Policy meetings and high-level advocacy events, members of the Board and Secretariat will represent IGLYO and the network at important conferences, meetings and events pertaining to LGBTQI rights



Further developing our IGLYO Alumni Network

We will keep on facilitating our Alumni network, whose members will continue to run specific projects and help us to maintain strong institutional memories, notably by contributing to the preparations of our 40th Anniversary planned for 2024.

Events & Programmes in 2023



Annual Members Conference (AMC) | September-October 2023, location TBA

Our next AMC aims to build the capacities of LGBTQI youth, consult with the membership, discuss and approve IGLYO's future direction, strategy and statutory documents, and elect the new Board during a 3-day programme, with around 80 participants. Stay tuned — location and exact dates coming soon!



International Conference on Hate Crimes & Hate Speech | Dates and location TBA

Following the success of our LGBTQI Youth Health & Advocacy Conference 2022 in Zagreb, we will organise an international conference with young LGBTQI activists on preventing and addressing hate crimes and hate speech. Participants will act as an extended focus group providing the basis on which IGLYO will design guidelines on effective approaches to this topic.



In-person Activist Academy and Online Activist Academy | Dates and location TBA

Our flagship training programme the Activist Academy will be back in 2023 for both an in-person and an online edition! Participants will take part in an intensive training programme involving group development, skills modules, and two days of real-life challenges to test the skills they learned. And just like in 2022, the online edition will be open to LGBTQI young activists from around the globe.



Education Study Session | Dates TBA

We will organise a 2- or 3-day study session to build on our significant work on Inclusive Education. The event will bring together stakeholders of education systems: policy-makers, education experts, representatives of faculty bodies, and young LGBTQI people.



4 Online Interactive Workshops | Dates TBA

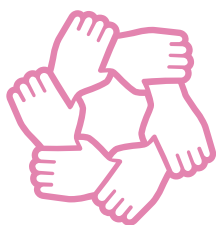
We will organise 4 online interactive workshops to build the skills of young LGBTQI activists and feed into a learning module. We will consult with our Members and followers to decide on the skills/themes which best support their activism.



3 grants to support our Members' projects

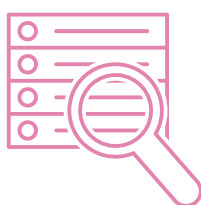
Building on our Mentoring Programme, IGLYO will provide 3 grants of €10,000 each for 3 projects implemented by our Member Organisations in 2023. In addition to financial assistance, IGLYO will support the implementing organisations with expertise in the areas of building inclusive education systems, empowering young LGBTQI communities, and institutional development.

Policy & Research in 2023



More Anti-Racism Task Force meetings

Building on 2022, we will continue to hold meetings with a group of 4 LGBTQI young people who have experience on anti-racism and decolonial approaches, and identify as Black, Person of Colour, Indigenous, Roma, or as a member of racialised groups, indigenous communities, minority faiths or ethnic minorities.



Launch of an Education Best Practices Map and Online Database

Building on information IGLYO has collected over the last six years, we will produce an online tool to include resources on Inclusive Education practices for policy-makers, education professionals, students and families. The database will be free, open, online, searchable, and available in 5 languages.



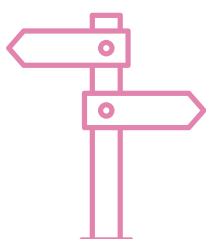
2nd Edition of our School Survey

IGLYO will launch the second edition of the LGBTQI Inclusive Education Survey in 5 different languages to gather the experiences and lived realities of LGBTQI learners in the different Member States. With the results, we will assist local and national organisations in their advocacy work toward more inclusive and safer education for all LGBTQI learners.



Survey and recommendations on LGBTQI women and girls experiences in Education

EL*C and IGLYO will partner up to design and conduct a European survey to gather the experiences of LGBTQI women with discrimination in education, explore the specific challenges they face and gain direct knowledge of their lived experiences. With the survey data, we will design policy recommendations in the field of Inclusive Education to meet the needs of LGBTQI young women in this domain.



Guidelines on LGBTQI Inclusive Health

To provide policy-makers and civil society organisations with specific recommendations from LGBTQI youth on Health, IGLYO will produce a set of guidelines on this topic. We will build up these guidelines with the information we gathered through our desk research in 2022, and the input we received at our international Health & Advocacy Conference in Zagreb.



Supporting our Members' international advocacy work

In 2023, we intend to assist our Members in making LGBTQI youth-specific submissions to European consultations and other important international consultations. We will visit two European countries to work with our members when submissions are due in the upcoming months.



IGLYO

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