



# “Overcoming Religious & Cultural Barriers to LGBT Equality”

**13th ILGA-Europe’s Annual Conference**  
(31st ILGA’s European Annual Conference)

29 October – 1 November 2008  
Malta



# DELEGATE PACK



# ILGA-Europe's family posters will be displayed at bus stops around Malta during our conference to raise awareness on various family models



# Contents

---

**Thanks and acknowledgements** ..... page 2

**Conference work programme:**

- conference programme overview .....page 3
- conference workshops..... page 4
- workshops descriptions ..... page 6
- conference plenary panels .....page 16

**About the conference**

all you need to know about the conference:

purpose, structure, procedures, elections of executive board..... page 17

**Background documents** ..... page 23

**Practical and useful information** ..... page 24

**Evening social programme:**..... page 26

# Thanks and acknowledgements

---

ILGA-Europe membership, executive board and staff all undertake a tremendous workload in both voluntary and paid capacities. Without this work ILGA-Europe would not be in the position it is in today. Thanks to everyone for their enormous contributions. Particular thanks go to Malta Gay Rights Movement, all of its staff and volunteers, for their enormous efforts in organising this year's conference.

We also thank:

- Malta Tourism Authority;
- Dr Noel Buttigies Scicluna;
- EU Commission Representation in Malta;
- Visa Section, Ministry of Foreign Affairs of Malta;
- Ben Baks and the Dutch Ministry of Education, Culture & Science and the Ministry of Foreign Affairs.

ILGA-Europe is grateful to its funders:

- The European Commission for continued core funding and for the support of the Progress, EC's Programme for Employment and Social Solidarity (2007-2013);
- The Sigrid Rausing Trust for its continued core funding of our work;
- The Tides Foundation for its funding of our work.

# Conference programme overview

Time	Wednesday 28 <sup>th</sup> October	Thursday 29 <sup>th</sup> October	Friday 30 <sup>th</sup> October	Saturday 31 <sup>st</sup> October	Sunday 1 <sup>st</sup> November
08:00 – 09:00	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast
09:30 - 11:00	Trans Rights conference/ EU Network (from 9:00)	<b>Plenary 1</b> (opening, welcome addresses, board activity report)	Workshops 9-12	<b>Plenary 3</b> (elections phase 2 + 2011 venue candidates presentation)	<b>Plenary 4</b> (voting on conference proposals/venue 2011 + approval of presented documents / EPC evaluation report)
11:00 – 11.30	Press conference / break	Break	Break	Break	Break
11:30 - 13:00	EU Network/Trans Rights Conference	<b>Panel 1: European policies on human rights of LGBT people: successes achieved and challenges ahead</b>	Workshops 13-16	Workshops 17-20	<b>Plenary 5</b> (continuation of plenary 4 – announcement of second phase board elections results)
13:00 – 14:30	Lunch	Lunch	Lunch	Lunch	Lunch
14:30 – 16:00	EU Network/Trans Rights Conference/ Board meeting	Workshops 1-4	<b>Panel 2: Overcoming cultural and religious barriers to LGBT equality</b>	Workshops 21-24	Board meeting
16:00 – 16:30	Break	Break	Break	Break	Break
16:30 – 18:00	Women's caucus (17:30 – 18:00)	Workshops 5-8	<b>Plenary 2</b> (presentation of candidates for ILGA & ILGA-Europe boards)	Workshops 25-28	
18:00	Introductory session for newcomers (18:00 – 19:30)	Self-organised spaces	Self-organised spaces	Self-organised spaces	
19:30	Launch of Serious Game exhibition (from 19:00)		Tour of Mdina & dinner		
20:00	Dinner	Harbour cruise & dinner		Dinner in Ghar Lapsi & Party	

# Conference workshops

---

## Wednesday, 28<sup>th</sup> October

17:30 – 18:00

**Women's caucus**

18:00 – 19:30

**Introductory session for newcomers to ILGA-Europe annual conferences**

## Thursday, 28<sup>th</sup> October

### **14.30 - 16.00      WORKSHOPS 1-4**

1. Government work on LGBT (focal points)
2. ILGA-Europe finances (\*)
3. Update on developments in the Council of Europe
4. New major national surveys on LGBT living conditions, mental health and well-being

### **16.30 – 18.00      WORKSHOPS 5-8**

5. Challenging hate crimes, an emergency all over Europe
6. How to make LGB organisations fully LGBTI
7. Conference proposals and EPC report (\*)
8. Sexual Health and Rights: towards an ILGA-Europe's Policy

### **18.00 – 19.30      SELF-ORGANISED SPACES**

1. Globalisation of the same-sex marriage issue: raising up a global awareness of the human rights values it entails
2. New EU Non-Discrimination Law for Dummies
3. LIVING/SPACE: public space, LGBTQ identities, and activism

## Friday, 30<sup>th</sup> October

### **9.30 – 11.00      WORKSHOPS 9-12**

9. Speaking Skills Training (I)
10. Keeping a balance: how to address the needs of both men and women in LGBT human rights organisations
11. god/God?
12. Evaluation of ILGA-Europe: Update on the process and outcomes

**11.30-13.00            WORKSHOPS 13-16**

13. Minority ethnic LGBT (presentation of the report “Everyone in!”)
14. Working with(out) state authorities in advocacy on LGBT issues
15. Working with Trade Unions: *The next steps*
16. Launching Council of Europe study on homo- and transphobia

**18.00–19.30            SELF-ORGANISED SPACES**

4. European quick scan on LGBT issues in schools
5. Beyond the pink curtain

**Saturday, 31<sup>st</sup> October**

**11.30 – 13.00            WORKSHOPS 17-20**

17. ILGA-Europe strategic / work plan update. Calls for action. (\*)
18. Speaking Skills Training (II)
19. Living with intersexuality
20. Addressing the challenges posed by conservative faith organisations to LGBT rights in Europe: local experience (I)

**14.30 – 16.00            WORKSHOPS 21-24**

21. Addressing the challenges posed by conservative faith organisations to LGBT rights in Europe: international approach (II)
22. No God in Gay? An Exploration of Islam and LGBT Issues
23. What are the issues for older LGBT people?
24. Asylum seekers: Building on best practices to promote access to safety in the EU

**16.30 – 18.00            WORKSHOPS 25-28**

25. How to make LGBT organisations inclusive of older LGBT people
26. Being a lesbian is no sin: religion, sexuality and education in the lives of female students
27. ILGA-Europe’s Informal Communications Network
28. On law, secularism, and the Catholic church

**18.00–19.30            SELF-ORGANISED SPACES**

6. Lesbian movements: Ruptures & Alliances
7. LGBTI local movement and the City Halls in Europe, diagnostic
8. Presentation of a documentary on LGBT in Azerbaijan and a photo exhibition of LGBT activists from ex-USSR
9. Inside – Out: The work vision of COC-Netherlands and other Work Visions of other ILGA member organisations

# Workshop descriptions

---

**Thursday, 29<sup>th</sup> October: 14.30 - 16.00**

## **Workshop 1: Government work on LGBT (focal points)**

The workshop will share the outcomes of the roundtable on LGBT equality policy mainstreaming of like-minded national governments with ILGA-Europe. The following topics will be covered how to approach and commit the LGB & T community, how to monitor progress in the area of LGBT Equality, does the devolution process from national to local level work, the transversal approach of the government's LGBT policy, how governments promote transgender equality specifically?

**Presenters:** Hilary Third (Scotland), Ben Baks (the Netherlands), Marian van den Bossche (Flanders, Belgium)

## **Workshop 2: ILGA-Europe finances (\*)**

Presentation and discussion of the accounts for 2008-2009. Discussion of indicative budget for 2009-2010 and preparations for statutory proceedings in the AGM, including appointment of the auditor.

**Presenters:** Olimpia Ciripoiu, ILGA-Europe Finance and Administration Manager and Pierre Serne, ILGA-Europe treasurer

## **Workshop 3: Update on developments in the Council of Europe**

In February an expert committee of the Council of Europe started work on a groundbreaking development -- a Recommendation by the Committee of Ministers on combating discrimination on the grounds of sexual orientation and gender identity. The workshop will look at the first draft of the recommendation, discuss its significance, and the steps needed to prevent hostile governments watering it down before it is approved. It will also look at developments in relation to the preparation of a Recommendation and Resolution on LGBT rights by the Parliamentary Assembly.

**Presenters:** Nigel Warner, ILGA-Europe Advisor on Council of Europe

## **Workshop 4: New major national surveys on LGBT living conditions, mental health and well-being**

The findings of new surveys from Denmark and Ireland will be presented and the use and applicability of the studies discussed, including recommendations for future actions. The findings of these studies give an up-to-date picture of what is like to grow-up and live in Denmark and Ireland as an LGBT person, including the barriers and challenges to health and well-being.

**Presenters:** Allen Odhrán, GLEN (Ireland) and Søren Laursen, LBL (Denmark)

**Thursday, 29<sup>th</sup> October: 16.30 - 18.00**

**Workshop 5: Challenging hate crimes, an emergency all over Europe**

When it comes to hate crimes, all European countries face a great challenge. After decades of prejudices against LGBT people, even equality in law is not enough to protect from bias violence. How can comprehensive policies be implemented to tackle hate crimes? What legislations should the States and the European institutions adopt? What is the role of the civil society?

**Presenters:** Joel le Deroff, Policy & Programmes Officer of ILGA-Europe, national LGBT focal points Ben Baks (the Netherlands) and Hilary Third (Scotland), Adviser on civil society relations of ODIHR Matilde Fruncillo.

**Workshop 6: How to make LGB organisations fully LGBTI**

Last November ILGA changed its name to The International Lesbian, Gay, Bisexual, Trans & Intersex Association. ILGA-Europe automatically followed suit. Likewise, following an internal discussion between LGB activists and T activists Holebifederatie (the Flemish LGB organisation) change its name to Çavaria and fully embraced gender identity and gender expression in its mission. This workshop will discuss what's behind the name changes, and focus on the process many organisations are currently undertaking to fully embrace all LGBTI people in their diversity.

**Presenters:** Yves Aerts and Veronique Claus, Çavaria (Belgium)

**Workshop 7: Conference proposals and EPC report (\*)**

This workshop will discuss proposals 2-7 and the report of the Elections Preparations Committee, and make proposals to the conference.

**Presenters:** chairing pool.

**Workshop 8: Sexual Health and Rights**

What are sexual health and rights? What is the international agenda in this field? What are the intersections between sexual health and rights discourse and the equality and non-discrimination discourse in advocacy? Should ILGA-Europe have an internal policy on these issues, and what could such a policy include? These are some of the questions the workshop will seek to answer in an interactive form with the conference participants.

**Facilitators:** Maxim Anmeghichean, ILGA-Europe Programmes Director, Lilit Poghosyan, ILGA-Europe Programmes and Policy Officer.

**Self-organised space 1: Globalisation of the same-sex marriage issue: raising up a global awareness of the human rights values it entails**

**Description:** In almost all the democratic nations worldwide there are activists who have struggled and are struggling for the right to marriage for same sex couples - either lobbying complaisant politicians, or facing the juridical way. The time may be ripe to overcome the national boundaries of such common initiatives, and raise the same-sex marriage issue at a global level in all democratic nations. In fact, same sex marriage opponents already operate at international level, and this makes it necessary to tune the communication toward the international organization and the public opinion, making it clearly aware of the human right significance of same sex marriage (similar to other issues in the past such us universal suffrage and free marriage for blacks). The aim of the workshop is to start a comparison of different experiences and strategies on this item.

**Presenters:** Ottavio Mazzocchi and Luigi Caribè, Associazione Radicale “Certi Diritti” (Italy)

**Self-organised space 2: New EU Non-Discrimination Law for Dummies**

What is the new European Union anti-discrimination directive all about? What does it contain and what are the implications for national-level legislation? What are ILGA-Europe and its member organisations doing in support of the new directive, and what are the next steps for it to finally became the law? A rare opportunity to hear answers to these and many other questions about the new EU anti-discrimination legislation in non-EU speak!

**Presenter:** Evelyne Paradis, ILGA-Europe Policy Director

**Self-organised space 3: LIVING/SPACE: public space, LGBTQ identities, and activism**

Living/Space Project is one of the collaborative outcomes of a Youth in Action training course developed and executed in Rotterdam, Netherlands in partnership with COC Rotterdam, Soulforce USA and Cassero Bologna. Twenty two young leaders from across Europe were selected to participate in the program focused on exploration of our ideas about public space as a forum for personal and communal identities, the process of formation of these identities, and ways in which art serves as a tool within those complex contexts. Nine day immersion into experiential and non-formal learning produced multiple public art happenings throughout southern Rotterdam on May 17. The international training team and Cassero will present an interactive sample workshop on youth engagement, art and activism, and how local NGOs can celebrate LGBTQ identities and advance human rights agenda within their communities in creative ways.

**Presenters:** Giada Cotugno, Cassero (Italy) and Alexey Bulokhov (Russia)

**Friday, 30<sup>th</sup> October: 9.30 – 11.00**

**Workshop 9: Speaking Skills Training (I)**

This two-part workshop on speaking skills provides practical training enabling participants to develop and improve their spoken message delivery. It includes the skills necessary for delivering a written speech without reading it (ideal for anything from Pride to academic conferences) and involves various exercises and tips to enhance both spontaneous and practised speaking abilities. Participants will be filmed and have the opportunity to receive personalised advice and improve their delivery in the workshop. A small amount of advance preparation is required for both parts of this training to ensure that the most is made of the time available. Registration is required and is on a first come first served basis.

**Presenter:** Dr Cailin Mackenzie, MIMAT

**Workshop 10: Keeping a balance: how to address the needs of both men and women in LGBT human rights organisations**

This workshop will address a recurring theme in LGBT organisations – the difficulty in ensuring a balance between men and women in both the organisation and among its beneficiaries in terms of representation, participation and addressing their needs. The three panelists from LGBT organisations in Russia, Kyrgyzstan and Georgia will speak about their organisations, the needs they identified in this area, the inclusive approach they apply in their work and where they see the remaining gaps to be. Audience input is especially welcomed on this question!

**Facilitators:** Beth Fernandez; Richard Kohler (ILGA-Europe)

**Presenters:** Ekaterine Aghdgomelashvili (Inclusive Foundation/ Women's Initiatives Supporting Group. Georgia); Syinat Sultanalieva (Labrys, Kyrgyzstan); Polina Savchenko (Coming Out, St. Petersburg, Russia)

**Workshop 11: god/God?**

During this workshop we will touch upon issues of Religion (Christian/Catholic) and violence as experienced by the LGBT community. Often times the 'god' that is presented to us is a cruel god who demands human sacrifice, the 'sacrifice of our own inner being/created self'. An echo of the ancient gods. This god is destructive. However, in the past decades the LGBT Christian Community has been the witness of another kind of God; a God of love and mercy, a God of acceptance and affirmation, whose human face we find in Jesus Christ. Who is this Jesus Christ also witnessed by us the LGBT?

**Presenters:** European Forum LGBT Christian Groups and Drachma

**Workshop12: Evaluation of ILGA-Europe: Update on the process and outcomes**

The workshop will introduce you to the outcomes of the baseline study conducted in autumn 2008 with ILGA-Europe. The board will soon start their work the process leading up to the next strategic plan, and we therefore furthermore invite you to a hearing on the involvement of members in the making of the plan (feedback on the previous process and ideas for the next one).

**Presenters:** In-Dialogue

**Friday, 30<sup>th</sup> October: 11.30-13.00**

**Workshop 13: Minority ethnic LGBT (presentation of the report “Everyone in!”)**

Everyone IN was developed jointly by the Equality Network and BEMIS, Black and Ethnic Minorities infrastructure in Scotland, in it we look at the issues for minority ethnic LGBT people in Scotland. This workshop will look at three main topics: working in partnership with BME sector organisations, leadership on multiple discrimination and intersectionality, inclusive practices for LGBT organisations.

**Presenters:** Patrick Stoakes, Director, Equality Network

**Workshop 14: Working with(out) state authorities in advocacy on LGBT issues**

How much does LGBT human rights work depend on maintaining good relations with state officials? At the workshop differing advocacy strategies will be discussed and presented to explore the limits and possibilities of engaging with state authorities.

**Presenters:** Alexei Marcicov, GenderDoc-M (Moldova), Igor Kochetkov, LGBT Network (Russia), Sanja Juras, Kontra (Croatia)

**Workshop 15: Working with Trade Unions: *The next steps***

This workshop looks at the strong cooperation that exists between LGBT organisations and trade unions at both European and national levels and looks at the steps ahead in this field. During the workshop the participants will be invited to discuss the ‘Extending Equality’ project’s impact in their national and local contexts and to draw recommendations for future work with the ETUC and other key trade union stakeholders.

**Presenters:** Silvan Agius, Policy and Programmes Officer, ILGA-Europe

**Workshop 16: Launching Council of Europe study on homo- and transphobia**

In 2010 Danish-based international consulting group COWI will be doing a research in 20 European countries on the position of LGBT people. The resulting report will be based on a comparative study of the situation regarding homophobia, transphobia and discrimination on grounds of sexual orientation and gender identity covering the 20 Council of Europe member states, who are not members of the European Union, thus complementing the recent similar study covering the 27 EU member states. The result shall be a comprehensive overview of the situation in all 47 CoE member states. The workshop will present the research plan, expected outcomes and invite activists to cooperation in this important undertaking.

**Presenters:** Dennis van der Veur, Council of Europe; Mikael Keller, COWI; Mads Ted Drud-Jensen, COWI; Maxim Anmeghichean, ILGA-Europe

**Friday, 30<sup>th</sup> October: 18.00–19.30**

**Self-organised space 4: European quick scan on LGBT issues in schools**

In this workshop the Global Alliance for LGBT Education (GALE) will present the results of a European-wide quick scan on how LGBT and regular organisations deal with LGBT issues. The quick scan charts not only the existing interventions and projects, but also the existing laws and guidelines in European countries and who the stakeholders are.

After this, the workshop will engage in three discussions:

1. How can we combat the trend in some Central and Eastern European countries to make homophobic European laws and guidelines and to block access to schools?
2. How can we work together to enhance the existing strategies and interventions and make them more effective?
3. How can we work together politically to strengthen the right to education and training?

**Presenters:** Peter Dankmeijer, Executive Director of GALE, Wim Monasso, Secretary of GALE

**Self-organised space 5: Beyond the pink curtain**

Demonstration of a documentary written and directed by Mathew Charles. The death of Communism in Europe brought renewed freedom for millions in the east and although homosexuality has been legalised, homophobia remains entrenched as an institutional practice in this part of the world. Previous films have documented the problems of the region. They described a Pink Curtain in place of the Iron Curtain and show Pride marches turning to violence. But they discount homophobia in western society. False distinctions overlook how East and West can learn from each other in the struggle for equality. We forget the power and the responsibility of the EU to protect us. Sexuality and homophobia transcend nationality. Borders should therefore not allow homophobia to prevail. We look Beyond the pink curtain.

**Saturday, 31<sup>st</sup> October: 11.30 – 13.00**

**Workshop 17: ILGA-Europe strategic / work plan update. Calls for action. (\*)**

This workshop will discuss proposals 8 and 9, the board report, the report from the European representatives in the ILGA board, possible updates on the work plan and possible actions.

**Presenters:** ILGA-Europe co-chair, chairing pool

**Workshop 18: Speaking Skills Training (II)**

Please, see the description of workshop 9 above

**Presenter:** Dr Cailin Mackenzie, MIMAT

### **Workshop 19: Living with intersexuality**

What is intersexuality? Who are intersex people and what are the problems and obstacles they are facing? Gabriel J. Martin, who always identified as a man, was born with XY intersexuality, classified and brought up as a girl, and developed as male at puberty. He is now working as psychologist for the Gay and Lesbian Association of Barcelona and is an intersexual activist. "Living with intersexuality" will tell his story and put it into a larger theoretical framework of intersexuality.

**Presenter:** Gabriel J. Martin, Spain

### **Workshop 20: Addressing the challenges posed by conservative faith organisations to LGBT rights in Europe: local experience (I)**

*"Let's be honest, the greatest single hindrance to the achievement of full civil rights for gay, lesbian, bisexual and transgendered people can be laid at the door step of the three Abrahamic faiths: Christianity, Judaism, and Islam". (Bishop Gene Robinson, the first openly gay bishop in a mainline Christian denomination)*

*Imagine..... what a difference it would make to the progress of LGBT rights in Europe if so many mainstream faith organisations, instead of opposing our rights, supported them.*

The above thoughts encapsulate the scale of the challenges posed by conservative faith organisations. Yet, at European level, we have devoted relatively little time or resource to understanding how, where, and to what extent, conservative faith organisations are operating against our interests, to developing short and medium-term strategies for reducing their impact, and long-term strategies for getting their support.

Two workshops will address these questions from political and human rights perspectives (in other words, not from the perspective of faith-based dialogue). The first will look at opposition by conservative faith organisations at national level, identifying the different organisations, the strategies they adopt, and how LGBT organisations are opposing them. The second will identify those faith organisations most active in opposing LGBT rights at European level, set out their official positions, expose how they have opposed LGBT rights in international institutions, and debate strategies for countering this opposition.

**Presenters:** Marta Abramowicz, KPH (Poland), Olena Shevchenko, Insight (Ukraine), Boris Balanetkii, GenderDoc-M (Moldova).

**Saturday, 31<sup>st</sup> October: 14.30 – 16.00**

### **Workshop 21: Addressing the challenges posed by conservative faith organisations to LGBT rights in Europe: international approach (II)**

Please, see description of workshop 20 above

**Presenters:** Nigel Warner, ILGA-Europe Advisor on Council of Europe

### **Workshop 22: No God in Gay? An Exploration of Islam and LGBT Issues**

Islam and other religions are frequently presented as being incompatible with peoples' LGBT identity. However, there are a growing number of people of the Muslim faith who choose to embrace their religious identity as well as their LGBT

identity. This workshop will look at some of the common roots of anti-LGBT sentiment within faith communities and will explore practical strategies for supporting LGBT people of faith, as well as engaging with LGBT and faith matters in our communities.

**Presenters:** Pav Akhtar, Imaan (UK)

**Workshop 23: What are the issues for older LGBT people?**

What are the lived realities of older LGBT people? During this workshop, we will explore issues of relevance for older LGBT people and hear from speakers who will share their own experience about aging. This is the first of a series of two workshops which builds on the AGE project carried out last year by ILGA-Europe and IGLYO. The aim is to give increase visibility of older LGBT people within ILGA-Europe and to raise awareness about specific issues related to older age. (Part 2 – later in the day)

**Presenters:** Lisette Kuyper (researcher), Peter Otto (GEMS – Gay Elderly Men’s Society), Roger Newman (Alzheimer’s Society)

**Workshop 24: Asylum seekers: Building on best practices to promote access to safety in the EU**

The EU legislation on asylum defines minimum standards that explicitly include the possibility of granting protection in case of persecution on the ground of sexual orientation. The studies carried out by LGBT organisations show that the implementation by Member States is far from satisfying. In the coming years a “Common European Asylum System” will be established. It is time to look at the best possible interpretation of the existing directive, looking for harmonisation in the light of best practices.

**Presenters:** Joel le Deroff, ILGA-Europe’s Policy Officer, Søren Laursen, LBL (Denmark) & S. Chelvan, ALEGRI (UK)

**Saturday, 31<sup>st</sup> October: 16.30 – 18.00**

**Workshop 25: How to make LGBT organisations inclusive of older LGBT people**

This workshop will look at how to make organisations inclusive of older LGBT people and learn from mainstream age organisations on outreach to older age groups and to tackle ageism and age discrimination. This is the second of a series of two workshops which builds on the AGE project carried out last year by ILGA-Europe and IGLYO. The aim is to give increase visibility of older LGBT people within ILGA-Europe and to raise awareness about specific issues related to older age. (Part 1 – earlier in the day)

**Presenters:** Katrien Van Leirberghe (Cavaria), Judith Schuyf (Movisie), AGE – European Older People’s Platform (tbc)

**Workshop 26: Being a lesbian is no sin: religion, sexuality and education in the lives of female students**

The embodiment of religion in Maltese culture permeates its social organizations. Specifically, the institutionalization of catholic beliefs in Maltese society forms value systems and policy in different institutions. The presentation discusses the

ways that catholic morality discourses are intertwined with discourses revolving around sexual orientation, lesbian intimate relationships, sexual pleasure, gender identity and the erotic as they emerge from a number of hidden graffiti written by female students

on the toilet doors of a postsecondary school in Malta. The presentation also discusses how adolescent sexual identities are constructed within political, moral, religious and cultural agendas. It addresses the invisibility, voicelessness and non-representation of multiple forms of sexualities in post-secondary curricula.

**Presenter:** Dr. Joanne Cassar, lecturer at the University of Malta.

### **Workshop 27: ILGA-Europe's Informal Communications Network**

This workshop is intended for the delegates who specifically work on communications and media within ILGA-Europe's member organisations (web/media/communications/press/information officer etc). ILGA-Europe gives increasingly greater importance to its communications and media work and in order to improve the organisation's profile/media visibility and communications capacity of member organisations, we want to discuss if creating of an informal Communications Network could be a useful tool towards achieving those goals. This group will assess the current communications/media capacity and needs of member organisations, and how ILGA-Europe's office and its members can work even more effectively together and what potential trainings etc are required and would be useful in order to raise the organisation's profile/media visibility at European and national levels.

**Presenters:** Juris Lavrikovs, ILGA-Europe's Communications Manager & Nanna Moe, ILGA-Europe's Communications Officer

### **Workshop 28: On law, secularism, and the Catholic church**

Presentation of thematic study done in Italy in 2008.

**Presenter:** Salvatore Marra, CGIL Roma e Lazio (Italy)

**Saturday, 31<sup>st</sup> October: 18.00 – 19.30**

### **Self-organised space 6: "Lesbian movements: Ruptures & Alliances"**

Lesbians have always been present in various civil society movements, with gay men's organizations, in feminist groups, as well as in the artistic sphere, in the fight for decolonization and independence of their country and in the fight for equal rights for women of colour and aborigin women. However, though most of these groups paid little attention to lesbians' rights, some lesbian groups have managed to mainstream their concerns with those of other movements. I would like to open the discussion to learn from participants which strategies were implemented to build alliances with other movements. Sharing (positive) experiences and knowledge is a way to develop skill and being aware of those achievements is the first step toward empowerment and pride.

### **Self-organised space 7: LGBTI local movement and the City Halls in Europe, diagnostic**

Presentation of the results about a request did by the LGBTI Department of the Barcelona's City Hall in 25 cities in Europe: Positives and negatives situations;

proposals for solutions, principal problems for LGBTI community in these 25 cities. How can we build a network of gay-friendly cities in Europe?

**Presenter:** Jordi Petit (ex SG of ILGA)

**Self-organised space 8: Presentation of a documentary on LGBT in Azerbaijan and a photo exhibition of LGBT activists from ex-USSR**

The only LGBT organisation in Azerbaijan, Gender and Development, will present a documentary on the situation of LGBT people in the country. The film contains interesting, inspiring, touching testimonies of trans sex workers, lesbian and gay people from Baku, and puts them into a larger perspective of societal attitudes. One of Gender and Development's leaders, Elkhan Baghirov, is also bringing to Malta a photo exhibition of LGBT activists from post-Soviet countries, which the workshop participants will have a chance to see displayed.

**Presenters: Elkhan Baghirov and Kamran Rzayev, Gender and Development, Azerbaijan.** The film production was supported by ILGA-Europe's Human Rights Violations Documentation Fund.

**Self-organised space 9: Inside – Out: The work vision of COC-Netherlands and other Work Visions of other ILGA member organisations**

Description: COC-Netherlands works according to the Inside-Out vision. This vision describes the relation between project partners / leaders and project beneficiaries. Rather than a hierarchical or top-down approach where the project beneficiaries are instructed by the project leaders what to do the Inside Out vision looks at what capacities and activities are already present with the project. In an inside-out project a beneficiary develops activities for the LGBT community in a way that he/she thinks or knows that is best for their own local community. The project leader facilitates this process. This workshop aims to identify what work visions can be used among LGBT organisations. Furthermore the Inside Out vision will be illustrated by using examples of such projects.

**Presenter:** Jochem Beunderman (International Project Officer – COC Netherlands)

ILGA-Europe continues its organisational evaluation process, working on this with consultants Lene and Yvor from In-Dialogue. The workshop on evaluation will take place on Friday at 9:30-11:00, and they will be available throughout the day for any further questions or conversations you may have regarding the process or the outcomes. Please, do not hesitate to use this opportunity!

# Conference plenary panels

---

## Thursday 29<sup>th</sup> October

### 9:30 Opening Plenary Session welcome address by:

- Dr Louis Galea, Speaker of the House of Representatives, Malta
- Evarist Bartolo, Member of Maltese Parliament, Labor Party

### 11:30 European policies on human rights of LGBT people: successes achieved and challenges ahead

- Francis Agius, Member of Maltese Parliament, head of Maltese Delegation to the Parliamentary Assembly of the Council of Europe
- Ulrike Lunacek, Member of the European Parliament (Austria)
- Belinda Pyke, European Commission, Director of Equality between Men / Women, Action against Discrimination, Civil Society Directorate of DG Employment, Social Affairs and Equal Opportunities.

## Friday 30<sup>th</sup> October

### 14:30 Overcoming cultural and religious barriers to LGBT equality

- Vladimir Luxuria, former member of the Italian Parliament, journalist
- Juris Cālītis, pastor of the Anglican Church, Latvia
- Fatima Elatik, District Mayor of Amsterdam – Zeeburg (tbc)

## Saturday 31<sup>st</sup> October

### 9:30 Plenary session 3:

- Address by Mr Frits Huffnagel, Alderman, City Council of The Hague

# About the conference

---

## Purpose of the ILGA's annual European conference

The purpose of the ILGA's annual European conference is twofold:

- **Firstly**, the conference is the organisation's annual general meeting (AGM). As such it is a formal part of ILGA-Europe's structure, governed by its constitution and the so-called standing orders. Conference decisions determine the policies of ILGA-Europe and guide the work of the Executive Board, within the framework of the constitution.
- **Secondly**, the conference is an opportunity for ILGA members and LGBT activists from all over Europe to meet together to share experiences, knowledge, skills, to plan and coordinate joint campaigns and projects, to learn about the latest developments.

## Structure

Work during the conference takes places in various forms:

### Plenary Sessions and panels

As you can see from the conference programme, there are a number of different types of meeting during the conference. The conference sessions where all conference participants meet together are called the **plenary sessions**. Some plenary sessions are used to introduce key policy themes (panels). Others serve as the platform during which any formal conference decisions are made. So, all formal business – set out in the so-called Final Agenda – is conducted during these plenary sessions.

The Final Agenda includes consideration of the Executive Board's report on work undertaken since the 2008 conference in Vienna, formal proposals submitted by the Board and full members in the region, various financial reports, and elections of the new executive board.

### Workshops

Workshops are an important part of the conference. These are pre-arranged sessions for discussion of particular topics in a smaller circle. They are open to all delegates or, in some instances, to delegates of one gender. There are two types:

Workshops on proposals: these workshops consider key aspects of ILGA-Europe's work and items on the final agenda, and can make recommendations on them to a plenary session of conference. They are marked with an asterix (\*) in the workshop programme. The minutes of these workshops, with any recommendations, are submitted to a conference plenary session.

Information and Skill-Sharing workshops: these are focussed on information and skill sharing. This year we have concentrated on the topics of the strategic objectives of ILGA-Europe. These can make reports to the conference so that information/skills can be shared more widely, but they do not make recommendations

## Other meetings

**Self-Organised spaces or caucuses** are meetings of any group of people that wishes to meet together to discuss any subject of mutual interest (subject to the provisions of the Constitution). A self-organised meeting/caucus may itself define any criteria for attendance at a meeting, but if it wishes to make any report to the Conference from the meeting, then advance notice has to be given to the Conference of the meeting and of the proposed restrictions on participation. The meeting can then make a report to a Conference plenary session. However, if it wishes to recommend changes to any proposals on the agenda, its recommendations need to be initially considered by the workshop on the proposal before being considered by the plenary.

## Procedures

Conference procedures are guided by **the constitution and the standing orders**, which have been agreed at previous conferences. These set the rules on the submission and debate of proposals and amendments, on voting, elections, the chairing of plenary sessions and so on. The standing orders are available on our website: [www.ilga-europe.org](http://www.ilga-europe.org) > About us > Organisational documents

## Chairing Pool

Although the host organisers are responsible for household matters, the Chairing Pool is responsible for the running of the conference while it is in session. It puts together the proposed order of business for the plenary sessions, and makes sure that standing orders are followed. You should go the Chairing Pool if you want to raise an issue about the business of conference.

The Chairing Pool chair the plenary sessions and the workshops on proposals (the \*-workshops) and makes minutes of the same.

The Chairing Pool consists of 4 people, appointed by the Executive Board and approved by the conference. The overall composition of the chairing pool shall reflect the diversity of membership within the region and all members shall be members of full member organisation in the region.

## **Election of the ILGA-Europe executive board**

### **A. General requirements**

The board consists of 10 individuals from full member organisations of which

- at least 4 and not more than 6 are women and
- at least 4 and not more than 6 are men.

To be elected to any post in ILGA-Europe requires at least 20 % of the votes present at that election.

If these requirements cannot be met, the places remain vacant.

### **B. Term of office**

The term of office for board members is two years, and in principle five members are elected each year. If there are more than five vacancies, a second round of election decides who is elected for two years and who for one year (see E below). This will be the case in 2008, when there are 10 vacancies, and in subsequent years, if board members have resigned before completing their term of office or places were previously unfilled.

### **C. Nominations at the conference**

All elections should be contested. Further nominations can be made at the conference if nominations received before the conference are equal to or fewer than the number of vacancies, and/or do not meet the gender requirements set out in A above.

For all nominations this means 10 minus the number of board members elected for two years the year before. For women or men this means four minus the number of board members of that gender elected the year before.

### **D. Election**

Each delegate with a voting card will receive a ballot paper with a list of all candidates. They can vote for no more candidates than there are vacancies (i.e. 10 minus the number of board members elected for two years the year before).

Candidates will then be ranked according to the number of votes received. Candidates with fewer votes than 20 % of the ballot papers returned are disregarded.

The vacant places are filled according to the ranking for women and men. When the composition of the board has reached six individuals of one gender, the remaining candidates of that gender are disregarded.

If this process does not lead to a full board, consideration will be given to the candidates who failed to receive 20 % of the ballot papers returned. A second round of elections will be conducted between those candidates eligible for the remaining places, following the same procedure as above. At least 20 % of the votes present at the election are still needed in this round.

If there is a tied vote, a further round of election between the candidates involved will take place – and if that does not solve the problem, the chair will have to decide to proceed to a draw.

### **E. One or two years term of office**

The term of office for board members is two years, and in principle five members are elected each year. If there are more than five vacancies, a second round of election decides who is elected for two years and who for one year.

This will be the case in 2009, when there are 6 vacancies. In 2008 5 members were elected for 2 years and 5 members were elected for 1 year. In the meantime one of the members elected for 2 years have resigned. Therefore the conference will elect 5 board members for a 2 year term and 1 board member for a 1 year term.

The two women and the two men with the highest number of votes and the individual with the fifth highest number of votes are elected for two years and the last for one year.

### **F. Reserves**

The non elected candidates are reserves in the following order:

1. Those having reached more than 20 % in the first round of election ranked according to the number of votes they have got.
2. Those having reached more than 20 % in the second round of election ranked according to the number of votes they have got.

In the case of a vacancy in the board, the highest ranking reserve whose membership of the board secures that the composition of the board is still in accordance with A. above.

### **Designating Delegates**

Each full member organisation in the Region that has paid its membership fees (and has not had its membership suspended under the relevant provisions in the ILGA constitution) is entitled to two votes, subject to the following rules:

If a member organisation aims at gathering or representing both men and women, but sends only male delegates, then it will have only one vote unless it has provided a letter of authority confirming that the women members in that organisation have approved the delegate(s) exercising both votes.

Similarly, if a member organisation aims at gathering or representing men and women, but sends only women delegates, then it will have only one vote unless it has provided a letter of authority confirming that the delegate(s) have the authority to exercise both votes.

In either case, the women or men in the organisation may instead nominate a proxy (see below).

### **Designating Proxies**

Any full member organisation that is entitled to vote can designate a person attending the conference as a proxy for either one or both of the votes to which it is entitled. The organisation must provide the person (s) nominated with a letter of authority, and the person(s) nominated must present this letter in order to receive the proxy voting card(s). One participant cannot have more than four proxies.

### **Plenary Sessions**

Formal conference decisions are only made in the plenary sessions. Conference decisions are made either by consensus or by voting. Voting is done with voting cards, which are issued during the conference.

## **Proposals and Amendments**

The proposals and amendments on the **Final Agenda** are first discussed in the workshops on proposals (designated with an asterix (\*) in the workshop programme). These workshops can recommend to the conference that a proposal or amendment is approved or rejected, or that it is adopted subject to specified changes.

Recommendations are agreed in these workshops by consensus but if this is not possible, then any recommendations must be approved by a simple majority of votes cast for and against by members in the workshop entitled to vote. The minutes of these workshops, with any recommendations, are submitted to a conference plenary session.

Other workshops and meetings can make a report to the Conference for information, but may not submit recommendations directly to a plenary session. If the workshop/meeting wishes to make a recommendation on a proposal or amendment, then this should be submitted to the workshop that has been designated to consider that proposal/amendment

## **Procedural Documents**

The documents you may need for the procedural aspects of the conference were sent to member organisations with the Third Mailing in early October. We have not included them in the delegate pack in order to reduce the amount of paper you are given. However, the following documents are available in the conference information room during opening hours upon request:

- Final Agenda
- Proposals and Amendments and Effects
- Elections at the Conference
- ILGA-Europe Constitution
- Standing Orders
- ILGA-Europe Activity Report 2008/2009
- Report on ILGA-Europe's finances for the year 2008-2009
- Indicative budget for 2010
- Strategic Plan 2008-2011

# Background documents

---

Should you need further information on ILGA-Europe's activities and structure, on themes discussed at the Conference, or on European institutions, here is a list of documents available on ILGA-Europe's website which may be useful.

## Organisational documents

These include: ILGA-Europe's Constitution, Standing Orders, Strategic Plan 2009-11, and Activity Reports. ILGA-Europe's organisational documents are available on our website:

[www.ilga-europe.org](http://www.ilga-europe.org) > About us > Organisational documents.

## Third mailing documents

All third mailing documents are available on our website:

[www.ilga-europe.org/conference](http://www.ilga-europe.org/conference) > Malta 2009 > Third mailing

## ILGA-Europe's publications

ILGA-Europe has produced publications on a variety of themes. These publications are available on our website:

[www.ilga-europe.org](http://www.ilga-europe.org) > Publications.

## EuroGuide (information on European organisations and their institutions)

ILGA-Europe's website includes an introductory guide to European institutions (role, structure, relevance of these institutions), as well as to their relevance for LGBT organisations.

For information on European Union institutions, on the Council of Europe or the Organisation for Security and Cooperation in Europe, go to our website:

[www.ilga-europe.org](http://www.ilga-europe.org) > LGBT guide to Europe.

# Practical and useful information<sup>1</sup>

---

## General Information

### Electricity

The electrical supply is 230 volts +/- 10%. The frequency of the supply is 50 hertz. The **three-pin rectangular plug** system is used, as in Britain. Adapters are very easy to find.

### Language

The official languages are Maltese and English. Maltese is a language of Semitic origin written in the Latin script. Over the centuries, it has incorporated many words derived from English, Italian and French. Italian is also widely spoken.

## Transport

### Driving

Like in Britain, in Malta driving is **on the left**. There are speed limits of 80 km/h on the open road and 50 km/h in built- up areas.

### Public Transport

Public transport is reasonably priced. The main bus terminus in Malta is in Valletta, just outside the City Gate. Malta buses are orange and show the route number on the front. Malta bus routes leave from and go to Valletta. Tickets are bought from the driver upon entering the bus and most tickets for short-to-medium long rides cost **€ 0.47**.

### Taxis

The white taxi service has the privilege of picking up passengers from anywhere, except bus-stops. Inquire and agree on a fare before you enter a taxi.

### Getting to and from hotel

Visit [www.maltatransfer.com](http://www.maltatransfer.com) and select your dates of arrival. If you are staying at the hotel where the conference is taking place, choose the below settings from the first 2 drop-down menus:

Leaving from	<input type="text" value="Malta International Airport"/>
Going to	<input type="text" value="Corinthia Marina Hotel"/>

Select your flight day and flight number and the number of passengers and click **Show fares**. The fare is normally that of **€ 7.00** to transfer you to your hotel. It is also possible to book your return trip back to the airport after the conference.

---

<sup>1</sup> This section is provided by Malta Gay Rights Movement.

## **Useful Numbers**

Direct Dialling Code (Malta)	<b>+00356</b>
Emergency	<b>112</b>
Gabi (MGRM)	<b>99250943</b>
Bernard (MGRM)	<b>79058563</b>
Ruth (MGRM & ILGA-EU)	<b>79987985</b>
Mark (MGRM)	<b>79254030</b>
Corinthia Marina Hotel	<b>21374114</b>

## **Currency and Banks**

As of 1st January 2008, Malta uses the Euro. Banks are normally open until early afternoon from Monday to Friday, and until midday on Saturday. Exchange bureaux at Malta International Airport are open 24 hours a day.

## **General safety**

Malta is a generally safe country. Rape, abuse, beatings, kidnappings and other such crimes are very rarely reported, but it is always wise to exercise good caution when being affectionate in public places. Holding hands in Valletta at noon may just turn a few heads, if at all, but it is suggested to take extra care of being overly affectionate in entertainment places like Paceville at night. Should any conference participants experience harassment or intimidation during their stay in Malta, they should inform ILGA-Europe members of staff and MGRM volunteers immediately, and the matters will be dealt with in the best way possible.

# Evening social programme<sup>2</sup>

---

*Thursday 29<sup>th</sup> October*  
**Harbour cruise**

Along our private harbour cruise tour, we will cruise past Fort Manoel, Fort St Elmo, Fort St Angelo (headquarters of the Knights of Malta in the Great Siege in 1565 and again the headquarters of the British navy in World War II), and Fort Ricasoli which is nowadays used as a film set. In fact a number of famous films such as Gladiator and Helen of Troy have recently been filmed here. Dinner will be served on board.

We will later proceed to Tom Bar, the longest-established gay bar on the island.  
Website: <http://www.tombarmalta.webs.com/>

*Leave hotel at 8.00pm - Harbour Cruise at 8.30pm - 11pm; Tom's Bar - 11pm - 1pm. Shuttle buses will be provided to transport participants back to the hotel.*



---

<sup>2</sup> This section is provided by Malta Gay Rights Movement.

*Friday 30<sup>th</sup> October*

## **Tour of Mdina**

Participants will be taken for a tour around Mdina, Malta's old capital city. Mdina is an old medieval walled town today called "The Silent City". Mdina, a city that hundreds of years after it was built still commands respect, awe and curiosity about its tales, also offers an inspiring view of the surrounding areas.

Participants will then proceed to Palazzo Parisio, in Naxxar, where a buffet dinner will be served. Palazzo Parisio is an old palace built by Marquis Giuseppe Scicluna. It today serves as an idyllic spot for weddings and other big occasions. Those interested can also be given a free guided tour of the interior of the palace.

*Leave hotel at 7.30pm - Tour of Mdina at 8.00pm - Leave Mdina for Palazzo Parisio at 9.15pm - Dinner at 9.30pm till 11/11.30pm*



*Saturday 31<sup>st</sup> October*

## **Dinner in Għar Lapsi & Party**

Participants will enjoy dinner in an exquisite restaurant in Għar Lapsi, a town in the outskirts of Siggiewi. The restaurant boasts unique views of the islet of Filfla and the cliffs stretching to Wied iż-Żurrieq.

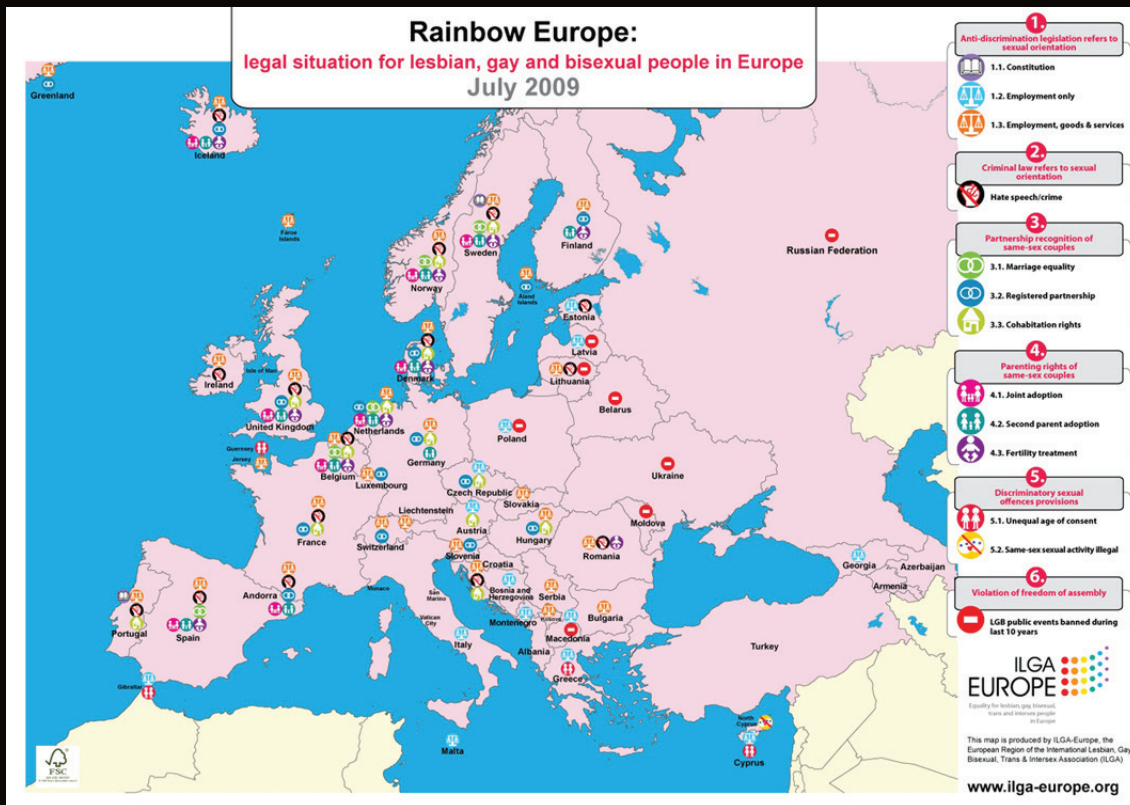
After dinner, buses will transport participants to a party held in Stitch Club, San Ġwann. A good number of the local LGBT community will also be attending this party. Participants are also encouraged to wear costumes since this will be Halloween night.

*Leave hotel at 8.00pm - Dinner at Blue Creek Restaurant in Lapsi at 8.30pm - Departure to Halloween Party at 10.30pm - Party from 11pm till late. Shuttle buses will be provided to transport participants back to the hotel.*

# Rainbow Europe: human rights and equality for lesbian, gay and bisexual people



Which symbol represents your country?



This map is produced by ILGA-Europe. If you want to obtain a printed copy of this map or a file for reproducing it in your publication, please contact: [nanna@ilga-europe.org](mailto:nanna@ilga-europe.org)



ILGA-Europe – working  
for equality and human  
rights for lesbian, gay,  
bisexual, trans & intersex  
people in Europe  
[www.ilga-europe.org](http://www.ilga-europe.org)

Malta **Gay Rights Movement**