

## **E. PROPOSALS – SECOND MAILING**

### **PROPOSALS**

- 1 Appointment of an auditor**
- 2 Approval of the Ilga-Europe Strategic Plan 2008-2011**
- 3 Change in the financial year**
- 4 Establishment of an Election preparations committee**
- 5 Minimum number of votes to be elected**
- 6 Two years term of office for board members**
- 7 Two years term of office for the European representatives to the ILGA executive board**
- 8 Chairing pool selection**
- 9 Instate an Election Preparation Committee**
- 10 Instate a the Quorum of 50 % to be elected for the board**

### **Annexes**

- 1 Strategic plan 2008-2011 for ILGA-Europe**
- 2 Explanatory notes for those proposals aiming at changes in the constitution and standing orders.**
- 3 Layout of the effects of the proposals for changes in the Constitution and Standing Orders from COC, LBL and RFSL**

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### **PROPOSAL 1**

Submitted by the **Executive Board**

#### **Appointment of an auditor**

That the Conference approves the appointment of Ms. Danielle Quivry as the auditor of ILGA-Europe for 2007-08.

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### **PROPOSAL 2**

Submitted by the **Executive Board**

#### **Approval of the Ilga-Europe Strategic Plan 2008-2011**

This Conference approves the Strategic Plan 2008-2011 (attached).

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### **PROPOSAL 3**

Submitted by the **Executive Board**

#### **Change in the financial year**

In the Constitution article F 1 delete the word “May” and substitute with “January”.

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### **PROPOSAL 4**

Submitted by **COC and LBL**

## **Establishment of an Election preparations committee**

Before the end of 2007 the executive board of ILGA-Europe shall set up a committee of 4 individuals from member organisation, of which at least 1 shall be woman and at least 1 man and none be members of or reserves to the executive board with the following tasks:

- Receive nominations for the executive board of ILGA-Europe and the European representatives in the ILGA board for the elections at the 2008 conference
- Actively seek nominations to ensure a broad representation among the candidates
- Present the candidates and their qualifications to the 2008 conference.

At the conference the committee and the executive board shall give a report on the experiences gained from the work of the committee and recommend whether such a committee shall be established in the rules of ILGA-Europe.

The committee shall work independently from the board but can consult with the board. It shall by consulting member groups find suitable candidates to ensure an effective and representative group of candidates.

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## **PROPOSAL 5**

Submitted by **COC and LBL**

### **Minimum number of votes to be elected**

(Changes to constitution and Standing Orders)

In the constitution add to article D 10:

“Election to any post in ILGA-Europe requires at least 20 % of the votes present at the election.”

In the Standing Orders add as new paragraph 12.5:

“12.5 If the requirement in the article D 10 of the constitution implies that there are vacant places in the board, re. 12.4, a new election round among the non-elected candidates shall take place. If the requirement in article D 10 of the constitution is not met, the places remain vacant.”

The following paragraphs to be renumbered.

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## **PROPOSAL 6**

Submitted by **COC and LBL**

### **Two years term of office for board members**

(Changes to constitution and Standing Orders)

#### **Constitution, Section D, European Regional Conference**

In **D5(f)**, after “election”, insert “of the members”.

#### **Constitution, Section E, Executive Board**

In **E2**, first sentence, delete “in Section D” and insert “of this Constitution and the Standing Orders”.

Delete third sentence and insert:

“In case, at the time of election, there are less candidates of one gender than necessary to have at least four women and at least four men on the Board, the remaining places reserved for that gender are vacant.”

In **E6**, delete first sentence, and substitute:

“The term of office of the members of the Executive Board shall be from the end of the conference at which they are elected until the end of the second ordinary conference after their election”.

In second sentence, delete “The Executive Board will have its first meeting shortly after the conference, at which it will elect”, and insert:

“At its first meeting after each ordinary Conference the Executive Board will elect, to serve for a term of one year,”.

Insert a new **E7**:

“7. In the case a Regional Conference elects more than five members of the Executive Board, only the term of office of five members will be as set out in section E6 of this Constitution. The term of office for the remaining members will be from the end of the ordinary Conference in which they have been elected until the end of the next ordinary Conference and they will be chosen by a second round of election. Among all the members of the Executive Board whose term of office is to expire at the next Conference there should not be more than three women and there should not be more than three men.”

Renumber existing paragraphs E7 and E8

### **Standing Orders, Section SO12, Election of Executive Board**

Insert new paragraph **12.4**:

“12.4 Respecting the composition of the Executive Board as stated in section D.2 of the Constitution, at any given moment there shall not be in the board more than six men or more than six women, not counting the eventual ex officio member that can be appointed following section D.2 of the Constitution.”

Renumber existing paragraph 12.4 as 12.5

In existing paragraph **12.4**, delete all after “available seats.”

Insert new paragraph **12.6**:

“12.6 Candidates will be ranked by the number of votes they have received and the vacancies on the board will be filled starting from the candidate with the highest number of votes until all vacancies are filled. In the case that the maximum number of candidates of the same gender allowed to be on the board at any given moment as specified in SO12.4 is reached before all vacancies are filled, the remaining candidates of that gender are not deemed elected and become reserves, and the vacancies are filled by the candidates who have not identified as belonging to that gender who are next in the ranking. In the event of a tied vote making it

impossible to determine the result of the elections, then a further ballot will take place between the affected candidates as necessary.”

Renumber existing paragraph 12.6 as 12.8

In existing paragraph **12.5**:

Delete first two sentences and insert:

“If by the published deadline the nominations received are equal to or less than the number of vacancies on the Board, then further nominations may be made at the conference by full members and the Board. If by the published deadline the nominations received of candidates of one gender are equal to or less than the maximum number of vacancies on the Board, then further nominations may be made at the conference by full members and the Board.”

Renumber existing paragraph 12.5 as 12.7

In existing paragraph **12.6** add the words “until the following Conference” after “for the seats on the Board”, and delete all after “unless this would” in the second sentence and insert:

“breach the composition of the Board as set out in SO 12.4, in which case the Board shall proceed to invite the next reserve member that allows for the requirements in SO 12.4 to be met”

Insert new paragraph **12.9**:

“12.9 For the round of elections under E7, board members will be ranked by the number of votes they have received. The first two men and the first two women in the ranking will be those whose term of office will be from the Conference in which they have been elected until the second ordinary Conference after their election. Among the remaining members, the one with the highest number of votes will be the fifth whose term of office will be from the Conference in which they have been elected until the second ordinary Conference after their election.”

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## **PROPOSAL 7**

Submitted by **COC, LBL and RFSL**

### **Two years term of office for the European representatives to the ILGA executive board** (Changes to constitution)

In the constitution add in article D 5 as a new point g)

“g) election of the European representatives in the ILGA executive board”

and renumber the following points.

In the constitution as a new chapter F:

#### **“F. European representatives in the ILGA executive board**

1. The Regional Conference shall elect one woman and one man to the executive board of ILGA, cf. the constitution of ILGA.
2. The term of office of the European representatives in the ILGA executive board is from the end of the regional conference at which they are elected until the end of a following regional conference at least 18 month later.”

and renumber the following chapters.

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## **PROPOSAL 8**

Submitted by **COC, LBL and RFSL**

### **Chairing pool selection**

(Changes to the standing orders)

In the Standing Orders delete articles 4.2, 4.3, 4.4, 4.5 and 4.6 and insert new article 4.2:  
“4.2 The chairing pool shall consist of four members and 50 % of the places shall be held by women. The chairing pool shall be selected by the board, subject to approval 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. The board shall select the chairing pool in due time before the conference and the Chairing pool shall be involved in the planning of the conference.”

and renumber the following articles.

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## **PROPOSAL 9**

Submitted by **RFSL**

### **Instate an Election Preparation Committee**

The rationales for this proposal are to involve more people in the process of electing the Executive Board and to ensure that there is a choice of competent candidates that reflect the diversity of the membership (as stated in the Constitution paragraph E1).

The main parts are:

1. Elect an Election Preparation Committee during the annual conference that proposes candidates to the Executive Committee and representatives to the ILGA World Board.
  2. Allow nominations during the conference itself, until a deadline decided upon.
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## **PROPOSAL 10**

Submitted by **LGLF and LSVD**

### **Instate a the Quorum of 50 % to be elected for the board**

(Changes to the Constitution and Standing orders)

#### **In paragraph D 10.**

Insert new sentence after “orders”

“Election to board members in ILGA-Europe requires at least 50 % of the votes present at the election.”

#### **Changes to the Standing Order 12.4**

Insert new sentence after third sentence

“if they get more than 50 % of the votes present. If less than four women are elected a second ballot will take place between the candidates whose number results of the still vacant seats plus one candidate. Candidates for this second ballot are those remaining women who got the highest number of votes present in the first round. If a candidate fails or candidates fail again to get more than 50 % of the votes present, the seat/s in the board remain/s vacant. If less than four men are elected a second ballot will take place with the same procedure like the voting for women” after “deemed elected”.

And insert new sentence after fourth sentence “if they get more than 50 % of the votes present. If less than two are elected a second ballot will take place with the same procedure like the voting for women and men.” After the sentence “deemed elected”

**ANNEXE 1**

**STRATEGIC PLAN 2008 -2011  
FOR  
ILGA-EUROPE**

**October 2007.**

## **European Region of the International Lesbian and Gay Association. (ILGA-Europe)**

### **Vision**

ILGA-Europe's vision is of a world freed from any form of discrimination on the grounds of sexual orientation, gender identity or gender expression; a world where the human rights of all are respected and everyone can live in equality and freedom.

### **Mission**

#### **ILGA-Europe's mission is:**

To act as a European voice for the rights of those who face discrimination on the grounds of sexual orientation, gender identity or gender expression

To promote the right to equality and freedom from discrimination by lobbying and advocacy, and by educating and informing the European and International institutions, media and civil society

To strengthen the capacity of European human rights organisations fighting against sexual orientation, gender identity and gender expression discrimination to work for equality through their involvement in advocacy campaign and networking, the exchange of best practice, the dissemination of information and capacity building programmes

#### **The Core Values of ILGA-Europe are:**

Respect and recognition for the fundamental cultural, social and economic as well as civil and political human rights, with particular emphasis on equality and freedom from discrimination, gender equality and the right to self-determination

International solidarity and solidarity with other discriminated groups of people, with mutual support in combating oppression and discrimination and fighting for equality both within Europe and with other regions of the world

Full, democratic involvement of membership in the development of policies and transparency in accounting for actions taken

Respect for diversity and accessibility among LGBT people and within society

Effective delivery of advocacy/anti-discrimination campaigns and capacity building programmes, efficient use of resources, developing synergies between work areas and promoting good practice

### **The strategic objectives of ILGA-Europe are:**

1. Working towards full recognition of and respect for fundamental human rights
2. Working towards full equality in employment
3. Working towards full social inclusion
4. Working towards full recognition and equality of the diversity of families and family relationships
5. Strengthened capacity of member organisations
6. Strengthened capacity of ILGA-Europe to achieve its mission

### **Strategies to achieve these objectives**

ILGA-Europe utilises a range of strategies to achieve its strategic objectives

**Information and Communication** – providing information to our members and a range of audiences – including relevant institutions, other human rights based social change organizations, the media and the general public; raising awareness of the issues pertaining to LGBT rights and equality through a range of channels – electronic and paper publications, campaigning activities and media outlets and developing policy papers, research projects/papers for the key issues.

**Advocacy** – advocating for human rights standards, policies and legislation at the International and European institutions. Facilitating and supporting our members to develop advocacy on LGBT rights at national level.

**Litigation** – identifying and supporting legal actions which will extend the rights and recognition of key areas of LGBT rights at European level. Developing tools to work with members on cases at national level to litigate LGBT rights and engaging in the training of anti-discrimination bodies.

**Lobbying** – developing argumentation and providing evidence for the inclusion of the LGBT perspective in all areas of social policy. Using International and European human rights standards, policies, legislations and institutions to pressure European Institutions and national governments to uphold the rights of LGBT people.

**Capacity Development** – enhancing the capacity of member organisations to lobby, advocate, raise awareness and engage in the promotion and inclusion of LGBT recognition in their own countries. Enhancing the capacity of ILGA-Europe itself to undertake its work and attain its strategic objectives through organisational development.

## Implementation of the Strategic Plan

The Strategic Plan is operationalised through the development of annual work programmes to cover all of the strategic objectives. This forms the basis for the various funding applications the organisation submits, and the annual work plans of each of the Service Areas and of the staff members, the sub-committees and working groups and the board of ILGA-Europe.

The attainment of the annual work programme will be monitored through the Performance Management System in operation, and this forms the basis of the annual reports to each of the funders of the work of the organisation.

A report is made at the annual conference on progress and developments.

**Annual Work Programme** of the organisation incorporates activities unique to each Service Area, as well as Projects that are cross-Service Area. While ILGA-Europe works with member organisations in 47 European countries, some activities, projects are geographically focused according to need/issue.

## Organisational Structure.

There are four Service Areas – Policy, Programmes, Finance and Administration, Information and Communication. There are two staff members in each of Programmes and Finance and Administration, and three in Policy, and one in Information and Communication. The organisation is led by an Executive Director. (There are plans to enhance the Information and Communication Service area by an additional staff member late 2007).

Executive Director			
Policy Programmes Service Area	Programmes Policy Service Area	Information/Communication Service Area	Finance/Admin. Service Area
Director (1)	Director (1)	Manager/Director (1)*	Manager (1)
Senior Officer(1)**	Senior Officer (0)	Senior Officer (0)	Senior Officer (0)
Officer (1)	Officer (1)	Officer (1)	Officer (1)

\* to be recruited late 2007.

\*\* to be confirmed September 2007

**Governance Structure.**

	Members
Elect	10 Executive Directors
Define roles	Co-Chairs; Treasurer; Secretary; Board Members
Board meets at least 6 times a year; there is an Annual General Meeting where elections, financial governance and programme over-sight by members is completed; any changes to Constitution or Standing Orders has to be by Membership at Annual conference	

**Evaluating the Strategic Plan.**

An external consultant will be engaged to work with the staff and board to evaluate the progress on the strategic plan annually and also at the end of the 3 year period. This final evaluation will feed in to the development of the next strategic plan 2012-2015.

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**ANNEXE 2**  
**EXPLANATORY NOTES FOR THOSE PROPOSALS AIMING AT CHANGES IN THE**  
**CONSTITUTION AND STANDING ORDERS.**

**Proposal 2**

*Explanation:* In 2004 the regional conference adopted the "Strategic Plan for ILGA-Europe 2005-2008". The executive board has prepared a new "Strategic Plan for ILGA-Europe 2008 - 2011" through an extensive process which included consulting member groups several times. The result of this process is a more focused and direct strategic plan taking into account the development of ILGA-Europe through the last years and the input from member groups.

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**Proposal 3**

*Explanation:* The European Commission, our most generous funder, is changing its own financial year to January-December for the new PROGRESS programme under which we are funded. It is then proposed to change our financial year as well to make things much easier both for our staff to work and for member organisations to have more clarity in the budget and accounts presentation.

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**Proposal 4**

**Establishment of an Election preparations committee**

*Explanation:* At the 2006 conference there was much discussion about a proposal to set up an elections preparation committee in the constitution of ILGA-Europe. The proposal failed, but some member organisations have discussed the idea further after the conference, but without getting to a common proposal. Thus it is proposed the try the idea for the 2008 elections to see how it works and then decide whether we should have it or not.

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**Proposal 5**

**Minimum number of votes to be elected**

*Explanation:* At the 2006 conference many member organisations raised the issue of a minimum number of votes for board members to be elected. Democracy is also about protection of minorities, so a too high requirement for minimum number of votes to be elected will mean that a small majority can keep all other out of the board. On the other hand it is sensible that a board member has a reasonable backing form the members.

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**Proposal 6 - 7**

**Two years term of office for board members of ILGA-Europe**

*Explanation:* The proposals establish the needed rules for getting a two year term for board members with half of the board elected each year. The proposal is identical to the one proposed the board at the 2006 conference.

## **Proposal 8**

### **Chairing pool selection**

*Explanation:* The proposal aims to have a more effective chairing pool. It is needed that all four members have a chance to be well prepared and involved in the planning of the conference. To ensure that the chairing pool has the confidence of the conference it shall be approved or rejected by the conference. Articles 4.4 – 4.6 are redundant.

## **Proposal 9**

### **Instate an Election Preparation Committee**

Submitted by **RFSL**

The rationales for this proposal are to involve more people in the process of electing the Executive Board and to ensure that there is a choice of competent candidates that reflect the diversity of the membership (as stated in the Constitution paragraph E1).

The main parts are:

3. Elect an Election Preparation Committee during the annual conference that propose candidates to the Executive Committee and representatives to the ILGA World Board.
4. Allow nominations during the conference itself, until a deadline decided upon.

### **Election Preparation Committee**

An Election Preparation Committee has the purpose of preparing elections and presents a suggested list of candidates to the Executive Committee and representatives to the ILGA World Board.

The rationale for having such a committee is to ensure that there are candidates to the Executive Board that match the competences needed in the board and at the same time reflect the diversity of the membership.

Another benefit of a having this committee is that it, in addition to receiving the nominations submitted to the Election Preparations Committee, should also actively search for individuals and encourage competent people to put themselves forward.

All nominations received by the Election Preparations Committee should be presented to the full members (and the conference).

The committee should be elected during the annual conference. It should consist of at least 4 people and 6 at most. An equal number of women and men should be represented and it should reflect the diversity of the organization as far as possible. It is, above all, important that the people on the Election Preparation Committee have contacts and networks within several organizations and countries in order to best serve their duties.

Furthermore it's important that the committee has the opportunity to meet during the year, in order to fulfill its functions. The cost of these meeting should be granted by ILGA-Europe.

### **Nominations during the conference**

Each year there are many new delegates to the ILGA Europe conference and also new organizations attending. Many of the candidates nominated to the Executive Board and even

some of the people on the Executive Board are very anonymous to the delegates attending the conference. By accepting nominations during the conference itself, in addition to the nominations made on beforehand and the proposal from the nomination board, the conference is given more of a choice in electing the Executive Board. The nomination stop could for example be at noon on the day before the first elections.

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## **PROPOSAL 10**

Submitted by **LGLF and LSVD**

### **Instate a the Quorum of 50 % to be elected for the board**

*Explanation:* Democracy means and is realized with the decisions of the majority of the people involved, which are in this case the members of ILGA-Europe. For pragmatic purpose this majority is already reduced to the members present at a conference and by abstentions.

The planned two years term of the board requires a legitimation as high as possible by the members for decisions of the board.

The board should reflect the variety of the membership of ILGA-Europe. Therefore it should not be possible, that one or two delegations at a conference with many votes are able to push a candidate into the board.

All conferences of ILGA-Europe in the last ten years demonstrate, that most of the elected candidates got far more than 50 % of the votes present. So it is likely, that this trend of high votes will go on at further conferences.

**ANNEXE 3**  
**LAYOUT OF THE EFFECTS OF THE PROPOSALS FOR CHANGES IN THE**  
**CONSTITUTION AND STANDING ORDERS FROM COC, LBL AND RFSL**

**PROPOSAL 5**

<p>Constitution, D 10:          Elections and voting shall be conducted in accordance with the rules in the Standing Orders.</p>	<p>Elections and voting shall be conducted in accordance with the rules in the Standing Orders. <b>Election to any post in ILGA-Europe requires at least 20 % of the votes present at the election.</b></p>
<p>Standing Order</p>	<p>New 12.5:  <b>If the requirement in the article D 10 of the constitution implies that there are vacant places in the board, re. 12.4, a new election round among the non-elected candidates shall take place. If the requirement in article D 10 of the constitution is not met, the places remain vacant.</b></p>

**PROPOSAL 6**

**CONSTITUTION**

**D. The European Regional Conference**

<p>Actual text</p>	<p>Revised text if proposal is passed (in <b>BOLD</b> words added in replacement of words deleted or simply added in)</p>
<p>1, 2, 3, 4</p>	<p>Unchanged</p>

<p><b>5. The agenda of the Regional Conference shall include:</b></p> <p>election of the Chairing Pool;</p> <p>report from the Executive Board;</p> <p>approval of the accounts;</p> <p>proposals and amendments from the executive board or full member organisations;</p> <p>approval of budget and a financial report;</p> <p>election of the Executive Board and substitutes;</p> <p>appointment of an auditor;</p> <p>any other business.</p>	<p><b>5. The agenda of the Regional Conference shall include:</b></p> <p>a) election of the Chairing Pool;</p> <p>b) report from the Executive Board;</p> <p>c) approval of the accounts;</p> <p>d) proposals and amendments from the executive board or full member organisations;</p> <p>e) approval of budget and a financial report;</p> <p>f) <b>election of the members of the Executive Board and substitutes;</b></p> <p>g) appointment of an auditor;</p> <p>h) <b>any other business.</b></p>
6, 7, 8, 9, 10, 11, 12, 13	Unchanged

**E. The Executive Board**

Actual text (underlined the words to be deleted)	Revised text if proposal is passed (in BOLD word added in replacement of words deleted or simply added in)
1.	Unchanged
<p><b>2. The Executive Board shall consist of 10 individuals from full member organisations, of whom at least 4 shall be women and at least 4 shall be men, <u>elected in accordance with the provisions in section D.</u> In the composition of the Executive Board the diversity of the membership should be reflected. In case of <u>less than 4 candidates of one gender</u>, the remaining places are vacant. Additional to the elected Executive Board the board shall appoint an ex officio member who is a citizen of a country member of the European Union, unless one of the elected members meets that requirement.</b></p>	<p>2. The Executive Board shall consist of 10 individuals from full member organisations, of whom at least 4 shall be women and at least 4 shall be men, <b>elected in accordance with the provisions of this Constitution and the Standing Orders</b> . In the composition of the Executive Board the diversity of the membership should be reflected. In case, <b>at the time of election, there are less candidates of one gender than necessary to have at least four women and at least four men on the Board</b>, the remaining places <b>reserved for that gender are vacant</b>. Additional to the elected Executive Board the board shall appoint an ex officio member who is a citizen of a country member of the European Union, unless one of the elected members meets that requirement.</p>
3, 4, 5	Unchanged

<p><b>6. The term of office of the Executive Board shall be from the end of the Conference at which <u>it is</u> elected until the end of the <u>next</u> ordinary conference. The Executive Board will have its first meeting shortly after the conference, at which it will elect two of its members, of whom at least one shall be a woman, as co-chairpersons of the Board, and two of its members as treasurer and secretary of the Board. Members of the Executive Board can be re-elected.</b></p>	<p>6. The term of office <b>of the members</b> of the Executive Board shall be from the end of the Conference at which <b>they are</b> elected until the end of the <b>second</b> ordinary Conference <b>after their election</b>. <b>At its first meeting after each ordinary Conference the Executive Board will elect, to serve for a term of one year, two of its members, of whom at least one shall be a woman, as co-chairpersons of the Board, and two of its members as treasurer and secretary of the Board. Members of the Executive Board can be re-elected.</b></p>
	<p><b>7. In the case a Regional Conference elects more than five members of the Executive Board, only the term of office of five members will be as set out in section E6 of this Constitution. The term of office for the remaining members will be from the end of the ordinary Conference in which they have been elected until the end of the next ordinary Conference and they will be chosen by a second round of election. Among all the members of the Executive Board whose term of office is to expire at the next Conference there should not be more than three women and there should not be more than three men.</b></p>
<p><u>7, 8.</u></p>	<p>8, 9 – text unchanged</p>

## STANDING ORDERS

### Standing Order 12. Election of Executive Board

<p>Actual text (underlined the words to be deleted)</p>	<p>Revised text if proposal is passed (in <b>BOLD</b> words added in replacement of words deleted or simply added in)</p>
<p><u>12.1, 12.2, 12.3.</u></p>	<p><i>Unchanged</i></p>
	<p><b>12.4 Respecting the composition of the Executive Board as stated in section D.2 of the Constitution, at any given moment there shall not be in the board more than six men or more than six women, not counting the eventual ex officio member that can be appointed following section D.2 of the Constitution.</b></p>
<p>12.4 The election shall be conducted in one election round. Delegates will be issued by</p>	<p><b>12.5</b> The election shall be conducted in one election round. Delegates will be issued by</p>

<p>the Election Officers with as many ballot papers as they have voting cards, and they may vote on each ballot paper for no more candidates than there are available seats. <u>The four women and four men with the highest number of votes will be deemed elected. Among the remaining candidates, the two with the highest number of votes will also be deemed elected. In the event of a tied vote making it impossible to determine the result of the elections, then a further ballot will take place between the affected candidates as necessary.</u></p>	<p>the Election Officers with as many ballot papers as they have voting cards, and they may vote on each ballot paper for no more candidates than there are available seats.</p>
	<p><b>12.6 Candidates will be ranked by the number of votes they have received and the vacancies on the board will be filled starting from the candidate with the highest number of votes until all vacancies are filled. In the case that the maximum number of candidates of the same gender allowed to be on the board at any given moment as specified in SO12.4 is reached before all vacancies are filled, the remaining candidates of that gender are not deemed elected and become reserves, and the vacancies are filled by the candidates who have not identified as belonging to that gender who are next in the ranking. In the event of a tied vote making it impossible to determine the result of the elections, then a further ballot will take place between the affected candidates as necessary.</b></p>
<p><b><u>12.5 If less than six nominations of persons who identify as women are received by the published deadline, then further nominations of people who do not identify as men may be made at the Conference by full members and the Board. If less than six nominations of persons identifying as men are received by the published deadline, then further nominations of people who do not identify as women may be made at the Conference by full members and the Board. The chairing pool will set the deadline for these further nominations before the time of elections.</u></b></p>	<p><b>12.7 If by the published deadline the nominations received are equal to or less than the number of vacancies on the Board, then further nominations may be made at the conference by full members and the Board. If by the published deadline the nominations received of candidates of one gender are equal to or less than the maximum number of vacancies on the Board, then further nominations may be made at the conference by full members and the Board.</b> The chairing pool will set the deadline for these further nominations before the time of elections.</p>
<p><b>12.6</b> The candidates who receive the following highest numbers of votes in the</p>	<p><b>12.8</b> The candidates who receive the following highest numbers of votes in the</p>

<p>ballot shall become the reserve members for the seats on the Board. If a Board member elected by the Conference resigns from the Board or ceases to be eligible for Board membership, then the Board shall invite the reserve member with the highest number of votes to become a member, unless this would <u>mean that less than four places would be held by women or less than four places would be held by men</u>, in which case the Board shall proceed to invite the next reserve member that allows for <u>this requirement to be met</u>.</p>	<p>ballot shall become the reserve members for the seats on the Board <b>until the following Conference</b>. If a Board member elected by the Conference resigns from the Board or ceases to be eligible for Board membership, then the Board shall invite the reserve member with the highest number of votes to become a member, unless this would <b>breach the composition of the Board as set out in SO 12.4</b>, in which case the Board shall proceed to invite the next reserve member <b>that allows for the requirements in SO 12.4 to be met</b>.</p>
	<p><b>12. 9. For the round of elections under E7, board members will be ranked by the number of votes they have received. The first two men and the first two women in the ranking will be those whose term of office will be from the Conference in which they have been elected until the second ordinary Conference after their election. Among the remaining members, the one with the highest number of votes will be the fifth whose term of office will be from the Conference in which they have been elected until the second ordinary Conference after their election.</b></p>

**PROPOSAL 7**

<p>Constitution, D 5:</p> <p><b><i>The agenda of the Regional Conference shall include:</i></b></p> <p style="padding-left: 40px;"><b>election of the Chairing Pool;</b></p> <p style="padding-left: 40px;"><b>report from the Executive Board;</b></p> <p style="padding-left: 40px;"><b>approval of the accounts;</b></p> <p style="padding-left: 40px;"><b>proposals and amendments from the executive board or full member organisations;</b></p> <p style="padding-left: 40px;"><b>approval of budget and a financial report;</b></p> <p style="padding-left: 40px;"><b>election of the Executive Board and substitutes;</b></p> <p style="padding-left: 40px;"><b>appointment of an auditor;</b></p>	<p>The agenda of the Regional Conference shall include:</p> <p>a) election of the Chairing Pool;</p> <p>b) report from the Executive Board;</p> <p>c) approval of the accounts;</p> <p>d) proposals and amendments from the executive board or full member organisations;</p> <p>e) approval of budget and a financial report;</p> <p>f) election of the Executive Board and substitutes;</p> <p><b>g) election of the European representatives in the ILGA executive board;</b></p> <p>h) appointment of an auditor;</p> <p>i) any other business.</p>
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<p><b>any other business.</b></p>	
<p>Constitution</p>	<p>New chapter F: <b>F. European representatives in the ILGA executive board</b> <b>1. The Regional Conference shall elect one woman and one man to the executive board of ILGA, cf. the constitution of ILGA.</b> <b>2. The term of office of the European representatives in the ILGA executive board is from the end of the regional conference at which they are elected until the end of a following regional conference at least 18 month later</b></p>

## PROPOSAL 8

### ***Standing order, 4:***

***4.2 The Chairing Pool shall consist of four members. It shall include at least one member of the host organisation of the following conference, and 50 % of places shall be held by women. Two members of the Chairing Pool will be appointed by the Conference and two members, of which at least one shall be a woman, by the Executive Board. Its overall composition should reflect the diversity of membership within the region. All members of the Chairing Pool shall be members of full member organisations in the region.***

***4.3 The members to be appointed by the Conference will be elected at the first plenary session of Conference. The election will be by simple majority.***

***4.4 The Chairing Pool appointed under 0 and 4.3 shall hold office to the end of the Conference. The Conference may also elect reserve members of the Chairing Pool.***

***4.5 If a member of the Chairing Pool does not attend two consecutive meetings of the Chairing Pool, then at the following meeting the Chairing Pool shall decide whether that member's membership of the Chairing Pool shall be terminated.***

If a member of the Chairing Pool elected by the Conference resigns or ceases to be qualified to be a member or has their membership terminated under 4.5, then the Chairing Pool shall invite the reserve member with the highest number of votes to become a member, unless this would mean that less than 50 % of the places would be held by women, in which case the Chairing Pool shall invite the woman reserve member who received the highest number of votes to become a member. If there is no appropriate reserve member, then the Chairing Pool shall nominate a replacement to the following plenary session.

*4.2 The chairing pool shall consist of four members and 50 % of the places shall be held by women. The chairing pool shall be selected by the board, subject to approval 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. The board shall select the chairing pool in due time before the conference and the Chairing pool shall be involved in the planning of the conference.*

4.3 – 4.6 deleted

## PROPOSAL 9

### Proposed changes in the Constitution

	<b>Proposed changes</b>	<b>Current</b>
<b>§ D5</b>	<p>The agenda of the Regional Conference shall include:</p> <ul style="list-style-type: none"> <li>a) election of the Chairing Pool;</li> <li>b) report from the Executive Board;</li> <li>c) approval of the accounts;</li> <li>d) proposals and amendments from the executive board or full member organisations;</li> <li>e) approval of budget and a financial report;</li> <li>f) election of the Executive Board and substitutes;</li> <li>g) <i>election of the Election Preparations Committee</i></li> <li>h) appointment of an auditor;</li> <li>i) any other business.</li> </ul>	<p>The agenda of the Regional Conference shall include:</p> <ul style="list-style-type: none"> <li>a) election of the Chairing Pool;</li> <li>b) report from the Executive Board;</li> <li>c) approval of the accounts;</li> <li>d) proposals and amendments from the executive board or full member organisations;</li> <li>e) approval of budget and a financial report;</li> <li>f) election of the Executive Board and substitutes;</li> <li>g) appointment of an auditor;</li> <li>h) any other business.</li> </ul>
<b>§ E2</b>	<p>The Executive Board shall consist of 10 individuals from full member organisations, of whom at least 4 shall be women and at least 4 shall be men, elected in accordance with the provisions in section D. In the composition of the Executive Board the diversity of the membership should be reflected.</p>	<p>The Executive Board shall consist of 10 individuals from full member organisations, of whom at least 4 shall be women and at least 4 shall be men, elected in accordance with the provisions in section D. In the composition of the Executive Board the diversity of the membership should be reflected. In case of less than 4 candidates of one gender, the remaining places are vacant. Additional to the elected Executive Board the board shall appoint an ex officio member who is a citizen of a country member of the European Union, unless one of the elected members meets that requirement.</p>
<b>§ F1-5 subsequently replaces current §F, which becomes §G (Financials)</b>	<p><b>The Election Preparation Committee</b></p> <ul style="list-style-type: none"> <li>1. The Election Preparations Committee shall act on behalf of ILGA-Europe between the conferences within the framework of this constitution.</li> <li>2. The Election Preparations Committee shall consist of 4 to 6 individuals. The number of people on the Election Preparations Committee</li> </ul>	n/a

	<p>shall be decided by the Conference. With an even number of individuals in the Elections Preparations Committee, half shall be women and half shall be men. With an odd number of individuals in the Election Preparations Committee, an equal number of women and men shall be represented. The Election Preparations Committee shall reflect the diversity of the membership.</p> <p>3. The Election Preparations Committee has the following functions:</p> <p>a) ensure that there is a choice of competent candidates to the Board that reflect the diversity of the membership</p> <p>b) to prepare the election and suggest candidates for the Executive Board,</p> <p>c) to prepare the election and suggest candidates for ILGA Europe's regional representatives to World Executive Board.</p> <p>4. The Election Preparations Committee shall meet at least two times during the term of office in order to carry out its functions. The quorum shall be 50 % of Committee's members.</p> <p>5. The term of office of the Election Preparations Committee shall be from the end of the Conference at which it is elected until the end of the next ordinary Conference.</p>	
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**Proposed changes in the Standing orders**

Section	Proposed text	Current text
12	<p><b>Election of Executive Board</b></p> <p><b>12.1.</b> Nominations for candidates for election to the Executive Board may be submitted to the Election Preparations Committee by full members and the Board in accordance with the Constitution. The deadline for the receipt of</p>	<p><b>Election of Executive Board</b></p> <p><b>12.1.</b> Nominations for candidates for election to the Executive Board may be submitted by full members and the Board in accordance with the Constitution. The deadline for the receipt of nominations shall be the same as the deadline for the</p>

	<p>nominations to the Election Preparations Committee shall be the same as the deadline for the submission of amendments and shall be included in the timetable published under Standing Order 2.</p> <p><b>12.2.</b> The Election Preparations Committee's proposal, and all other nominations received, shall be sent to full members with the final agenda.</p> <p><b>12.3.</b> The Chairing Pool will be responsible for appointing, subject to the approval of Conference, two (2) election officers to oversee the elections including the issuing of ballot papers and the counting of votes.</p> <p><b>12.4.</b> Additional nominations for the Executive Board may be submitted at the conference. Nominations shall be submitted to the election officers before a deadline decided and announced to the conference by the election officers.</p> <p><b>12.5.</b> The election shall be conducted in one election round. Delegates will be issued by the Election Officers with as many ballot papers as they have voting cards, and they may vote on each ballot paper for no more candidates than there are available seats. The four women and four men with the highest number of votes will be deemed elected. Among the remaining candidates, the two with the highest number of votes will also be deemed elected. In the event of a tied vote making it impossible to determine the result of the elections, then a further ballot will take place between the affected candidates as necessary.</p>	<p>submission of amendments and shall be included in the timetable published under Standing Order 2.</p> <p><b>12.2.</b> A list of all such nominations received shall be sent to full members with the final agenda.</p> <p><b>12.3.</b> The Chairing Pool will be responsible for appointing, subject to the approval of Conference, two (2) election officers to oversee the elections including the issuing of ballot papers and the counting of votes.</p> <p><b>12.4.</b> The election shall be conducted in one election round. Delegates will be issued by the Election Officers with as many ballot papers as they have voting cards, and they may vote on each ballot paper for no more candidates than there are available seats. The four women and four men with the highest number of votes will be deemed elected. Among the remaining candidates, the two with the highest number of votes will also be deemed elected. In the event of a tied vote making it impossible to determine the result of the elections, then a further ballot will take place between the affected candidates as necessary.</p> <p><b>12.5.</b> If four or less than four nominations for men and/or women are received by the</p>
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	<p><b>12.6.</b> The candidates who receive the following highest numbers of votes in the ballot shall become the reserve members for the seats on the Board. If a Board member elected by the Conference resigns from the Board or ceases to be eligible for Board membership, then the Board shall invite the reserve member with the highest number of votes to become a member, unless this would mean that less than four places would be held by women or less than four places would be held by men, in which case the Board shall proceed to invite the next reserve member that allows for this requirement to be met.</p>	<p>published deadline, then the candidates nominated shall be deemed elected. If ten or less than ten nominations are received by the published deadline, and if either no more than six are candidates who have not identified as women or no more than six are candidates who have not identified as men, then the candidates nominated shall be deemed elected. Further nominations may be made at the Conference by full members and the Board for the remaining vacancies. The election to such remaining vacancies shall be conducted on a similar basis to that set out in 12.4.</p> <p><b>12.6.</b> The candidates who receive the following highest numbers of votes in the ballot shall become the reserve members for the seats on the Board. If a Board member elected by the Conference resigns from the Board or ceases to be eligible for Board membership, then the Board shall invite the reserve member with the highest number of votes to become a member, unless this would mean that less than four places would be held by women or less than four places would be held by men, in which case the Board shall proceed to invite the next reserve member that allows for this requirement to be met.</p>
13	<p><b>Election of regional representatives to World Executive Board</b></p> <p><b>13.1.</b> Nominations for candidates for election as ILGA-Europe's representatives on the World Executive Board may be submitted by full members and the Board to the Election Preparations Committee. One nomination for the woman's place and one nomination for the man's place may be submitted by each full member and the board. The</p>	<p><b>Election of regional representatives to World Executive Board</b></p> <p><b>13.1.</b> Nominations for candidates for election as ILGA-Europe's representatives on the World Executive Board may be submitted by full members and the Board. One nomination for the woman's place and one nomination for the man's place may be submitted by each full member and the board. The deadline for the receipt of nominations shall be the same as</p>

	<p>deadline for the receipt of nominations to the Election Preparations Committee shall be the same as that for the submission of amendments and shall be included in the timetable published under Standing Order 2.</p> <p><b>13.2.</b> The proposal of the Election Preparations Committee and all other nominations received shall be sent to full members with the final agenda.</p> <p><b>13.3.</b> Additional nominations for ILGA Europe's regional representatives to World Executive Board may be submitted at the conference. Nominations shall be submitted to the election officers before a deadline decided and announced to the conference by the election officers.</p> <p><b>13.4.</b> The election officers appointed under Standing Order 12.3 shall also oversee the election for these representatives.</p> <p><b>13.5.</b> Delegates will be issued by the Election Officers with as many ballot papers as they have voting cards, and they may vote on each ballot paper for no more than one candidate for the woman's place and no more than one candidate for the man's place.</p> <p><b>13.6.</b> If there are two candidates for one place, then there will be one round of voting for that place and the candidate with the highest number of votes will be deemed elected. If there are more than two candidates for one place, there will be two rounds of voting for that place. The two candidates for that place who</p>	<p>that for the submission of amendments and shall be included in the timetable published under Standing Order 2.</p> <p><b>13.2.</b> A list of such nominations received shall be sent to full members with the final agenda.</p> <p><b>13.3.</b> The election officers appointed under Standing Order 12.3 shall also oversee the election for these representatives.</p> <p><b>13.4.</b> Delegates will be issued by the Election Officers with as many ballot papers as they have voting cards, and they may vote on each ballot paper for no more than one candidate for the woman's place and no more than one candidate for the man's place.</p> <p><b>13.5.</b> If there are two candidates for one place, then there will be one round of voting for that place and the candidate with the highest number of votes will be deemed elected. If there are more than two candidates for one place, there will be two rounds of voting for that place. The two candidates for that place who receive the highest number of votes in the first round</p>
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	<p>receive the highest number of votes in the first round will stand in a second round, in which the candidate who receives the highest number of votes will be deemed elected.</p> <p><b>13.7.</b> The candidate who receives the second highest number of votes in the election for each place shall be the "reserve representative" for that place. In the event of the representative elected to that place resigning or otherwise ceasing to be a member of the World Executive Board for any reason, the ILGA-Europe Board shall invite the reserve representative to take up that place.</p>	<p>will stand in a second round, in which the candidate who receives the highest number of votes will be deemed elected.</p> <p><b>13.6.</b> If no nomination is received by the published deadline for one or both of the two places, then nominations may be made at the Conference for the vacancy or vacancies by full members and the Board. The election to the place or places will be conducted on a similar basis to that set out in Standing Order 13.5.</p> <p><b>13.7.</b> The candidate who receives the second highest number of votes in the election for each place shall be the "reserve representative" for that place. In the event of the representative elected to that place resigning or otherwise ceasing to be a member of the World Executive Board for any reason, the ILGA-Europe Board shall invite the reserve representative to take up that place.</p>
<p>14 (this section replaces current section 14 and the following numbering of the standing orders changes subsequently)</p>	<p><b>Election of the Election Preparations Committee</b></p> <p><b>14.1.</b> Nominations for candidates for election to the Election Preparations Committee shall be submitted at the Conference to the election officers by full members and the Board. Nominations shall be submitted before a deadline decided and announced to the conference by the election officers.</p> <p><b>14.2.</b> The election officers appointed under Standing Order 12.3 shall also oversee the election for the Election Preparations Committee.</p> <p><b>14.3.</b> The election shall be</p>	<p>n/a</p>

	<p>conducted in one election round. Delegates will be issued by the Election Officers with as many ballot papers as they have voting cards, and they may vote on each ballot paper for no more candidates than there are available seats. The two women and two men with the highest number of votes will be deemed elected. Among the remaining candidates, the ones with the highest number of votes up to the decided number of seats on the committee will also be deemed elected. In the event of a tied vote making it impossible to determine the result of the elections, then a further ballot will take place between the affected candidates as necessary.</p>	
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**Proposal 10**

**Proposed changes to the constitution**

	<b>Actual text</b>	<b>Revised text if proposal is passed (in BOLD words added in replacement of words deleted or simply added in)</b>
<b>Constitution D. 10</b>	<b>Elections and voting shall be conducted in accordance with the rules in the Standing Orders.</b>	Elections and voting shall be conducted in accordance with the rules in the Standing Orders. <b>Election to board members in ILGA-Europe requires at least 50 % of the votes present at the election.</b>

**Proposed changes to the standing orders**

	<b>Actual text</b>	<b>Revised text if proposal is passed (in BOLD words added in replacement of words deleted or simply added in)</b>
<b>S.O. 12.4</b>	The election shall be conducted in one election round. Delegates will be issued by the Election Officers with as many ballot papers as they have voting cards, and they may vote on each ballot paper for no more candidates than there are available seats. The four women and four men with the highest number of votes will be	The election shall be conducted in one election round. Delegates will be issued by the Election Officers with as many ballot papers as they have voting cards, and they may vote on each ballot paper for no more candidates than there are available seats. The four women and four men with the highest number of votes will be deemed elected <b>if they get more than 50 % of the votes present. If less than</b>

	<p>deemed elected. Among the remaining candidates, the two with the highest number of votes will also be deemed elected. In the event of a tied vote making it impossible to determine the result of the elections, then a further ballot will take place between the affected candidates as necessary.</p>	<p><b>four women are elected a second ballot will take place between the candidates whose number results of the still vacant seats plus one candidate. Candidates for this second ballot are those remaining women who got the highest number of votes present in the first round. If a candidate fails or candidates fail again to get more than 50 % of the votes present, the seat/s in the board remain/s vacant. If less than four men are elected a second ballot will take place with the same procedure like the voting for women.</b> Among the remaining candidates, the two with the highest number of votes will also be deemed <b>elected if they get more than 50 % of the votes present. If less than two are elected a second ballot will take place with the same procedure like the voting for women and men.</b> In the event of a tied vote making it impossible to determine the result of the elections, then a further ballot will take place between the affected candidates as necessary.</p>
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