

Activity Report from the Board 2021-2022

Introduction

As the main acting body representing the member organisations of ILGA-Europe, the Executive Board provides overall direction to ILGA-Europe, acts and makes decisions in line with ILGA-Europe's vision, mission and values and in the framework of its constitution and policies laid down by the European and Central-Asia Regional conference between conferences, in particular in line with the strategic framework agreed by members.

In accordance with article E.5.d of the Constitution, the Executive Board of 2021-2022 herewith presents a report on its activities from October 2021 till October 2022 to the European and Central-Asian Regional Conference.

Board set-up and functioning

At the 2021 online gathering, 6 Board members were elected. Emina Bosnjak and Soudeh Rad were re-elected, and Penny Smith, Mamikon Hovsepian and Tommy Petersen were elected for their first mandates on the Board. Additionally, due to the resignation of Svetlana Zakharova, Natia Gvianishvili was elected for her first term on the Board for a one-year mandate. Together with the existing five members, the composition of the new Board was set for the new mandate and a division of positions followed as presented in a table below.

At the December Board meeting - at the beginning of its mandate, the Board together with the Executive director discussed suggested new ways of working together, which encompass a combination of online and in-person meetings, aimed at ensuring proper communication, division of responsibilities and workload and proper group dynamic.

The Board will continue reflections on this matter, to ensure effective ways of working together at the Executive Board.

Throughout the year, the Executive Board convened on **4 official Executive Board meetings and 7 monthly calls** since the 2021 Online Gathering. The Board gathered online for 2 official board meetings due to Covid-19 circumstances and 2 in-person board meetings in 2022 (in the third column, number of attendances to meetings per member). The Executive Board will reflect on organising the in person and online meetings in the upcoming year.

Executive Board meetings have been organised on the following dates:

2021 December 4th - 5th - online

2022 February 19th - online

2022 April 23rd-24th - Brussels

2022 September 10th-11th - Brussels

Monthly Board calls took place online on the following dates:

Since 2021, monthly calls have become part of Executive Board activities. Although participation in these calls is not mandatory, Board members have shown a significant commitment to participate in calls. This has enabled the Board to discuss important matters and sometimes approve amendments. These calls have taken place on following dates: 2021 November 22nd, 2022 January 19th, 2022 March 16th, 2022 May 18th, 2022 June 15th, 2022 July 13th, 2022 August 9th, 2022 September 21st, 2022 September 26th

Report on Governance Activities of the Executive Board

NAME	POSITION	TERM	TERM SERVED	CURRENT MANDATE ATTENDANCE	MONTHLY CALLS
Emina Bosnjak (female)	Co- Chair	2021 – 2023	Second	4	6
Soudeh Rad (non-binary person)	Co-Chair	2021 - 2023	Third	4	8
Ivan Dimov (Male)	Treasurer	2020-2022	First	3	7
Mamikon Hovsepyan (male)	Co-Secretary	2021 -2023	First	4	6
Natia Gvianishvili (Female)	Co-Secretary	2021 - 2022	First	2	8
Yves Aerts (Non-binary Male)	Member	2020-2022	Second	3	7
Yuri Yoursky (Male)	Member	2020 - 2022	First	3	3
Anastasya Danilova (female)	Member	2020-2022	First	2	5
Penny Smith (female)	Member	2021-2023	First	4	5
Tommy Petersen (male)	Member	2021-2023	First	4	5

Internal structure of the Board

At the remote board meeting held in December 2021, the Board approved the co-chairs, co-secretaries, treasurer and composition of the sub-committees. While the Board structure has remained mostly stable throughout the year, the following changes took place:

- In February Ivan Dimov was approved to be a treasurer instead of Yves Aerts, due to their upcoming sabbatical and the treasurer's heavy involvement in the upcoming General Meetings as well as engagement with the finance manual.
- In April, Mamikon Hovsepyan, was elected as co-secretary instead of Yuri Yourski engaged heavily in the Ukrainian forced displaced population, moving to the position of the shadow co-secretary.

In the past year, the Executive Board organised its work in the following sub-committees covering different areas of responsibilities and working groups on issues that required further development in the work of ILGA-Europe. As many meetings were held online, Executive Board members had the opportunity to participate in more than two sub-committees. For this reason, the Executive Board members listed for the three sub-committees, represent the core group for each sub-committee, while the meetings themselves as well as different relevant processes varied and, in the case of the finance sub-committee was broader.

NAME	MEMBERS
Finance sub-committee	Soudeh Rad, Ivan Dimov, Yves Aerts
Employment sub-committee	Emina Bošnjak, Yves Aerts, Penny Smith, Natia Gvianishvili, Soudeh Rad (reserve)
Governance sub-committee	Anastasya Danilova, Soudeh Rad, Ivan Dimov, Mamikon Hovsepyan, Tommy Petersen, Yuri Yourski, Natia Gvianishvili (reserve)

Overall direction and priorities

At the beginning of 2022 it became evident that more in-person meetings would be possible throughout the year, given that the restrictions in Europe and Central Asia have been loosened, gradually removing the limitations that ILGA-Europe and its membership has been exposed to during the Covid-19 pandemic. Thereby, not only has the Executive Board been able to meet in person on 2 occasions, but the organisation has dedicated substantial efforts and resources to preparation for the in-person ILGA-Europe Annual Conference in October, 2022 in Sofia, Bulgaria.

The Executive Board continued to support the organisation in discussions and thinking behind the initiatives that came about as a result of the pandemic. However, new challenges emerged demanding the collective thinking of the ILGA-Europe Board and Staff about how to best support the organisation itself, as well as its members and communities that are currently facing war and displacement, while continuing the support in other countries. All of this was done in line with the strategic pathways approved by the membership.

Maintaining sustainable conditions for all staff members of ILGA-Europe has continued to be our priority as a responsible employer. The staff well-being survey piloted and launched in 2021, was repeated again in 2022 with majority of staff taking part. The results of the second survey were also positive (even improved compared to 2021) pointing at an overall healthy and dynamic organisation and put light on areas where the next Executive Board will be working on in collaboration with the staff. Among these areas, we can mention the updates and clarifications to be brought into reflections of the new working conditions and teleworking, beyond pandemic. Unsurprisingly staff members reported heavier workload at certain times during the year, which can be explained by the complex developments in the region. The workload is one of the reasons for the upcoming recruitments in ILGA-Europe.

Intersectional thinking

One report that resulted from extensive conversations and work by ILGA-Europe staff and Board in 2021 was concluded by the hired consultant in December 2021. The report on ILGA-Europe Organisational Learning on Intersectionality provide a rich food for thought in terms of operationalising organisation's commitment to intersectionality, and contains analysis and suggestions that are being discussed further and applied.

Work on organisational policies and governance

In March 2022 the Executive Board approved the exemptions to ease financial reporting for ILGA-Europe grantee partners in different countries, who are affected by the war in Ukraine.

In June 2022 the Executive Board approved the updated financial manual and organized the June General Meeting. The treasurer's report for 2021 accounts was presented during the online June General Meeting. As a reminder, approval of the accounts for each year within the first 6 months of the following year, is a requirement due to Belgian legislation, thus ILGA Europe dedicates an online GM solely to approval of financial accounts of the organisation from 2021. The accounts were approved by members.

Following the commitment of ILGA Europe Executive Board to reflect on how to fill up the potential gaps in competences represented at the Board, to be able to support the organisation better, this year, the Executive Board proposes a new amendment to Standing Orders to the membership. This important regulation is the proposal for a standing order amendment regarding the co-option of Advisory Board members with the Executive Board. Since this is a new mechanism, the process was accompanied by in-depth discussions about the aims and objectives of the proposed structure, as well as specific modalities of its eventual implementation and different implications it might have. A first version of the proposal was submitted to the charring pool for the 2nd mailing, the proposals by the membership received and discussed at the Executive Board. The Board also organized a call with the membership to discuss the modalities and respond to questions, clarifying the proposal, ahead of the 3rd mailing. The final proposal is to be discussed and voted on by the membership at the upcoming conference.

Staff affairs

Since October 2021, several recruitments have taken place and some more are still planned for 2022, with members of the Executive Board taking part in the selection process. A Senior Programmes Officer was recruited and started work in mid-April.

A succession and recruitment plan were created for the Programmes Director. The selection took two rounds of calls for application to complete one in December and second one in March, with the recruitment concluded successfully in June. In the second round, ILGA-Europe was assisted by a firm that has previously catered to other international organisations, including those who ILGA-Europe partners with. Given the difficulties and the fact that the process was extremely time-consuming, the Board approved the expense for hiring the firm.

By the end of October 2022, three other recruitments will have been completed: one Finance and Grants officer, one Senior Programmes Officer and one Programmes Officer.

Annual Conference

As mentioned in the beginning, in 2022 ILGA-Europe will resume its annual conferences with an in-person gathering in Sofia. The Executive Board members have been actively involved in the conversations and processes surrounding the conference, including preparation for the General Meeting, security assessments, scholarship selections and so forth.

The board has also been working with the staff on identifying a venue for the 2023 Annual Conference. The staff team is currently assessing a few options, which will be brought to the Board for decision. The location is still to be finalised and approved by the Executive Board, hopefully before the Sofia Conference.

Representation

While the individual members of the Executive Board have attended different events connected to the LGBTQI organising, including ILGA World conference and Euro Pride - it was not in their capacity as representatives of the ILGA-Europe Executive Board.