

ILGA-Europe's 2024-2029 Strategic Framework

FINAL PROPOSAL (October 2023)

ILGA-Europe's vision and mission statements

ILGA-EUROPE's VISION is of societies in which all people – with their sexual orientation, gender identity, gender expression and sex characteristics – are enabled to live a fulfilling life as who they are, in safety, and empowered to make choices at all stages of their lives; societies which are just and fair, where the diversity of people is celebrated and where everyone is free to fully participate.

ILGA-EUROPE's MISSION is:

- 1) To act as a regional voice in Europe and Central Asia for the rights of those who face discrimination on the grounds of sexual orientation, gender identity, gender expression and sex characteristics, including those who are at particular risk due to intersecting factors, such as gender, race, ethnicity, religion/fait, socio-economic status, ability, nationality, HIV-status and age (among others).
- 2) To achieve equality, inclusion and social justice for lesbian, gay, bisexual, trans and intersex (LGBTI) people and to ensure protection from human rights violations, discrimination and violence based on sexual orientation, gender identity, gender expression and sex characteristics in Europe and Central Asia by instigating legal, political, institutional and social change in the region.
- 3) To empower LGBTI organisations and groups, and their allies, to advocate for the effective enjoyment of human rights by everyone irrespective of their sexual orientation, gender identity, gender expression or sex characteristics, and to advocate for full LGBTI equality and inclusion in all aspects of society, paying particular attention to those who are marginalised and under-represented people within the LGBTI communities.

PATHWAY 1 – Empowered and inclusive LGBTI communities

The first pathway towards achieving our vision is having empowered and inclusive lesbian, gay, bisexual, trans, and intersex communities.

What do we mean by “empowered and inclusive LGBTI communities”?

When coming together around shared identity, experience and/or purpose, LGBTI people who experience exclusion, oppression, discrimination and violation of their human rights start to bring about changes in their lives. The ability of LGBTI people, including those who are underrepresented and/or marginalised, to come together, connect and support each other, organise and do activities together is a significant path to empowerment of individuals to take control, to participate in society and to decide for their own lives. All forms of community activities and organising are ways to support LGBTI people to escape isolation and receive support when they are in need, to develop self and collective awareness, to be empowered in themselves and hopefully to have better lives.

Community organising includes a broad range of different types of activities that people undertake in their communities, to meet the needs of people in those particular settings. Providing legal and psychological services; organising social, sports and cultural events; running peer discussions and artistic groups, running shelters, are all ways to reach out to and engage with LGBTI people. All community organising is context, culture and also time specific. What we mean by LGBTI community

or communities and the language we use to describe community can also be different from context to context.

Community organising is a foundation for activism. Bringing people together allows activists to collect knowledge about the needs, experiences and interest of those who they represent. It also helps identify what societal changes are needed and thus gives direction to the collective work. Community organising can empower people to take action. It also works the other way around: the more LGBTI people are aware, engaged, and mobilised, the more LGBTI individuals, groups and organisations are empowered and enabled in their work towards change. Our actions as a movement have proven to be stronger when they are grounded in and representative of LGBTI people's realities. This includes if the communities are actively involved in actions that concern them.

Community building and organising is particularly important for those LGBTI people who are further marginalised – perhaps because of their socio-economic status, age, race, mental and physical dis/ability, nationality, among others. Through community work, the many different intersections of identities and realities amongst LGBTI people can be more visible and better understood. Community organising plays a central role in making sure that nobody is left behind and in making explicit and concrete our solidarity with others who are also oppressed, disempowered and excluded.

What is ILGA-Europe's role over the coming five years to progress on this pathway?

- Build and share analysis of trends related to community organising across the region, in particular on its role in challenging political environments, in enabling outreach to under-represented and/or marginalised parts of the LGBTI communities, and in ensuring access to basic needs
- Provide support to strengthen the capacity of LGBTI activists, groups and organisations to engage in community organising, in particular looking at the value of building deep connections between community and organised activism
- Provide support to strengthen the capacity of LGBTI activists and groups in building inclusive community spaces which leave no one behind, in particular by ensuring meaningful and active participation of under-represented and/or marginalised voices from LGBTI communities
- Provide support to under-represented groups within the LGBTI communities who are self-organising (including by facilitating access to resources) and be a facilitator of peer learning and exchange of experiences to help amplify this work
- Provide support to ensure the sustainability of groups who are anchors for their communities in high-risk and repressive contexts
- Amplifying the messages of community visibility events, including Prides, and providing support to creating enabling environments where needed
- Create and facilitate spaces for the movement to have conversations about community practices that contribute to trust, accountability and participation
- Create and facilitate safe and inclusive spaces for discussions of different needs and experiences within LGBTI communities to build a better understanding and foster solidarity across LGBTI communities in all their diversity

Over the next five years, ILGA-Europe will work towards the following changes:

- More knowledge is available to the broader movement on community organising work of LGBTI groups and organisations, in particular in relation to outreach, engaging with and empowering LGBTI communities
- Underrepresented and marginalised communities are meaningfully represented, have voice and agency within LGBTI community spaces, as well as having their own community-led spaces

- There is growing support and resources available and accessible towards organising for those within our communities who are more marginalised
- Community organising is recognised as a foundation for empowerment, solidarity and participation for LGBTI people, and is receiving the necessary support and resources, in particular for LGBTI people who live in repressive contexts and for marginalised LGBTI people
- Community visibility events take place in a safe and supportive context, and are important moments for LGBTI people to take their rightful place in the public space
- There is strengthened solidarity within LGBTI communities which enables the movements to react to threats and to respond to opportunities with a united and strong voice
- There is renewed acknowledgment of the role of community organising in bringing people together over long term in a way that they work with each other and feel empowered to participate in the movement, shape its agenda, take part in other social and political processes

PATHWAY 2 – Strong and growing LGBTI movements

The second pathway towards achieving our vision is the need to have strong and growing LGBTI movements driving change.

What do we mean by “Strong and growing LGBTI movements”?

LGBTI movements are at the heart of what is driving change for LGBTI people at the political, legal and social level in our societies. Whenever progress and positive change happen, they are made possible by consistent efforts of many different organisations and groups playing their part along with their networks of support. Our movements can bring change if people and groups have sufficient resources, diverse knowledge, strong skills, and reliable structures to organise themselves. And if they have the tools and support needed to adapt and to renew themselves.

A growing and strong movement is a movement where diverse organisations complement each other’s strategies, approaches and tactics to deepen understanding of diverse realities of LGBTI people, cater to these realities and needs of LGBTI in all their diversity, organise a wide range of communities and allies, consistently advocate for legal change, and grow social acceptance and inclusion.

This means that organisations need to:

- Reach and engage diverse ranges of LGBTI people and empower them to act, participate, and lead
- Build and consistently follow solid strategies, while being capable to act and adapt in real-time, making sense of the changing context and addressing emerging opportunities and risks
- Have strong, clear and agile structures and practices that uphold their organising, agenda-setting and open lines of accountability and communication between them and LGBTI communities
- Develop deep and lasting relationships with each other and with allies
- Attract reliable and fit-for-purpose resources and use them effectively
- Have strong skills and strategies to fulfill their missions: organise communities, nurture social acceptance and inclusion, push legal changes, continuously improve their understanding of and ability to act on diverse realities of LGBTI people
- Value and actively contribute to movement development, i.e. make sure that the whole is bigger than the sum of its parts by supporting mutual awareness, connections, exchange and cooperation in the LGBTI movement

What is ILGA-Europe's role over the coming five years to progress on this pathway?

- Build and share analysis of the immediate and long-term needs in terms of resources, knowledge, skills, connections and other capacity across the LGBTI movements in Europe and Central Asia, and identify strategic solutions to fulfill these needs
- Support LGBTI organisations in Europe and Central Asia in developing areas of work, knowledge and skills that are important for them and the LGBTI movements in the region overall to thrive and be successful over the long term, as well as to adapt and act in real time
- Specifically, support the development of knowledge, skills, connections and strategies:
 - to work on social acceptance and inclusion;
 - to build bridges across diverse types of activism and to develop alliances and networks across different movements and sectors of society;
 - to improve organisational and collective resilience, wellbeing and safety;
 - to strengthen organisations themselves and their ability to evolve – their structures, culture, connection with and accountability towards communities, and organising practices; and
 - to expand the reach of organisations, as well as their ability to engage and empower diverse ranges of people and develop strategies that are inclusive of these diverse and intersecting realities
- Provide funding that strengthens the work of the LGBTI movements by resourcing both long-term strategies and immediate responses to new opportunities or threats, and diverse strategies and forms of organising in order to reach diverse communities, allies and parts of societies
- Mobilise resources for the LGBTI movements – both financial and non-financial – for long term sustainable work as well as for real-time needs, and strengthen the ability of LGBTI organisations to mobilise resources, including through engagement with private philanthropy, private sector actors and community supporters
- Ensure that the LGBTI movements in Europe and Central Asia are connected and have spaces and resources to develop collective analysis of the developments and the state of the movement, to exchange knowledge and experience, to identify needs and gaps, and to practice solidarity
- Support emerging European and Central Asian networks and subregional coalitions, under-resourced parts and strategies of the movement, and LGBTI organisations serving as hubs and resource to others in the movement

Over the next five years, ILGA-Europe will work towards the following changes:

- LGBTI organisations grow and diversify their networks of support and communities; have strong organisational structures and practices that support their long-term continuity and ability to adapt; thanks to meaningful community engagement and empowerment, there are knowledgeable and skilled people in the organisations and around them who take leadership roles; and there are strong organisations across the movement that serve as support and resource for others in the movement
- The movement's toolkit of strategies and practices to work on social acceptance and inclusion and on socioeconomic justice has grown and expanded and supports intentional, strategic, and effective work in this direction
- There is increased cohesion and solidarity across the LGBTI movements in the region, which manifests, among other, in collaborative actions to propel LGBTI rights or respond to emergencies, transfer of knowledge and skills between organisations, support from bigger organisations to under-resourced parts of the movement to access resources, shared commitment to self-reflect on ways to strengthen the movement, and continuous collective exploration of strategies to grow social acceptance and inclusion and integrate socioeconomic inequalities into the movement's work

- There are strong alliances between LGBTI and other social justice movements that manifest as joint efforts towards social acceptance and socioeconomic justice, and joint responses to emergency developments or immediate opportunities across Europe and Central Asia
- There is increase in funding provided to the LGBTI movement over longer term
- There are new resources and types of stakeholders contributing to the movement e.g. corporate sector, and are doing so in ways that support sustainable organising

PATHWAY 3 – Full protection of human rights of LGBTI people in law and policies

The third pathway towards achieving our vision is having laws and policies which recognise, protect and promote the human rights and equality of LGBTI people at local, national, regional and international levels.

What is the role of “laws and policies recognising and protecting LGBTI people’s human rights” in our overall vision?

Law and policy are cornerstones for equality. Laws that affirm and promote equality are essential tools to safeguard human rights and dignity, especially against abuses of power. They are tools to hold accountable those who perpetrate discrimination, whether private individuals or public authorities. Laws can also address historical and systemic injustices by contributing to a more level-playing field for marginalized and disadvantaged communities. While laws and policies on their own are not enough to ensure equality, laws do set the foundation for long-term advances toward a fairer and more just society and can drive positive social change.

These are all reasons why working for legal and political change at local, national, regional and international levels has been such a significant focus of LGBTI activism over decades, and why it continues to be. It is about ensuring that:

- strong legal standards and instruments exist to protect the human rights of LGBTI people and ensure equality for LGBTI people in practice
- public policies ensure that laws and rights are effectively implemented to make a real change in the lives of LGBTI people, and public authorities work with all relevant actors in society to meet this objective
- public authorities and law enforcement actors have a duty to and are fully equipped to effectively contribute to the respect for human rights and equality for all LGBTI people through their actions in all sectors of life

To do this work, civil society actors need to have an environment that enables them to speak freely, to assemble and organise safely, to have access and to be able to share information in a transparent and secure manner, to have access the necessary means to function. This is why part of the work of the movement is to be defending democracy, rule of law and fundamental freedoms. In addition, recognising that LGBTI people are impacted by a number of economic, social and political issues that are not LGBTI-specific, more attention is placed on how LGBTI organisations and their allies can contribute to legal and policy change on broader socioeconomic justice issues.

What is ILGA-Europe’s role over the coming five years to progress on this pathway?

- Build an analysis of trends related to political opportunities and challenges for the LGBTI movements in Europe and Central Asia, and take a lead in bringing knowledge and expertise together to develop strategies for the movements to continue to advance legal and political change across the region

- Advocate with European-level institutions towards adoption and implementation of laws and policies which create new, or reinforce existing standards for LGBTI equality at regional level; have an impact on national level; and set good practices for policy-makers
- Develop and implement benchmarking of legal and policy standards on SOGIGESC, to strengthen the movement's ability to hold governments and institutions accountable on their commitments and actions to make human rights and equality for LGBTI people a lived reality
- Increase visibility and knowledge of issues of concern for LGBTI people under-represented in laws and policies, including by facilitating meaningful participation of representatives from under-represented communities in political and policy-making settings at regional level
- Actively contribute to standard setting and to strengthening legal protection on SOGIESC issues through strategic litigation with European courts and monitoring of implementation of European case law
- Build and/or strengthen alliances at regional level with organisations and institutions which work – both through advocacy and strategic litigation – to uphold human rights, democracy, rule of law, and defend the role of civil society and human rights defenders
- Accelerate change by making sure that legal and political wins in one country are transferred across Europe, by supporting peer learning and good practice sharing among governments; and by sharing learning amongst LGBTI organisations to support national advocacy and campaigning
- Support LGBTI organisations in responding to human rights violations and negative political developments in their country by mobilising institutions and governments to play their role in protecting their rights and safety
- Raise awareness with governments and institutions of the impact of other forms of inequalities on the lived experience of LGBTI people (such as socio-economic status, age, race, gender, mental and physical dis/ability, nationality, among others), including by advocating for more gathering and dissemination of disaggregate data on intersectional inequalities
- Contribute to advocacy with European-level institutions on the adoption and implementation of laws and policies which address broader social justice issues and structural inequalities which impact the lives of LGBTI people
- Mobilise broad political support within regional institutions for LGBTI human rights and equality through awareness-raising and campaigning activities at European level

Over the next five years, ILGA-Europe will work towards the following changes:

- European institutions continue to advance the recognition and protection of LGBTI human rights through their laws, policies and practices, especially in relation to rainbow families, legal gender recognition, protection against violence and hate, rights of intersex and non-binary people, anti-discrimination protection, conversion practices
- European institutions are actively integrating LGBTI issues in their work, and holding themselves accountable and evaluating their actions in a meaningful way
- Political support for LGBTI human rights and equality is strong and growing at European level and among national governments
- There are robust and strategic responses from institutions, governments and civil society allies to anti-LGBTI laws and policies across the region
- LGBTI perspectives and interests are better integrated in the design and the delivery of humanitarian support by European and international institutions, as well as by national governments
- LGBTI perspectives and interests are better integrated in policies that advance fair, just and equal societies and economies at European level
- Institutions and governments ensure that laws and policies are effectively implemented and translate into real change for LGBTI people, including by ensuring there is the political support and resources needed

- The voice of LGBTI civil society is heard, valued and respected by European institutions and governments, and participation in policy-making processes is consistent, relevant and meaningful
- Significant development of legal precedent in the European Courts that contribute to advancing how LGBTI rights are included in European human rights framework
- There is more robust and disaggregated data available for policy-makers at European and national levels on the impact of other forms of inequalities on the lived experience of LGBTI people (such as socio-economic status, age, race, gender, mental and physical dis/ability, nationality, among others).

PATHWAY 4 – Deeply-rooted social acceptance and social inclusion

The fourth pathway towards achieving our vision is “**Deeply-rooted social acceptance and inclusion of diversity related to sexual orientation, gender identity, gender expression and sex characteristics in societies**”.

What do we mean by social acceptance and social inclusion?

Beyond laws and policies that recognise, promote and protect people’s rights, there is the lived experience of how an LGBTI person feels accepted and included in society across aspects of their life.

Achieving social acceptance and social inclusion is a long-term journey as this involves deep change of attitudes, behaviours and deep-seated practices. It is necessary to work on both acceptance and inclusion, as they are complementary. Acceptance and inclusion are also not static and can change – both positively and negatively – over time. Acceptance and inclusion can look differently in different contexts and for different parts of the LGBTI community. We can however name some core features.

Social acceptance is often understood to happen at the level of norms and values, behaviour and cultural change. It speaks to a sense of belonging, to feeling connected to the wider society, to feeling safe and comfortable everywhere when being yourself, to feeling free from having to fit certain norms. Social acceptance is observed at the interpersonal level, it happens in relationship with other individuals. Acceptance is also deeply connected to context and is rarely universal; one can feel accepted in one group or in one circumstance, and feel excluded elsewhere.

Bringing about social acceptance is about working towards behaviour and cultural change. It’s about changing hearts and minds. Examples of indicators of social acceptance include:

- Everyone in society has effective access to accurate and inclusive information and knowledge about SOGIGESC, and the lived realities and history of LGBTI people in all their diversity
- LGBTI people are seen as valuable actors who can contribute to the development to their immediate communities and to societies at large (e.g. in politics, art, music, film & TV, sport, media)
- Public opinion is supportive of openly-LGBTI people in all sectors of society, and it is reinforced by opinion leaders – especially politicians, faith leaders and media – who have a positive, respectful and constructive discourse
- There is a range of positive and welcoming public and online spaces, and multiple sources of public support and solidarity for LGBTI rights exist

Social inclusion refers to changes in how structures and institutions in society – whether public or private – have practices that are inclusive of LGBTI people and respond to their needs. Social inclusion implies action aimed at changing systems and practices at a more structural level. Social inclusion

requires to work with different actors across society on changing how they work and how they define their purpose to make sure it is inclusive. Building alliances and partnerships is essential to achieve this objective. Social inclusion also implies active participation of LGBTI people in society who have a voice and agency in decisions that impact their lives. Examples of indicators of social inclusion include:

- LGBTI people, in all their diversity, are enabled to participate at all levels of responsibilities of government and justice, and take active part in all domains of public life (civil society, politics, art and culture, sports, etc.)
- Influential actors in society actively contribute to social inclusion through their actions, especially in the field of education, employment, access to health and housing, law enforcement, etc.

What is ILGA-Europe's role over the coming five years to progress on this pathway¹?

- Identify trends in public discourses and narratives around LGBTI people and SOGIESC issues with the goals of amplifying positive messages from a regional perspective and using our leverage to give visibility to voices and issues which are under-represented
- Monitor trends in public discourses that feed prejudice, division and hatred with the goals of equipping LGBTI organisations to counter hateful speech and negative messages, and of advocating for relevant public authorities and private sector to take effective measures against incitement to hatred and disinformation both offline and online
- Provide support and share learning to strengthen the capacity, knowledge and skills of LGBTI groups and organisations to inform and to shape public narratives, including through public awareness-raising campaigns, work with media and social media
- Establish partnerships with actors who shape public opinion and narratives (such as media associations, social media platforms, politicians) to reinforce the positive role they can play on informing, educating and fostering dialogue, at European and national levels
- Provide support and share learning to strengthen the capacity of LGBTI groups and organisations to be successful at creating change in social attitudes and behaviours
- Build and/or strengthen strategic partnerships with professional sectors at European level (such as health/mental health professionals, teachers, employers, business, trade unions, journalists, humanitarian actors) towards setting and implementing LGBTI-inclusive standards in their sector, and contributing to strengthening their own capacity to ensure their practices are fully inclusive of LGBTI people
- Working to translate European-level partnerships with professional sectors and LGBTI organisations at national and sub-regional levels to contribute to LGBTI inclusion in different sectors at those levels
- Provide support to LGBTI groups and organisations to be successful at equipping people and organisations in different sectors of society (e.g. professional sectors, arts and culture, sports, faith leaders, etc.) with the knowledge and tools needed to be genuine allies and mainstream LGBTI issues in their sector and beyond

Over the next five years, ILGA-Europe will work towards the following changes:

- Coverage of LGBTI issues by media outlets is inclusive and diverse, based on accurate information and contributes to constructive and respectful public conversations
- Respectful, inclusive and supportive narratives and discourse by political actors and opinion leaders are amplified, while a wide range of actors in society stand up to prevent and challenge hateful speech (especially anti-trans speech)

¹ A number of these roles are connected to ILGA-Europe's roles on enhancing movement capacity under Pathway 2, and will be supported by our donor advocacy and mobilisation of more longer-term funding for the movement

- More allies and supporters are equipped to navigate the public discussions in a way that builds bridges rather than further polarises and divides
- Expressions of public support and solidarity for LGBTI communities (e.g. public gatherings, statements, funding) are clear and strong, especially in circumstances of backlash
- Social media platforms are increasingly more inclusive and safer for LGBTI people, especially for trans and non-binary people, and racialised LGBTI people
- Public opinion polls show an increase of public support for LGBTI people in all their diversity and better understanding of LGBTI people's realities in a growing number of countries
- There is consolidated knowledge, analysis and tools on effective social acceptance and inclusion strategies among LGBTI organisations who are increasingly influencing public perception and changing behaviours in a sustainable way
- LGBTI organisations and allies are able to effectively counter anti-LGBTI narratives at national, sub-regional and regional levels
- More LGBTI organisations have good relationships with professionals in different sectors (housing, education, health, business, law enforcement, etc) through which they make sure that professionals actively contribute to social inclusion of LGBTI people through their work
- LGBTI people can increasingly rely on public authorities or professional institutions properly fulfilling their role in providing services that meet their needs, while LGBTI organisations and groups see the need for them to step-in to fill gaps in service provision for their communities.

PATHWAY 5 – Fair, just and equal societies and economies

The fifth pathway towards achieving our vision is that LGBTI people live in “**Fair, just and equal societies and economies**”.

What do we mean by working towards fair, just and equal societies and economies?

LGBTI people's lives are not only impacted by how laws and societies recognise, protect and value them on the basis of their sexual orientation, gender identity, gender expression and sex characteristics. Structural oppression based on socio-economic status, gender, race, dis/ability, age and other intersecting factors also affect LGBTI people's access to rights, services, resources and participation. When adopting an intersectional analysis, the structural nature of harm and oppression becomes apparent, and we see that LGBTI people and communities are affected by larger social justice issues, such as racism, sexism, economic inequalities.

This is about why as a movement, we have to look at how we can be part of addressing structural inequalities within our societies beyond what are considered specifically LGBTI issues (for example marriage equality or legal gender recognition). While more capacity, knowledge and resources are needed for LGBTI organisations across the region to do more on broader issues of social injustice, everyone can play a role depending on their resources, capacity, context and mandate.

At the core, it is about thinking differently – from focusing on “LGBTI rights” to the broader human rights of all LGBTI people for example –, about seeing how issues are interconnected and integrating this thinking throughout our practices and actions. At community and organisational levels, it is about asking ourselves whose lives and experiences are at the centre and whose are considered peripheral in telling the story of the LGBTI realities and needs, and in organisational decision making (Pathway 1). At the organisation and movement levels, it is about embracing a long-lasting learning journey and committing to questioning our own priorities, practices, analysis and politics (Pathway 2). In advocacy, alliance-building and campaigning, it is about how we as activists, organisations and movement use

our own leverage and influence to contribution in support of other equality and socioeconomic justice issues (Pathways 3 and 4).

In practical terms, it is about contributing to changes such as:

- LGBTI people, in all their diversity, have real and equal access to education, employment, housing, health care, social security, financial and social services to fulfil their full potential and provide for their own and their families' living
- LGBTI movements are closely connected to human rights, social justice and environmental movements, which stand in solidarity of each other, recognising that struggles are interconnected
- There are effective laws, policies and practices at all levels of society to ensure equality related to other structural factors that influence the lives of LGBTI people (such as socio-economic status, age, race, gender, mental and physical dis/ability, nationality, among others)
- Governments and private sector actors prioritise policies and actions to combat structural inequalities and social exclusion – especially those rooted in gender, race, socio-economic status, nationality and dis/ability

In consultations with members, a number of economic, social and political issues that particularly impact the needs within LGBTI communities at this moment in time were identified. These include: migration and asylum policies, access to safe and affordable housing, mental health, sexual and reproductive health and rights, access to medication, sex work. These larger policies and structural issues are named as having an impact on the lives of LGBTI people who experience intersecting forms of oppression because of their socio-economic status, age, race, gender, mental and physical dis/ability, nationality, among others. The intention is not that ILGA-Europe nor LGBTI organisations take a leading role on these larger policies and structural issues, but it is to strengthen our collective ability to contribute to the work in these areas wherever possible.

What is ILGA-Europe's role over the coming five years to progress on this pathway?

- Share knowledge within the movement to contribute to deeper awareness and understanding about the impact of other forms of inequalities on the lived experience of LGBTI people (such as socio-economic status, age, race, gender, mental and physical dis/ability, nationality, among others)
- Strengthen ILGA-Europe's capacity to integrate an intersectional approach across its work by continuing to learn and question its own priorities, practices, analysis and politics
- Facilitate necessary dialogues within the membership and wider movement to address structural inequality and power imbalances within communities, movements and societies, and to discuss how inequalities are reflected in organisational structures and practices
- Strengthen capacity of LGBTI organisations and groups to integrate an intersectional approach in their practices and their work through supporting learning, networking and exchange of practices
- Provide support to LGBTI organisations and groups to develop or adopt alternative approaches in their work to address the impact of intersecting factors on their communities
- Mobilise resources to support LGBTI organisations in doing more work related to structural inequalities in their community, organisations and society, including by engaging with donors on how their own practices contribute to reproducing inequalities
- Provide support to LGBTI organisations on advocating and campaigning on laws and policies that respond to needs of LGBTI people impacted by intersecting inequalities²

² This will be done in conjunction with similar work in ILGA-Europe's own policy and advocacy work at European level (cf Pathway 3)

- Strengthen alliances with social justice organisations at European level to work jointly to advance shared political goals related to socioeconomic justice at European level
- Provide support to members in creating alliances with social justice organisations and fostering solidarity at national level
- Facilitate ongoing reflection on the impact of our movement's work on economic inequalities, gender, racism, climate change so our movement continues to be part of larger changes in our world.

Over the next five years, ILGA-Europe will work to contribute to the following changes:

- There is greater awareness and understanding within ILGA-Europe and the broader LGBTI movements of how structural oppression based on socio-economic status, gender, race, dis/ability, nationality, and other intersecting factors affect LGBTI people's access to rights, services, resources and participation
- Good practices of how LGBTI organisations can effectively address structural inequalities are shared and widely accessible within ILGA-Europe, the broader LGBTI movements and with allies
- More LGBTI organisations have the capacity and resources to engage in joint advocacy and campaigns for social justice and economic empowerment of LGBTI people
- LGBTI perspectives and interests are better connected in larger socio-economic and political narratives
- There are stronger alliances with organisations working on social justice at European level, which also contributes to strengthen solidarity and cooperation between our respective members at national level
- More funders are committed to providing resources needed to LGBTI organisations to work on structural inequalities