

# Conference Programme

Time	Wednesday, 8 October	Thursday, 9 October
08.00 – 09.00		Breakfast
09.00 – 09.30		<b>09.00 – 10.15</b> Opening Session with Queer-Ed Talk
09.30 – 11.00		<b>10.15 – 10.45</b> Break
11.00 – 11.30	Media-conference	<b>10.45 – 12.15</b> <i>Change is Coming Panel</i>
11.30 – 13.00		<b>12.15-13.00</b> <b>Plenary 1:</b> Opening, appointment chairing pool, ground rules, agenda, presentation of activity reports
13.00 – 14.30		Lunch
14.30 – 16.00		Workshops 1-5
16.00 – 16.30		Break
16.30 – 18.00		Workshops 6-11
18.00 – 19.30	ILGA-Europe and its Annual Conference for newbies	Self-organised meetings & Women's Caucus
20.00	Opening Reception	Dinner
21.00		Queer Riga Tour**, Women's party** & alternative party**

# Overview

Time	Friday, 10 October	Saturday, 11 October
08.00 – 09.00	Breakfast	Breakfast
09.00 – 09.30	Reflection Session	<b>Plenary 3:</b> Election results
09.30 – 11.00	<i>Mobilising Leadership Panel</i>	Workshops 24-28
11.00 – 11.30	Break	Break
11.30 – 13.00	Workshops 12-17	Workshops 29-33
13.00 – 14.30	Lunch	Lunch
14.30 – 16.00	Workshops 18-23	Workshops 34-37
16.00 – 16.30	Break	Break
16.30 – 18.00	<b>Plenary 2:</b> Presentation of candidates for the Executive Board and ILGA Board, presentation of conference venue host 2016, elections	<b>Plenary 4:</b> Election results, election of venue 2014, approval of budget, accounts and board report
18.00 – 19.30	<b>18.30 -20.00</b> Network Space & Pro-bono meeting	Self-organised meetings
20.00	Dinner	Gala Dinner & Closing Party
21.00	Baltic Pride '13 documentary screening, Queer Rīga Tour** and Party**	

\*\*These social events are offered to you by Mozaika and are not part of the formal ILGA-Europe programme

# Conference Programme and workshop descriptions



## Wednesday, 8 October

18.00 – 19.30	Introductory Session for Newbies
20.00	<b>Opening Reception</b> Address by <b>Marja Ruotanen</b> , Council of Europe <b>19.45</b> Departure from Radisson Blu Hotel Latvija <b>19.40</b> Departure from Albert Hotel

# Thursday, 9 October

9.00 – 10.15	<b>Opening Session</b> Welcome by Co-Chairs Queer-Ed talk by <b>Jordi Vaquer</b> Introduction to the conference host
	<b>BREAK</b>
10.45 – 12.15	<b>Change is Coming Panel</b> <b>Eliza Byard</b> , Executive Director of GLSEN (the Gay, Lesbian, and Straight Education Network) <b>Helena Dalli</b> , Maltese Civil Liberties Minister <b>Charles Radcliffe</b> , , Chief of Global Issues Section at the Office of the UN High Commissioner of Human Rights, and senior UN human rights adviser on sexual orientation and gender identity <b>Greame Reid</b> , Director of the Lesbian, Gay, Bisexual, and Transgender Rights Program at Human Rights Watch Moderator: <b>Miguel Vale de Almeida</b> , Conference Host
12.15 – 13.00	<b>Plenary 1:</b> Opening of ILGA-Europe’s Annual General Meeting (AGM), Setting of Ground Rules, Appointment of Chairing Pool, Introduction of the Agenda, Presentation of Activity Report
	<b>LUNCH</b>
14.30 – 16.00	WS1. My ILGA-Europe Conference: make the best out of it WS2. Innovation and Collaboration to Advance Equality for All WS3. What is intersex activism? WS4. Reframing messages, affirming common values: Rethinking communications to achieve sustainable change (part 1) WS5. How to respond to ‘anti-gender theory’ movements?
	<b>BREAK</b>
16.30 – 18.00	WS6. Board proposals and actions & activity report* WS7. Researching forbidden sexuality WS8. LGBT parents and their children – an engine for social change WS9. Reframing messages, affirming common values: Rethinking communications to achieve sustainable change (part 2) WS10. Enforcing the right to education for LGBTI people in Europe WS11. ‘Shrinking spaces for civil society’. Are LGBTI organisations’ public freedoms under threat? How do we respond?
18.00 – 19.30	Self-organised meetings / LGBTI women’s caucus
20.00	<b>DINNER</b>
21:00	Queer Rīga Tour**, Women’s party** & alternative party**

\* Annual General Meeting workshop

\*\*These social events are offered to you by Mozaika and are not part of the formal ILGA-Europe programme

14.30 – 16.00

**Workshop 1: My ILGA-Europe Conference: make the best out of it****Tags:** interactive/group discussion**Facilitators:** **Sanja Juras, Yuri Guaiana, Brian Sheehan, Joyce Hamilton, Boris Balanetkii**, (ILGA-Europe)

**Description:** The ILGA-Europe Annual Conference is many things: a place to meet activists from all over the region, an occasion to exchange with people that share your own passions, difficulties and hopes. The Conference is also a space to think about our goals, challenges, and opportunities as a movement, as activists, and as representatives of organisations. It is an occasion to elaborate collectively around a theme which is relevant to all of us: creating sustainable change. On the other hand it can be overwhelming to have all these possibilities and catch them in the best possible way.

**Methodology:** This workshop will use an interactive method to help you maximising your conference experience. We would like you to take a moment and to ask yourself: what does the conference means to me? How is the theme of the conference relevant to my work? What do I want to get out of this experience? And what can I give to make this conference more successful and meaningful? We want you also to share your ideas and perspectives with other activists. You will also have the chance to think through the theme of the conference.

Moreover, on Friday, before the Conference program starts (9:00), we will have the chance to catch up again. Let's have a coffee together, come and tell us how it is going!

**Who is it for:** LGBTI activists who want to share a reflection moment around the conference experience. Newcomers will find here one more place to get familiar with the Conference.

**Workshop 2: Innovation and Collaboration to Advance Equality for All****Tags:** capacity building/education/diplomacy/collaboration**Moderator:** **Sharon Hudson-Dean**, Chargé d'Affaires, a.i., U.S. Embassy in Rīga

**Panelists:** **Kaspars Zalitis**, Human Rights Activist, Mozaika, Latvia, **Mr. Viktors Makarovs**, Parliamentary Secretary, Ministry of Foreign Affairs, Latvia, **Ambassador Baiba Braže**, Ministry of Foreign Affairs, Latvia, **Marko Jurčić**, Head of Zagreb Pride, Croatia, **Vesna Batistic Kos**, Assistant Foreign Minister for Multilateral and Global Affairs, Croatia

**Methodology:** panel discussion with question and answer session

**Description:** Building a sustainable movement to advance the human rights of LGBTI persons requires broad alliances and joint efforts across all sectors of society. Increasingly, like-minded governments are working closely with civil society organisations in a number of contexts to support their efforts. Both like-minded governments and civil society can learn from one another and work together to advance shared objectives and common messages. This session will explore different models of collaboration that are used strategically by civil society organisations and governments to promote and protect the human rights of LGBTI persons, including a discussion of the benefits and challenges of these cross-sector alliances, and an exploration of how collaboration can be further expanded to engage other allies, including for example business and faith leaders.

**Who is it for:** Activists interested in exploring collaboration with governments, or those interested in diplomacy as a tool for advancing the human rights of LGBT persons; members of the diplomatic community interested in working with civil society to advance LGBT issues.

**Interpretation:** 

## Workshop 3: What is intersex activism?

**Tags:** intersex, knowledge exchange, networking

**Presenters:** Intersex activists representing a number of intersex organisations from across Europe.

**Facilitator:** **Ruth Baldacchino**

**Methodology:** The workshop will be carried out in the form of an informal discussion between intersex activists and other activists where all participants will get the chance to ask questions regarding intersex issues

**Description:** This year, ahead of the annual conference, we organised an 'intersex meeting' aimed at supporting the capacity-building of a number of intersex organisations. Twelve intersex activists attended this meeting and will be at the annual conference. The workshop will focus on the following three main topics: What is intersex? What are the key demands of the intersex movement? How can LGBT(I) organisations support intersex organisations and/or intersex persons? Two workshops focusing on intersex issues and related activism will be held to ensure that conference participants engage in a constructive and safe discussion and to increase knowledge about intersex persons and related issues. The two workshops will tackle the same topics and are being held to reach out to more conference participants.

**Who is it for:** Anyone interested to learn more about intersex issues.

## Workshop 4: "Reframing messages, affirming common values: Rethinking communications to achieve sustainable change" (Part 1 of 2)

**Tags:** capacity building, interactive, communication

**Trainers:** **Elena Blackmore** and **Bec Sanderson** (Public Interest Research Centre)

**Description:** How does social change happen? Why are cultural values important? How can we best communicate the issues we care about? And how do we reach heart and mind of people?

This workshop will offer a practical approach to exploring the importance of the values that underpin concern and action on human rights of LGBTI people. It will explore how recent research – particularly from social psychology – can help us understand the full impact of our existing communication practices.

The workshop will also highlight some of the problems that can arise when communicators, campaigners and activists rely inadvertently on tactics that deepen people's self-interested concern for wealth, image or status.

Most importantly, it will provide the tools to apply this useful values lens. We will outline how a values and frames analysis can help us tell better stories as a movement; create more active participation in our work, and design our strategies and campaigns in coalition with other organisations.

Finally, no issue is an island, and we use values to understand how causes are connected – from human rights and equality, to climate change and poverty.

Participants are required to commit to both sessions of the training. **Pre-registration at the conference registration desk required.**

**Who is it for:** Holders of a position of responsibility and/or those who are actively contributing in shaping the position of their organisations around LGBTI issues (e.g. by developing arguments, by participating or preparing the participation in public debates, by developing communications targeting the public opinion, a framework for building coalitions, etc.).

## Workshop 5: How to respond to “anti-gender theory” movements?

**Tags:** family, religious opposition, gender theory, communication, public opinion

**Presenters:** **Laurene Chesnel**, Inter-LGBT (France), **Magali Deval**, co-chairwoman, Green Party LGBT committee (France), **Isidro García**, Comisiones Obreras and Felgtb (Spain)

**Description:** The purpose of the workshop is to better equip activists for the battle to win the public opinion. This is a real challenge, particularly when our opponents are well-funded and have professional communication teams. These opponents, particularly religious ones, use very simplistic message together with efficient marketing strategies. These simple messages are hard to fight because they call for a complex answer, portraying society's complexity. LGBT organisations are often not prepared to fight against this.

The core experience of the organisers come from their experience in southern Europe/catholic countries, where a strong movement of opposition to LGBTI equality and women's right is rising with help from the Vatican and various religious groups. In Spain, the government wants to prevent lesbians from resorting to medically assisted procreation. In France the minister of Education steps back on fighting sexism and homophobia in schools...

Particularly when our opponents are well-funded and have professional communication teams. These opponents, particularly religious ones, use very simplistic message together with efficient marketing strategies. These simple messages are hard to fight because they call for a complex answer, portraying society's complexity. LGBT organisations are often not prepared to fight against this.

**Who is it for:** Everyone working to promote LGBTI rights across Europe. Participants from countries with a strong and well-organised LGBTI movement are encouraged to participate, for their experience to benefit to those facing the harsher difficulties at national level.

**Interpretation:** 

## Workshop 6: Board proposals and actions & activity report\*

**Tags:** Annual General Meeting workshop, interactive discussion

**Presenters:** Conference Chairing Pool, ILGA-Europe Board, Executive Director

**Description:** During this workshop the Board and Executive Director will present the organisation's activity and Board reports. Members have the opportunity to raise questions and engage in a conversation on ILGA-Europe's work this past year. This year there are no Board Proposals put forward other than those discussed in the Workshop on Finances (WS23). However, delegates can propose actions to be taken by the conference during this workshop. The workshop can put forward recommendations to the members on proposed actions towards a vote in the Conference Plenary 3.

**Who is it for:** Delegates to the Annual General Meeting of Members.

## Workshop 7: Researching forbidden sexuality

**Tags:** research, legislation, personal histories

**Presenters:** **Kārlis Vērdiņš** (Institute of Literature, Folklore and Art, University of Latvia), **Rita Ruduša**, journalist

**Moderator:** **Linda Freimane**

**Methodology:** panel discussion, debate

**Description:** Insight into research work of Latvian queer history. This work has begun just in the last decade, and two of its contributors are going to share their experience of work in this field and problems that it brings. Several periods of Latvian queer history are being explored - tsarist time under Russian empire, twenty years of independence (1918-1940) as well as Soviet time and the last decades of the second independence.

**Who is it for:** anyone interested in history of LGBTI movement in Latvia.

## Workshop 8: LGBT parents and their children – an engine for social change

**Tags:** family, social change, alliance building, discussion

**Presenters:** **Maria von Känel** (NELFA President, Switzerland), **Luis Amorim** (NELFA Treasurer, Portugal),

**Lina Sarkka** (NELFA Board Member, Finland)

**Description:** In this workshop participants will be given the opportunity to reflect on how rainbow families raising children are arguably a powerful instrument for changing society, for example through their visibility and the process of coming out on a daily basis, or simply by interacting with the wider "straight world" on a daily basis.

The workshop will also address the ways in which the reality of parenting in a rainbow family context has the potential to forge new alliances for the LGBT movement in the wider community, e.g. health and school authorities/providers.

Participants will also be able to address the ways in which rainbow families provide alternative parenting models, and challenge care-giving dynamics within the family, particularly as regards gender roles and related behavioural expectations.

**Who is it for:** Individuals and organisations wishing to reflect on the specific role played by rainbow families as agents of social change. LGBTs with children and/or planning to have children.

**Interpretation:** 

## Workshop 9: “Reframing messages, affirming common values” Rethinking communications to achieve sustainable change (Part 2)

See workshop 4 above.

## Workshop 10: Enforcing the right to education for LGBTI people in Europe

**Tags:** sustainable change, education

**Presenters:** **Marinus Shouten**, Global Alliance for LGBT Education (Netherlands), **Kaj Poelman**, Çavaria (Belgium), and **Elisa Byard**, GLSEN (USA)

**Description:** LGBTI activists advocate for the respect of the right to education in very diverse contexts across Europe. This workshop will explore the variety of contexts and educational systems with which activists are dealing and will provide them with tools and tips to achieve more outcomes. During the first part of this workshop participants will work in groups and share information on their contexts, experiences, successes and challenges. Afterwards, GALE will summarise findings of participants using their “Right2Education monitor”. The second part of this workshop will aim at sharing tools, good practices, tips between participants and speakers in order to achieve greater outcomes when advocating for the right to education of LGBTI people.

**Who is it for:** LGBTI activists already working in the area of education or willing to enhance their work in this field.

## Workshop 11: ‘Shrinking spaces for civil society’. Are LGBTI organisations’ public freedoms under threat? How do we respond?

**Presenters:** **Pascale Charhon** (consultant), **Tamas Dombos** (Hatter), **Antonio Mihajlov** (Subversive Front), facilitated by **Lilit Poghosyan** (ILGA-Europe)

**Tags:** Restrictive laws/policy/practice, enabling environment/shrinking space, civil society

**Methodology:** presentations, interactive discussion

**Description:** The last ten years have witnessed the development of worrying trend towards an increasingly restricted space for independent civil society as well as outright threats to individuals and organisations. While these observable trends are global, EU member states, EU candidate and accession countries as well as countries part of the EU Neighborhood Policy are affected by these phenomena. This situation has become part of the policy debate related to “Civil society Shrinking space” and a point of concern for democracy and human rights civil society organisations across the board. LGBTI organisations are far from being protected from those developments. In fact, in many countries LGBTI organisation are targeted through restrictive laws, limits on funding sources or distorted criminal charges. Needless to say that in such contexts LGBTI activists are at increased risk of violence and harassment.

What ‘Shrinking space’ means for LGBTI organisations? How do we evaluate the effectiveness of EU member states and EU neighborhood countries to protect CSOs public freedoms? How can LGBTI civil society respond better? Join us in this important interactive debate which will aim to bring light on the civil society shrinking space policy debate, exchange on the situation of LGBTI human rights defenders within and outside the EU. ILGA Europe staff team and our colleagues from Hungary and Macedonia will be introducing the workshop and we will welcome to hear your experience and ideas on the subject.

**Who is it for:** Everyone interested, in particular activists and organisations operating in restrictive contexts.

**Interpretation:** 

## 18:00 – LGBTI women's caucus

The 'LGBTI Women's Caucus' is a space for self-identifying women at the ILGA-Europe Annual Conference. Over the years the Caucus has represented a 'bonding space' where LGBTI women could meet and connect with each other. Moreover, it has also been one of the spaces to talk about women's issues at the Conference.

During last year's Caucus, participants identified LGBTI women's lack of visibility and barriers to participation within the movement as key issues.

This year we will therefore try to answer questions such as what is the place and space of women in the movement, and how can we improve those?

At the Caucus, you will have the chance to discuss the barriers you face as an LGBTI woman activist. Furthermore, you will hear other activists sharing their experiences in overcoming barriers to the participation and visibility of LGBTI women within the movement.

Come and share your own perspective on possible solutions! Every experience will be of great value and contributes to strengthening of the LGBTI women's movement.

The outcomes of these discussions will be at the core of another workshop on the Saturday of the Conference. This follow-up workshop will allow all participants at the conference to further contribute to the analysis of LGBTI women's participation and visibility within the movement.

Last, but not least, bring and share your own materials on LGBTI women participation and visibility such as leaflets, postcards, publications, etc. to further enhance visibility of LGBTI women at the conference. They will be presented in the network space on Friday.

**Who is it for:** Self-identified women.

# Friday, 10 October

<b>9.00 – 9.30</b>	<b>Reflection Session</b>
<b>9.30 – 11.00</b>	<p><b>Mobilising Leadership Panel:</b>  <b>Julia Ehrt</b>, Executive Director of Transgender Europe  <b>Natia Gvianishvili</b>, Program director at the Women's Initiatives Supporting Group, Georgia  <b>Linda Freimane</b>, Mozaika, Latvia  <b>Emina Bošnjak</b>, Programme Manager, Sarajevo Open Centre  <b>Yves Aerts</b>, Coordinator, çavaria, Belgium  <b>Costa Gavriliades</b>, Accept LGBT Cyprus  Response by <b>Ulrike Lunacek</b>, European Parliament  Moderator: <b>Matthew Hart</b>, The Lafayette Practice</p>
	<b>BREAK</b>
<b>11.30 – 13.00</b>	<p>WS12. All about pro bono legal support, and how it can help your organisation achieve its aims  WS13. Working with sexually and gender non-conforming refugees  WS14. An introduction to EU laws on gender identity, gender expression and gender reassignment  WS15. Using the UN to support change  WS16. Wellbeing of activists: personal and organisational perspectives (part 1)  WS17. The start of a new legislature: LGBTI rights in the European Parliament</p>
	<b>LUNCH</b>
<b>14.30 – 16.00</b>	<p>WS18. Everything that LGBTI activists want to know about HIV/AIDS  WS19. Play the change: tackling discrimination in and through sports  WS20. Overcoming religious opposition: knowing who our friends and opponents are  WS21. Wellbeing of activists: personal and organisational perspectives (part 2)  WS22. Protecting and promoting human rights – A transversal response to combating discrimination on grounds of sexual orientation or gender identity  WS23. ILGA-Europe's finances*</p>
	<b>BREAK</b>
<b>16.30 – 18.00</b>	<b>Plenary 2:</b> Presentation of candidates for the Executive Board and ILGA Board, presentation of candidates to host an Annual Conference 2015, elections
<b>18.30 – 20.00</b>	Networking Space & Pro Bono legal support meeting
<b>20.00</b>	<b>DINNER</b>
<b>21.00</b>	Baltic Pride '13 documentary screening, Queer Riga Tour** and party**

\* Annual General Meeting workshop

\*\*These social events are offered to you by Mozaika and are not part of the formal ILGA-Europe programme

## Workshop 12: All about pro bono legal support, and how it can help your organisation achieve its aims

**Tags:** pro bono resources, litigation, Interactive discussion

**Presenters:** **Marieanne McKeown** (PILnet), **Branka Juran** (Thomson Reuters Foundation), **Richard Köhler** (TGEU), **Nigel Warner** (ILGA-Europe)

**Description:** Increasingly, law firms are keen to support social change by providing free legal services to NGOs. These cover a wide range of possibilities – from legal research in support of policy work, through support for litigation, to helping NGOs with their internal needs such as their constitution or employment contract. The workshop presents an opportunity to discover how these law firms can help you. Two international organisations – PILnet and Trustlaw (the pro bono service of the Thomson Reuters Foundation) – specialise in matching NGOs with law firms able to help them. Their representatives will explain how they operate, and what can be achieved through pro bono help. They will also be present at the conference for the rest of the day to discuss opportunities and needs with individual conference participants. The workshop will include input from NGOs which have benefited from pro bono legal help.

The workshop will also feature a brief summary of key developments in the last year in ILGA-Europe's strategic litigation work.

**Who is it for:** Representatives of member organisations involved in policy work, organisational administration, resource management and litigation.

**Interpretation:** 

## Workshop 13: Working with sexuality and gender non-conforming refugees

**Tags:** asylum, refugees, protection needs, training, LGBTI activists, work with authorities, mutual learning, best practices

**Presenters:** **Neil Grungras** (ORAM international, founder and ED), **Katrin Hugendubel** (ILGA-Europe)

**Description:** The workshop will make use of practical methodologies to initiate dialogue and provide tools to the community to increase the protection of LGBTI asylum seekers. Based on a mini-training session, it will cover the current situation of LGBTI refugees (brief overview), and ways LGBTI organizations can better support LGBTI refugees (recommendations). The interactive training methodology will enable participants to get an insight of different issues such as protection needs, the importance of creating safe spaces, accessing health/housing/employment, and the resettling or integration needs of Sexually and Gender Non-Conforming Refugees.

**Who is it for:** It is particularly relevant for all LGBTI organisations and activists who are or will be working in contact with LGBTI migrants and asylum seekers.

## Workshop 14: An introduction to EU laws on gender identity, gender expression and gender reassignment

**Tag:** knowledge-oriented, interactive discussions

**Presenter:** Noah Keuzenkamp, Capacity Building Officer (TGEU)

**Description:** This workshop will provide an introductory, non-technical overview of all EU legislation that explicitly addresses gender identity, gender expression and gender reassignment. It will cover the areas of discrimination in the access to and supply of goods and services; discrimination with regards to employment and social security benefits; crime victims' rights; and asylum. Through interactive group exercises, participants will discuss whether/how specific scenarios and real-life examples of discrimination of trans\* people are covered by EU law. The workshop will also provide input about which tools there are for LGBT, trans\* and other civil society organisations to advocate for a better implementation of EU law at national levels. We will discuss what the current limitations of EU law are and which advocacy demands could lead to a better protection of trans\* people.

**Who is it for:** All participants interested in EU legislation and issues related to gender identity and gender expression.

## Workshop 15: Using the UN to support change

**Tags:** advocacy, United Nations, international, human rights

**Presenters:** Joyce Hamilton (COC), André du Plessis (ILGA), John Fisher and Dorottya Karsay (ARC International)

**Methodology:** panel, training

**Description:** An explanation of relevant existing human rights mechanisms within the UN (e.g. UPR and Treaty Bodies systems), with practical examples of how they can be used to further national advocacy. Also a discussion touching on some of the ongoing thematic discussions at the UN, e.g. trans and intersex depathologization, the recent SOGI resolution and resolutions on the family and on traditional values.

**Who it is for:** Those keen to learn how engaging with the UN systems can help support change at home within Europe.

## Workshop 16: Wellbeing of activists: personal and organisational perspectives (par 1 of 2)

**Tags:** capacity building, interactive, organisational development

**Trainer:** Jolanta Cihanoviča (psychologist and trainer)

**Description:** Stress, burnout, exhaustion, hostile external environment and other factors are unfortunate and often unacknowledged realities in many activists' lives. Their impact has a potentially detrimental effect not just on activists' personal wellbeing, but also has negative consequences on the organisations and movements. Additionally, omitting individual wellbeing within organisational thinking and practices also has negative impact on individuals. This two-part workshop will explore and identify these negative factors and how they impact not only activists individually, but also have detrimental effect on the organisations. The workshops will provide practical skills on how they can be dealt with within organisational structures. The culture within voluntary/NGO sector too often neglects those issues and they are not even acknowledged as a potential threat. As a result, many organisations are not putting in place any preventive and support mechanism neither include it in the organisational structures. First part of this workshop will concentrate on the issues/

factors affecting personal wellbeing of activists, and the second part will address concrete measures the organisations could think of introducing/developing to support activists' wellbeing and including sharing already existing practices and experiences of those.

Participants are required to commit to both sessions of the training. **Pre-registration at the conference registration desk required.**

**Who is it for:** Activists, voluntary organisations that wish to develop personal and the organisational skills dealing with activists' wellbeing and those who already have such practices and examples on dealing with activists' well-being.

**Interpretation:** 

### Workshop 17: The start of a new legislature: LGBTI Rights in the European Parliament

**Presenters:** **Daniele Viotti MEP** and **Ulrike Lunacek MEP**, Presidents of the LGBTI Intergroup-designate, **Evert Jacobsen**, Intergroup Secretary

**Description:** Since the 1980s, the European Parliament has been the key promoter of LGBTI rights among EU institutions, and remains a very strong voice in favour of equality and non-discrimination in relation to SOGI. At the start of a new legislature, this workshop is the opportunity to go back over achievements of the past legislature (2009-2014), and consider the opportunities and challenges for this mandate (2014-2019) and reflect over what the LGBTI movement needs from the Parliament in these next years.

**Who it is for:** The workshop isn't limited to participants from EU Member States: EU policy linked to enlargement and LGBTI rights in Eastern Europe (including Russia) will also be discussed.

### Workshop 18: Everything that LGBTI activists want to know about HIV/AIDS

**Tags:** information sharing, HIV-AIDS, health

**Presenters:** **Gus Cairns** and **Giulio Maria Corbelli**, the European AIDS Treatment Group (EATG); **Ulrika Westerlund** and **Maria Sundin**, the Swedish Federation for Lesbian, Gay, Bisexual, Transgender and Queer Rights (RFSL).

**Facilitator:** **Sophie Aujean** (ILGA-Europe)

**Description:** There are two workshops related to HIV-AIDS this year.

This workshop is the first one and aims at providing participants with a synthesis of information on all they need to know about HIV-AIDS.

Scientific discovery and research have transformed our ability to treat and prevent HIV in the last few years. The pace of discovery has been so fast that many people's knowledge needs updating. This workshop will cover transmission routes, risk factors, the latest news on prevention, the impact of stigma and criminalisation on HIV transmission and prevention, update on funding, data collection, etc. The workshop will start with a quiz that participants will fill in in pairs. Then, presenters will provide detailed information and answer all the remaining questions participants may have.

**Who is it for:** All participants interested in the area of health, LGBTI rights and SRHR.

## Workshop 19: Play the change: tackling discrimination in and through sport

**Tags:** sport, homophobia, transphobia, biphobia, education, leisure

**Presenters:** Jon Landa & Christiana Daneva, European Gay and Lesbian Sport Federation),

Jeroen Borghs & Jana van Acker (Çavaria)

**Methodology:** panel, interactive discussion. It will consist on a presentation and explanation of the activities, allowing attendants to debate on formats, results or possible modifications according to geographical areas or specific targets

**Description:** The aim of the workshop is to provide best practices in the world of sports that empower people and foster change. In which ways can sport be used as a lever for equality? After two years of the Pride in Sport project, EGLSF, through its members, collected actions from 13 different countries, related to several fields (i.e. elderly, trans\*, youth, rural areas, schools, regular sport clubs...) all of them willing to tackle homophobia in sports, to achieve LGBTI inclusiveness, to integrate LGBTI athletes and to help those athletes to come out in the best way possible.

Thus, we will present some of those best practices that can drive people to make the steps and thus foster change, so that the attendants can adopt, tailor and implement those practices in their local environments. One of them is Çavaria's Sports4Every1 campaign.

After the presentations, we want to start the brainstorm session and come up with a list of tips and tricks for 1) ourselves on how to deal with sport organisations; 2) for sport organisations on how to be LGBTI inclusive; and 3) for LGBTI people in sports organisations.

**Who is it for:** All participants are welcome, especially those who could be interested in using sports as an instrument for integration and tackling discrimination.

## Workshop 20: Overcoming religious opposition: knowing who our friends and opponents are

**Presenters:** Florin Buhuceanu and Sharon Ferguson (European Forum of LGBT Christian Groups)

**Methodology:** presentations, interactive discussion

**Description:** In recent years, our organisations have been facing increasing attacks by ultra-conservative and extremist religious groups who are seeking to limit the rights of LGBTI people. Responding to these attacks has become a key strategic question for many of the European LGBTI movement. As with any strategy, it is essential among other questions to ask ourselves "who are our opponents?" to better understand what we are up against and to clearly identify where the opposition is having an impact on LGBTI rights. It is equally important to consider who are our friends in this fight, and in particular our allies amongst faith-based groups. In this workshop, we will share information about the "face" of the religious opposition in Europe, including the findings on a research on the religious right in Eastern Europe. We will also hear from LGBTI faith-based groups as key allies in countering religious extremist discourse.

**Who is it for:** Human rights activists, in particular those facing challenges from religious extremist groups and those who have good practices to share.

## Workshop 21: Wellbeing of activists: personal and organisational perspectives (part 2)

See workshop 16 above.

## Workshop 22: Protecting and promoting human rights – A transversal response to combatting discrimination on grounds of sexual orientation and gender identity

**Tags:** Council of Europe, human rights

**Panelists:** **Alessandra Siino**, Junior External Relations Officer, European Commission against Racism and Intolerance (ECRI), Council of Europe, **Lauri Sivonen**, Advisor, Commissioner for Human Rights, Council of Europe, **Monika Pisankaneva**, Chairperson of the Board, Bilitis Resource Center, **Eleni Tsetsekou** (moderator), Head of Unit, Sexual Orientation and Gender Identity Unit, Council of Europe

**Methodology:** panel presentation, interactive discussion

**Description:** Homophobia and transphobia, intolerance towards lesbian, gay, bisexual and transgender people is still widespread. LGBT people suffer from discrimination, violence and exclusion on the grounds of sexual orientation or gender identity. The commitment and efforts of the Council of Europe to fight discrimination and promote human rights of lesbian, gay, bisexual and transgender people date back to the early 1980s. The Committee of Ministers, the Parliamentary Assembly, the Congress of Local and Regional Authorities and the Commissioner for Human Rights have all addressed LGBT human rights through a variety of texts and activities. The Committee of Minister's Recommendation (2010)5 to member states on measures to combat discrimination on sexual orientation and gender identity and the case law of the European Court of Human Rights have been essential in combating discrimination against LGBT people.

Discussions will focus on the transversal work of the Organisation, notably that of the European Commission against Racism and Intolerance (ECRI) and the Commissioner for Human Rights, co-operation with government authorities and civil society, recommendations to member states to combat discrimination, follow-up action and monitoring.

**Who is it for:** Conference participants, government representatives, NGOs, human rights organisations, activists and all those interested to learn more about international human rights mechanisms and standards, cooperation, monitoring, participation of civil society.

**Interpretation:** 

## Workshop 23: ILGA-Europe's finances\*

**Tags:** Annual General Meeting Workshop, interactive discussion, finances

**Presenters:** Conference Chairing Pool, ILGA-Europe Board, Executive Director

**Description:** Presentation and discussion of ILGA-Europe's accounts audited for 2013, discussion of the indicative budget for 2015 and preparations for other statutory proceedings in the AGM. This workshop features discussion of conference proposals (1-3) circulated in the 3rd conference mailing and make recommendations to members towards a vote in the Conference Plenary 3.

**Who is it for:** Delegates to the Annual General Meeting of Members

## 18:30- 20:00 Networking Space

The Network space is designed to offer the participants a chance to present the work of their organisation to other participants, to get to know work of other organisations, to share experiences done in the framework of specific topics, to network and maybe even to find future projects partners. Organisations who pre-booked their space, can display materials at a 'market stall', while all others interested to take part in this activity, may simply chose to visit the network space. It is our hope that this will be a good way for participants to establish better contacts during the Conference.

# Saturday, 11 October

<b>9.00 – 9.30</b>	<b>Plenary 3:</b> Presentation of Elections Results
<b>9.30 – 11.00</b>	<p>WS24. Achieving legal gender recognition in different contexts</p> <p>WS25. Building Powerful Movement Organizations- Developing individual donors and transforming how we think about money and the movement (part 1)</p> <p>WS26. Bisexuality: from concepts to action</p> <p>WS27. Why talk about women in the LGBTI movement?</p> <p>WS28. LGBTI equality in newest EU countries: post-accession fatigue, common challenges and way forward</p>
	<b>BREAK</b>
<b>11.30 – 13.00</b>	<p>WS29. How to address the needs of LGBTI sex workers?</p> <p>WS30. Lessons of LGBTI organising and advocacy in conflict and crisis environments</p> <p>WS31. Challenges trans-families face and ways to address them</p> <p>WS32. Building Powerful Movement Organizations- Developing individual donors and transforming how we think about money and the movement (part 2)</p> <p>WS33. What is intersex activism?</p>
	<b>LUNCH</b>
<b>14.30 – 16.00</b>	<p>WS34. Politics and strategies</p> <p>WS35. Sustainable employment rights in global workplace</p> <p>WS36. Re-engaging LGBTI activists in the response to HIV/AIDS</p> <p>WS37. Prides as platform to advance LGBTI agenda</p>
	<b>BREAK</b>
<b>16.30 – 18.00</b>	<b>Plenary 4:</b> Election of conference venue 2016; approval of budget; accounts and board report; and election results if 2nd round needed
<b>18.00 – 19.30</b>	Self-organised meetings
<b>20.00</b>	<p><b>Gala Dinner &amp; Closing Party</b></p> <p>19.45 - departure from conference hotel</p>

## Workshop 24: Achieving legal gender recognition in different contexts

**Tags:** legal gender recognition, long-term strategies, exchange of information

**Presenters:** Ing Stanke (Lithuanian Gay League), Søren Laursen (chair and spokesperson of LGBT Denmark),

Broden Giambrone and Aoife O'Driscoll (Transgender Equality Network Ireland (TENI))

**Facilitator:** Richard Köhler (TGEU)

**Description:** This workshop will present diverse strategies to achieve ambitious legal gender recognition procedures. It will also reflect the regional diversity of the trans movement and the variety of contexts in which trans activists are advocating for their rights. Presenters, coming from Lithuania, Ireland and Denmark will first explain what legal gender recognition mean and what is the current state of play of legal gender recognition in their countries (remaining abusive requirements, recent change of law, etc.). Then, they will present the strategies they are building to achieve legal gender recognition: what are their priorities, which partnerships they have formed, and how those strategies can be replicated in other contexts. Participants are welcomed to share their experience or ask for advice on their own context.

**Who it is for:** All participants with a special interest in the human rights of trans people.

**Interpretation:** 

## Workshop 25: Fundraising from individuals [16:35:38] Juris Lavrikovs: Building Powerful Movement Organizations- Developing individual donors and transforming how we think about money and the movement (part 1 of 2)

**Tags:** fundraising, financial sustainability, budget, revenue, organisational capacity, crowdsourcing, events sponsorships

**Presenter:** Matthew Hart, The Lafayette Practice

**Methodology:** Presentation, working sessions

**Description:** This double session will be composed of three main sessions. A presentation and Q&A the fundamentals and some advance learning regarding the development of alternative revenue for your organisation to include- individual donors, crowdsourcing, events and sponsorship. There will be a panel of regional European practitioners who are experimenting with these techniques to share the complexities, the lessons learned and some insights on success in the European context. Finally, we will have a small group session to reflect on what was presented and brainstorm ideas that may be applicable in our own context.

**Pre-registration at the conference registration desk required.**

**Who is it for:** This will cover many aspects of fundraising - methods and strategies. If you work on the finance side of the organisation or are responsible for the financial health of your group or organisation, you're sure to get something valuable from this!

## Workshop 26: Bisexuality: from concepts to action

**Tags:** bisexuality, diversity

**Presenters:** Participatory discussion facilitated by ILGA-Europe

**Methodology:** facilitated debate, group discussion

**Description:** At the workshop at 2013 Annual Conference in Zagreb participants to the workshop on bisexuality explored the realities in which bisexual people live. The workshop identified areas where discrimination is experienced and how bisexual people are stigmatized otherwise. This year we want to bring the discussion one step further, by discussion best practices and identifying possible areas of action.

**Who is it for:** Activists and organisers who want to step-up their work on bisexuality

## Workshop 27: Why talk about women in the LGBTI movement?

**Tags:** LGBTI women, interactive discussion, membership input

**Presenters:** **Joyce Hamilton** and **Evelyne Paradis** (ILGA-Europe), participants from the LGBTI Women's Caucus

**Description:** This workshop will focus on LGBTI women's visibility and participation issues within the movement as key elements to create sustainable change. This workshop is for all interested activists and will present the outcomes of the women's only space at the Conference, the LGBTI Women's Caucus.

In the past years, the LGBTI Women's Caucus has been one of the spaces to talk about women's issues at the Conference. Participants have identified LGBTI women's lack of visibility and barriers to participation in the movement as key issues. Therefore, this year we will try to answer questions such as: what is the place and space of women in the movement, and how can we improve it?

This workshop will open the discussion to all activists and NGOs that experience similar situations, and that want to share possible solutions.

These conversations are fundamental to the LGBTI movement. For any change to be sustainable for everyone in our movement, we need to recognize and tackle patterns that prevent inclusion and empowerment of less represented groups.

**Who is it for:** Activists and organisations that have experienced difficulties in enhancing LGBTI women's participation and visibility in the movement, or that recognize this as an issue in their everyday work.

**Interpretation:** 

## Workshop 28: LGBTI equality in newest EU countries: post-accession fatigue, common challenges and way forwards

**Tags:** politics, strategy, advocacy, lobbying, alliances, strategising

**Presenters:** presenters from Bulgaria, Latvia, Lithuania, Romania, Hungary, Slovakia,

**Facilitator:** **Juris Lavrikovs** (ILGA-Europe)

**Methodology:** Presentations and interactive discussions

**Description:** 2004 EU enlargement gave high hope to LGBTI human rights activists. Following up the boost of the human rights and LGBTI equality agenda in the pre-accession period, several new EU countries today experience a human rights fatigue, decline and even negative developments affecting the human rights of LGBTI people. The workshop will identify specific challenges and will discuss the effective and practical strategies how to deal with those challenges and identify potential strategies towards positive and sustainable changes.

**Who is it for:** The workshop targets LGBTI human rights advocates, and persons who are in a position to hold responsibilities in the organisations of campaigns, advocacy strategies, or to coordinate NGO action to achieve particular objectives in relation to LGBTI people's rights. The participants will share their challenges, good practices and identify strategies and methods of effective ways of overcoming those challenges.

### Workshop 29: How to address the needs of LGBTI sex workers?

**Tags:** exchange of information, Q&A, sex work, human rights

**Presenters:** **Anna Kirey**, Open Society Foundations (OSF), **Kemal Ordek**, Chair of Red Umbrella Sexual Health and Human Rights Association, **Luca Stevenson**, Coordinator of the International Committee on the Rights of Sex Workers in Europe (ICRSE)

**Methodology:** This workshop will be very interactive and participants are expected to contribute actively to the discussions

**Description:** The goals of this workshop are two-fold: to better understand the specific human rights violations faced by LGBTI sex workers and to address the needs of organisations working on the rights of LGBTI people in relation to sex work. The workshop will be based on questions and answers sessions structured around 3 topics:

1. The specific situation of LGBTI sex workers
2. The role of LGBTI rights organisations in supporting LGBTI sex workers
3. Sex workers activism: challenges and priorities.

**Who it is for:** All human rights activists interested in issues related to sex work, discrimination, hate crime and health.

### Workshop 30: Lessons of LGBTI organising and advocacy in conflict and crisis environments

**Tags:** Community organising, advocacy in repressive, crisis contexts

**Presenters:** **Olena Shevchenko** ('Insight', Ukraine), **Katsiaryna Borsuk** ('Gay Belarus', Belarus), **Igor Kochetkov** ('Russian LGBT Network', Russia), **Ezgi Kocak** ('Kaos GL' Association, Turkey)

**Description:** At this workshop, the presenters and the audience are invited to reflect on the question: "How to continue advancing LGBTI equality agenda in a coherent, sustainable, context-embedded, non-secluded way in a time of acute conflicts, turmoil, and/or stable negative developments in the country?"

Building on the cases of LGBTI-organising in Belarus, Russia, Turkey, and Ukraine currently and in the past year, the workshop aims to capture how activists in these countries choose to shape LGBTI equality agenda and their advocacy and how they evaluate their decisions now.

The discussion is part of the ongoing effort to understand the experiences of LGBTI equality advocacy and organising in environments that have been transformed by major conflicts or defined by severe limitations for the civil society.

The workshop is expected to contribute to framing the specifics of human rights work in 'repressive' or crisis contexts, and identifying paths for LGBTI equality advocates to adjust to the transformed or turbulent environment. It also seeks to point out LGBTI human rights work and organising that are being done outside or beyond the 'conventional' political, institutional channels.

**Who is it for:** Activists from organisations working in a shrinking space and/or in time of conflict. Anyone interested in experiences of LGBTI-organising during conflict or crisis.

**Interpretation:** 

## Workshop 31: Challenges trans-families face and ways to address them

**Tags:** Trans, families, strategizing, international cooperation, good practices, advocacy, trans parenting

**Presenters:** Arja Voipio, TGEU, Maria von Känel, NELFA, Ulrika Westerlund, RFSL

**Description:** The facilitators/presenters will combine their experiences in trans-questions, advocacy of rainbow family rights and hands-on-work to bring forward issues relevant for this area of work, which require further and more regular attention. All rainbow families share a number of challenges, however, families in which at least one of the members is a trans-person face additional challenges. These issues have gained more prominence now that forced sterilization has been removed in many countries; establishing a family after transition is more common while young trans-persons come out and transition in greater numbers.

**Who is it for:** The workshop is targeted to organisations that have been engaged or foresee engaging in advocacy of trans-family rights; Trans-persons with or planning to have children.

## Workshop 32: Fundraising from individuals Building Powerful Movement Organizations- Developing individual donors and transforming how we think about money and the movement (part 2)

See workshop 25 above.

## Workshop 33: What is intersex activism?

**Tags:** intersex, knowledge exchange, networking

**Presenters:** Intersex activists representing a number of intersex organisations from across Europe.

**Facilitator:** Ruth Baldacchino

**Methodology:** The workshop will be carried out in the form of an informal discussion between intersex activists and other activists where all participants will get the chance to ask questions regarding intersex issues

**Description:** This year, ahead of the annual conference, we organised an 'intersex meeting' aimed at supporting the capacity-building of a number of intersex organisations. Twelve intersex activists attended this meeting and will be at the annual conference. The workshop will focus on the following three main topics: What is intersex? What are the key demands of the intersex movement? How can LGBT(I) organisations support intersex organisations and/or intersex persons? Two workshops focusing on intersex issues and related activism will be held to ensure that conference participants engage in a constructive and safe discussion and to increase knowledge about intersex persons and related issues. The two workshops will tackle the same topics and are being held to reach out to more conference participants.

**Who is it for:** Anyone interested to learn more about intersex issues.

**Interpretation:** 

## Workshop 34: Politics and strategies

**Tags:** politics, strategy, advocacy, lobbying, alliances, strategizing, achievements

**Presenters:** **Katrin Hugendubel**, ILGA-Europe, activists from SEKY (Estonia), çavaria (Belgium), LLH/LGBT, Norway/Denmark

**Description:** The workshop aims at identifying useful and effective advocacy tools. Learning from experience coming from different countries, different themes will be approached: alliance building with other NGOs, modalities of engagement with governmental and parliamentary representatives, relation to the public opinion, the media and opinion-makers. The best way to frame the message (emancipation for all, for instance), will also be discussed.

**Who is it for:** The workshop targets equal rights advocates, and persons who are in a position to hold responsibilities in the organisations of campaigns, advocacy strategies, or to coordinate NGO action to achieve particular objectives in relation to LGBTI people's rights.

## Workshop 35: Sustainable employment rights in global workplace

**Tags:** information, discussion, capacity building, trade unions, employment

**Presenters:** **Darienne Flemington** and **Mark Kelly**, UNISON LGBT group

**Description:** The goal of the workshop is support ILGA-Europe's strategic plan aim 'to increase the number of trade unions and public and private employers which adopt supportive LGBTI-specific policies'. The focus will be organising for LGBTI employment rights as many employers go global, noting that multinational companies provide both problems and opportunities for us.

UNISON will provide information on how globalisation is impacting on employment, workplace rights and union organising. It will consider how we can build sustainable employment rights, in the face of multinational employers moving jobs around the globe according to where labour is cheapest and rights fewest.

We will also consider how LGBTI employment rights won in one country can be used to negotiate for rights in other countries where the same employer operates, where the legal framework is less favourable.

The workshop is aimed at all with an interest in LGBTI workplace rights, international perspectives and global justice.

**Who is it for:** Anyone with an interest in employment equality and international justice

**Interpretation:** 

## Workshop 36: Re-engaging LGBTI activists in the response to HIV/AIDS

**Tags:** information sharing, HIV/AIDS, health

**Presenters:** **Fergus Cairns** and **Giulio Maria Corbelli**, the European AIDS Treatment Group, **Ulrika Westerlund** and **Maria Sundin**, RFSL

**Facilitator:** **Sophie Aujean** (ILGA-Europe)

**Description:** This second workshop on HIV/AIDS is open to all participants who attended the first workshop on HIV/AIDS or to those who already have a very good knowledge on HIV/AIDS.

After having shared information on the basics of HIV/AIDS during the first workshop, presenters will now give insights about the following topics, that will then be debated with participants:

- the history of LGBTI activism and HIV/AIDS activism (common points and differences)
- LGBTI organisations' work on HIV/AIDS currently
- the links between the right to health and the right to non-discrimination

**Who it is for:** All participants interested in the area of health, LGBTI rights and SRHR.

**Interpretation:** 

## Workshop 37: Prides as platform to advance LGBTI agenda

**Presenters:** **Irene Hemelaar** (Amsterdam Pride), **Kristine Garina** (EPOA), **Amarildo Fecanji** (Human Rights House of Albania), **Jan Kozubik** (PROUD),

**Facilitator:** ILGA-Europe

**Tags:** freedom of assembly, advocacy

**Methodology:** Brief panel presentations + interactive dialogue with audience

**Description:** During this workshop we will explore how Prides can be used as platform to advance the political LGBTI human rights agenda. What are opportunities? What are challenges? We will look into a few best practices from Pride events in Europe and then discuss possible new strategies.

**Who is it for:** Activists involved in advocacy and/or organising Prides.

# Panels and speaker's biographies

## Conference host



**Miguel Vale de Almeida**

Anthropologist, Professor at the University Institute of Lisbon, and LGBTI activist

Miguel Vale de Almeida (Lisbon, 1960) is Professor of Anthropology at ISCTE-Lisbon University Institute and Researcher at CRIA – Center for Research in Anthropology. With research in Portugal, Brazil, Spain, and Israel/Palestine, his work has focused on gender and sexuality, as well as on 'race' and ethnicity, and postcolonialism. He published several books, two of which in English: 'The Hegemonic Male', on masculinity, and 'An Earth-Colored Sea', on Portuguese

colonialism and postcolonialism in Portuguese-speaking countries. He has also published an edited volume on the body, "Corpo Presente", co-edited one on colonialism and post-colonialism, "Trânsitos Coloniais", and published a collection of his essays on anthropology and citizenship, "Outros Destinos", as well as a collection of news paperopeds, "Os Tempos que Correm", a book of short stories, "Quebrar em Caso de Emergência", and an award-winning science-fiction and dystopia novel, "Euronovela". His latest book, in Portuguese, is 'A Chave do Armário', on issues of same-sex marriage and family. As an LGBT rights' activist, he was a member of Portuguese Parliament, instrumental in the passing of the same-sex marriage and gender identity laws.

## Opening reception Wednesday, 8 October, 20:00



**Marja Ruotanen**

Director of Human Dignity and Equality within the Directorate General of Democracy, Council of Europe

Director of Human Dignity and Equality within the Directorate General of Democracy, responsible for Violence against Women, Trafficking in Human Beings, Children's Rights, Gender Equality, Sexual Orientation and Gender Identity issues, as well as Anti-discrimination and Sport. Marja Ruotanen joined the Council of

Europe in 1990 and has held several positions, including Director of the Private Office of the Secretary General, and recently Director of Justice and Human Dignity within the Directorate General of Human Rights and Rule of Law. She has served as Secretary to various Parliamentary Assembly Committees, notably the Political Affairs Committee, Committee on Migration, Refugees and Population and the Committee on Gender Equality. She was born in Rovaniemi, Finland and studied International Relations (political science and law) at McGill University in Montreal (Canada).

## Thursday, 9 October, 9.00 – 10.15

# Queer-Ed Talk



### Jordi Vaquer

Director of the Open Society Initiative for Europe and the regional director for Europe at the Open Society Foundations

Jordi Vaquer is the Director of the Open Society Initiative for Europe and regional director for Europe at the Open Society Foundations. As a Director of European Office at Open Society Foundations he is therefore responsible for overseeing and reassuring the development of the civil society in Europe. He is

also a columnist on international affairs in El Pais, Spain's leading newspaper, and a commentator for different media. Before his position at Open Society Foundations he was the Director of the Barcelona Centre for International Affairs. Jordi Vaquer graduated from Autonomous University of Barcelona, received MA from College of Europe in Bruges, and completed PhD in international relations at the London School of Economics and Political Science.

## Panel 1: Change is Coming Panel

### Thursday, 9 October, 10.45 – 12.15

#### Speakers:



### Eliza Byard

Executive Director of GLSEN (the Gay, Lesbian and Straight Education Network), a U.S.-based NGO

Eliza Byard is the Executive Director of GLSEN, recognised worldwide as an innovative leader in the education, youth development and civil rights sectors fighting to end anti-LGBT bullying, violence and discrimination in primary and secondary schools and promote a culture of respect for all. Byard has crafted and implemented advocacy and legislative strategies that have won support for GLSEN's issues at all levels of government and across the political spectrum, and fostered widespread acceptance of the urgency and importance of

LGBT issues as part of a commitment to better educational opportunity and healthy youth development. GLSEN's programs and materials have reached schools in all fifty states in the U.S.A. The organisation's strategies and initiatives have sparked active partnerships with NGOs at work on similar issues around the world, and GLSEN convenes the Global Network Combating Anti-LGBT Bias and Violence in Schools. The current U.S. Presidential Administration honored GLSEN as a "Champion of Change" for suicide prevention, and the organisation has been named a "Top Three National Non-Profit" for its impact on LGBT equality and support in the United States.



## Helena Dalli

Minister for Social Dialogue, Consumer Affairs and Civil Liberties

Helena Dalli is the Maltese Minister for Social Dialogue, Consumer Affairs and Civil Liberties. She was elected to the Maltese Parliament for the first time in 1996 and served as Parliamentary Secretary in the Office of the Prime Minister. Dr Dalli was re-elected to Parliament in all subsequent national elections. Between 1998 and 2013 she served as shadow minister for the public administration, public investment and gender equality, as

well as a member of the Public Accounts Committee. Following a change in government in March 2013, Dr Dalli was appointed minister, and has already supported various human rights and equality acts including a Civil Union Act and the inclusion of sexual orientation and gender identity in the Constitution's anti-discrimination article (both in April 2014), and the forthcoming bills including the Gender Identity, Gender Expression and Sex Characteristics Bill (concerning the human rights of trans and intersex people) and Cohabitation Bill (open to heterosexual and same-sex couples alike), as well as a process that leads to the setting up of a Human Rights and Equality Commission in line with the Paris Principles.



## Charles Radcliffe

Chief of Global Issues Section at the Office of the UN High Commissioner of Human Rights, and senior UN human rights adviser on sexual orientation and gender identity

Charles Radcliffe coordinates work on a range of thematic human rights issues at the UN Human Rights Office in New York. He also serves as the senior adviser on human rights, sexual orientation

and gender identity and leads the UN Free & Equal campaign – an unprecedented UN global public information campaign aimed at raising awareness of discrimination against LGBTI people. Prior to joining UN, he helped to establish International Crises Group, NGO committed to preventing and resolving deadly conflicts. He has also worked as a political adviser and speechwriter.



## Graeme Reid

Director of the Lesbian, Gay, Bisexual, and Transgender Rights Program at Human Rights Watch

Graeme Reid is a research expert on LGBT rights, sexuality, gender, and HIV/AIDS. He was a founding director of the Gay

and Lesbian Archives of South Africa, a researcher at the Wits Institute for Social and Economic Research and a lecturer in Lesbian, Gay, Bisexual, and Transgender Studies at Yale University. He joined Human Rights Watch in 2011.

**Moderator: Miguel Vale de Almeida**

# Panel 2: Mobilising Leadership Panel

Friday, 10 October, 9.30 – 11.00

## Speakers:



**Julia Ehrh**

Executive Director of Transgender Europe

Julia Ehrh is the Executive Director of Transgender Europe. As the director she is responsible for the development of the organisation. She has been involved in trans activism since more than ten years starting in a group of young transgender persons questioning the omnipresent bi-polar gender identity

approach in society. Since then she has been involved for several years in the Transgender Network Berlin lobbying for a change in gender recognition legislation and is a founding member of the Berlin based organisation TransInterQueer. In 2005 she was one of the co-founders of Transgender Europe and has been involved on the international level ever since.

She holds a PhD in Mathematics and lives with her partner and daughter in Berlin.



**Natia Gvianishvili**

Program director at the Women's Initiatives Supporting Group, Georgia

Natia Gvianishvili is a 28 years old lesbian feminist activist and researcher from Georgia. She represents Women's Initiatives Supporting Group (WISG), a feminist organization working on LGBT issues with special focus on lesbian, bisexual women and transgender persons. Since 2006 WISG has been working on community empowerment and advocacy supporting and enabling many young activists, like Natia herself, to become involved in feminist and queer activism in Georgia.

Natia joined LGBT community in 2009 and since then has been actively involved in the work dedicated to community empowerment. In 2012 she received Master's degree in Gender Studies. She worked on WISG's LGBT Discrimination Study (2012) (project supported by ILGA-Europe) where she authored the chapter on situation of transgender persons and recently completed her study on Internalized Homophobia, Stress Factors and Coping Mechanisms in Georgian LGBTQ Community (with support from the South Caucasus Office of the Heinrich Boell Foundation).



**Linda Freimane**

Co-founder and activist, Mozaika

Linda Freimane is a long time activist and one of the founders of LGBT and their friends' alliance Mozaika, as well as its

chairperson until 2012. She was a member of the ILGA-Europe board from 2006-2012, serving as co-chair four of these years. This year Linda Freimane is chairing the ILGA-Europe Riga 2014 conference local host committee. Born in Stockholm but a resident of Latvia since 1997. She has a legal background and has also worked as a journalist in Sweden. Currently she runs an events organisation in Riga.



## Emina Bošnjak

Programme Manager, Sarajevo Open Centre

Emina Bošnjak (Sarajevo, Bosnia and Herzegovina) is a feminist and a LGBT activist, currently working in Sarajevo Open Centre,

an organisation that promotes the full respect of human rights and combats discrimination on the grounds of sex, gender, sexual orientation and gender identity. She studies law at the University in Sarajevo. As a Programme Manager, she contributes to the management of the organization, international advocacy, and the production of annual reports on the state of the human rights of women and LGBT people in Bosnia and Herzegovina.



## Yves Aerts

Coordinator, Çavaria, Belgium

Yves Aerts is the coordinator of çavaria, the LGBT umbrella organisation in Flanders, the Dutch-speaking part of Belgium, with more than 120 member organisations. Çavaria inspires, stimulates and supports associations and individuals who stand up for a broad view on sexual orientation, gender expression and gender identity. The organisation strives for the well-being and fights for the rights of homosexuals, lesbians, bisexuals and transgenders in all aspects of everyday life. Çavaria also co-organises the Belgian Pride.

Yves is instrumental in lobbying for LGBT causes in Flemish and Belgian politics. Before he became coordinator of çavaria he was a voluntary board member and president of Het Roze Huis (The Pink House) in Antwerp. Het Roze Huis is the LGBT umbrella organization for the province of Antwerp. Yves was active in several LGBT youth organisations before moving on to Het Roze Huis. Next to his job at çavaria, Yves is also a board member at the Belgian Institute for the Equality of Women and Men and acting board member at the Interfederal Centre for Equal Opportunities and Federal Migration Centre.



## Costa Gavrielides

President of Accept - LGBT Cyprus

Costa Gavrielides is the President of Accept - LGBT Cyprus, the only registered LGBTI organisation in the Republic of Cyprus, formed in 2011. Being in one of the most homophobic EU countries, according to ILGA-Europe, the organisation has a wide scope of operations, primarily advocating for political rights of the LGBTI, educating the society, while also supporting and empowering the LGBTI community.

been particularly active in advocating the voting of a Civil Partnership law in Cyprus, while also assisting LGBTI asylum seeker cases. In May 2014, he oversaw the organisation of the first Cyprus Pride Festival, an event fiercely contested by the Church of Cyprus. The Pride Parade was eventually attended by over 4500 people, making it one of the most successful marches for social rights in Cyprus in recent history. Costa was instrumental for gathering support to the event by almost all parliamentary political parties who marched together with Mr. George Vasiliou - former President of Cyprus, MEPs, MPs, the European Commission, the European Parliament and fifteen Embassies, amongst others.

Costa has been actively involved in setting the foundations and drafting strategic moves for the organisation and has



## Ulrike Lunacek

MEP (The Greens/EFA, Austria), Vice-President of the European Parliament, Co-President-designate of the Intergroup on LGBTI Rights

Ulrike Lunacek, MEP since 2009, Vice-President of the European Parliament, EP-Rapporteur for Kosovo and Co-President of the LGBT Intergroup of the EP;

Born in 1957 in Krems, Austria; after finishing High School in Vienna Ulrike Lunacek studied for becoming an interpreter (English-Spanish-German) at the University of Innsbruck. From 1983 to 1995 she worked as journalist, editor, interpreter

and teacher in development education, feminist and LGBT NGOs. From 1996 to 1998 she was Secretary General of the Austrian Green Party, then from 1999 to 2009 Member of the Austrian Parliament, being the Austrian Greens' Spokesperson on Foreign Affairs and Development Issues as well as on Equal Rights for Lesbians, Gays, Bisexual and Transgender. In 1995/1996 she was the first Austrian politician to be open about her (lesbian) sexual orientation. From 2006 to 2009 she was Co-Spokesperson of the European Green Party (EGP).



## Matthew "Matty" Hart

Moderator

Matthew "Matty" Hart is the founder and Principle of the Paris-based Lafayette Practice. Hart and The Lafayette Practice (TLP) specialise in advising on philanthropic strategy and management. TLP supports organisations from grassroots nonprofits and NGOs to International Foundations, in planning

and implementation; institutional partnership-building; development and fundraising strategy; public relations; marketing; and relationship management. Hart's philanthropic leadership is exemplified by his role as the President of the Board of Directors of the Calamus Foundation, where he consults widely with foundations and individual philanthropists to advance LGBT equity and human rights. Hart is currently the Senior Strategist for Europe for Funders Concerned About AIDS.