

Conference programme overview

Time	Wednesday 23 th October	Thursday 24 ^h October	Friday 25 th October	Saturday 26 th October
08.00 -09.00		Breakfast	Breakfast	Breakfast
09.00 -09.30				Plenary 3 election results
09.30 -11.00		09.30-10.00 Opening Session	Panel 2: Family Affairs – How to Win Hearts and Minds?	Workshops 21-25
11.00 -11.30	Media conference	10.00-11.30	Break	Break
11.30 -13.00		Panel 1: LGBTI in Europe anno 2013 11.30 – 12.00 Coffee break 12.00 – 13.00 Plenary 1: Opening, ground rules, appointment chairing pool, agenda, presentation of activity reports	Workshops 11-15	Workshops 26-30
13.00 -14.30		Lunch	Lunch	Lunch
14.30 -16.00		Workshops 1-5	Plenary 2: presentation of candidates for the Executive Board, presentation of conference venue host, elections	Workshops 31-35
16.00 -16.30		Break	Break	Break
16.30 -18.00		Workshops 6-10	Workshops 16-20	Plenary 4: Election of Conference venue 2015; approval of budget, vote on proposals; adoption of strategic plan, accounts and board report; and election results if 2 nd round needed
18.00 -19.30	Introductory Session for Newcomers	Network Space Women's Caucus	Self-organised spaces 1-5	Self-organised spaces 6-10
20.00	Opening Reception at Palace Dverce	Dinner at the hotel	Dinner at the hotel	Closing Dinner at the hotel & Closing Party

Conference programme

Wednesday, 23rd October	
11.00 -11.30	Media conference
18:00-19.30	Introductory Session for Newcomers
20:00	Opening Reception at Palace Dverce
Thursday, 24th October	
9:30 10.00	Opening Session
10.00 -11.30	<p>Panel 1: LGBTI in Europe anno 2013</p> <p>Stavros Lambrinidis, European Union's Special Representative for Human Rights</p> <p>Aurel Ciobanu-Dordea, Director for Equality in the European Commission's Directorate-General for Justice</p> <p>Uzra Zeya, Acting Assistant Secretary for Democracy, Human Rights and Labor, US State Department</p> <p>Moderator: Evelyne Paradis, Executive Director, ILGA-Europe</p>
BREAK	
12.00 -13.00	Plenary 1: Opening of ILGA-Europe's Annual General Meeting (AGM), Setting of Ground Rules, Appointment of Chairing Pool, Introduction of the Agenda, Presentation of Activity Reports
LUNCH	
14.30-16.00	WS1. Advocating for LGBTI Rights in Russia: Next Steps
	WS2. ILGA-Europe's Rainbow Europe Package
	WS3. Supportive Families of LGBTQ Youth
	WS4. Equality Bodies: Making Equality Legislation Work on the Ground for LGBTI People
	WS5. The Asylum System: Towards Fair Procedures, Safety and Integration
BREAK	
16.30 -18.00	WS6. Reclaiming 'Traditional Family Values'
	WS7. Teaching about LGBT Families in Schools
	WS8. Complex Family Realities Require Equally Complex Forms of Recognition
	WS9. ILGA's State-Sponsored Homophobia Report
	WS10. Strategic Plan Workshop (*)
18.00 – 19.30	Network Space / Women's Caucus

Friday, 25 th October	
9:30 - 11.00	<p style="text-align: center;">Panel 2: Family Affairs – How to Win Hearts and Minds?</p> <p style="text-align: center;">Tamara Vonta, State Secretary of the Republic of Slovenia Wanda Nowicka, Member of the Polish Parliament Miguel Vale de Almeida, Professor at ISCTE, and LGBT Activist</p> <p style="text-align: center;">Moderator : Brian Sheehan, Board member ILGA-Europe, Executive Director Gay and Lesbian Equality Network, Ireland</p>
BREAK	
11.30 - 13.00	<p style="text-align: center;">WS11. Working on Combating Hate Crimes in Eastern Europe</p> <hr/> <p style="text-align: center;">WS12. The Jungle of Online Tools and Social Media for Online Campaigning ¹⁾</p> <hr/> <p style="text-align: center;">WS13. LGBT Parents and Their Children</p> <hr/> <p style="text-align: center;">WS14. Personal Wellbeing of Activists (1/2) ²⁾</p> <hr/> <p style="text-align: center;">WS15. ILGA-Europe's Finances (*)</p>
LUNCH	
14.30 – 16.00	<p style="text-align: center;">Plenary 2: Presentation of Candidates for the Executive Board and the ILGA Board, Presentation of Candidate to host an Annual Conference, Elections</p>
BREAK	
16.30- 18.00	<p style="text-align: center;">WS16. Surrogacy Arrangements: Human Rights and Political Issues at Stake</p> <hr/> <p style="text-align: center;">WS17. Depathologisation of Trans Identities</p> <hr/> <p style="text-align: center;">WS18. Trade Unions and LGBTI NGOs Working Together for LGBT Equality at the Workplace in Eastern Europe</p> <hr/> <p style="text-align: center;">WS19. Personal Wellbeing of Activists (2/2) ²⁾</p> <hr/> <p style="text-align: center;">WS20. Board Proposals and Actions (*)</p>
BREAK	
18.00 – 19.30	Self-Organised Spaces 1-5

Saturday, 26th October	
09.00 -09.30	Plenary 2: Presentation of Election Results
WS21. 'I' for Intersex within LGBTI Advocacy	
09.30- 11:00	WS22. Review of ILGA-Europe's Work on Strategic Litigation
	WS23. Strategic Campaigning for Marriage Equality
	WS24. Media Training: The Art of Debating and Arguing (1/3) ^{1) 2)}
	WS25. Training of Professionals on Sexual Orientation and Gender Identity
BREAK	
11.30- 13.00	WS26. The Next European Parliament (2014-2019): What's at Stake?
	WS27. Reflecting the Diversity of LGBTI Communities
	WS28. Family Matters at Work
	WS29. Media Training: The Art of Debating and Arguing (2/3) ^{1) 2)}
LUNCH	
14.30- 16.00	WS31. Financial Reporting for ILGA-Europe's Funded Projects ¹⁾
	WS32. Control Yourself! Digital Identities and Data Shadows ¹⁾
	WS33. Language That Works for Identity Recognition of Transgender People ¹⁾
	WS34. Media Training: The Art of Debating and Arguing (3/3) ^{1) 2)}
	WS35. Exploring the Concept of Bisexuality to Reflect Bisexual People's Needs
BREAK	
16.30 -18.00	Plenary 4: Election of Conference Venue 2015; Approval of Budget; Vote on Proposals; Adoption of Strategic Plan; Accounts and Board Report; and Election Results if 2nd Round Needed
Self-Organised Spaces 6-10	
18.00 -19.30	Self-Organised Spaces 6-10
20.00	Closing Dinner at the Hotel & Closing Party

¹⁾ The workshop requires pre-registration (for further information, see the workshop description).

²⁾ Multiple-session workshop. Participation in the workshop requires attendance to all of its sessions. For example, to participate in "Media Training: The Art of Debating and Arguing (2/3)", you must also participate in part 1 and 3 of the workshop.

Workshops descriptions

Thursday, 24th October

Workshop 1: Advocating for LGBTI rights in Russia: Next steps

Tags: Presentation / Discussion / Strategy enhancement

Presenters: Igor Kochetkov (Russian LGBT Network), Polina Andrianova (Coming Out)

This workshop will focus on the current state of affairs in relation to LGBTI rights in Russia and will provide space to reflect on further strategy for both in-country and international action.

Presentations by leaders within Russian LGBT organisations will provide an overview of the most recent developments that stem from the rapidly unfolding homophobic and anti-civil society agenda in the country; including legislative initiatives, tone and content of the current public debate, and response from the general society. Speakers will share their vision of the revisited goals and tactics to become the centrepiece of the struggle, as well as their observations on the impact that the global response has had on the situation in the country.

The presentations will be followed by a discussion which will invite participants and presenters to re-examine actions taken to address LGBTI issues in Russia in order to make best use of the movement's potential and to try to define further priorities and opportunities for international cooperation.

Who is it for?

Organisations that have been engaged or foresee engagement in advocacy on LGBTI issues in Russia, as well as organisations working in countries with analogous developments.

Workshop 2: ILGA-Europe's Rainbow Europe Package

Tags: Group Discussion / Membership Input

Presenters: Silvan Agius, Juris Lavrikovs & Nanna Moe (ILGA-Europe)

The workshop is dedicated to ILGA-Europe's Rainbow Europe package, including the Rainbow Europe Map and the Annual Review of the Human Rights Situation of LGBTI People in Europe. The Rainbow Europe Map has already established itself as the most popular product that ILGA-Europe has ever produced. The Annual Review is gradually increasing its profile and the package is aiming to provide a comprehensive overview not only in regards of the legal situation, but also looking into monitoring the social situation and realities of LGBTI people's lives in Europe. During the workshop, ILGA-Europe staff will provide an overview and rationale of the project, plans for improvements and the members will be invited to share their experiences and ideas on the project: what works, what does not work and what could be improved. The main purpose is to determine how to make the project even more relevant to the members and how to make it contribute towards advocacy work better both at national and European levels.

Who is it for?

Activists and organisations that use the Rainbow Package in their work, or want to use it more actively.

Workshop 3: Supportive Families of LGBTQ Youth

Tags: Family / LGBTQ Youth / Presentation / Group Discussion

Presenters: Sarah Rowlinson & Jordan Long (IGLYO)

This workshop focuses on the LGBTQ young person within a conventional family structure. While the term 'best interest of the child' is often used in international human rights parlance, the term often omits the best interest of a child who questions their sexual orientation or gender identity in such a context.

Based on a consultation with representatives from our Member Organizations, IGLYO will present the experiences of LGBTQ young people growing up in a variety of family structures. Not only will we identify the difficulties of questioning sexual orientation or gender identity in a traditional family, but we will also discuss how family members are supportive of young people during this integral developmental period. Additionally, we will emphasize the importance of the family when LGBTQ young people face non-inclusive educational environments or greater societies.

In addition to presenting the findings of our consultation, we will also have provided a forum for the participants of the workshop to share their own experience. As a result of the workshop, IGLYO will draft a short set of recommendations for families to become more supportive of all children, regardless of sexual orientation or gender identity.

Who is it for?

Activists curious about the variety of family experience for LGBTQ young people and the ways to promote more inclusive families.

Workshop 4: Equality Bodies: Making Equality Legislation Work on the Ground for LGBTI People

Tags: Presentation / Discussions

Presenters: Niall Crowley & Ilaria Volpe (EQUINET)

Overall 30 national equality bodies members of EQUINET have a mandate on equality and anti-discrimination in relation to LGBTI people. The workshop will present and discuss the findings of EQUINET's new perspective Equality Bodies Promoting Equality for and Combating Discrimination against LGBTI People (2013).

The different practices and tactics/activities of equality bodies to promote equality for LGBTI people will be presented and discussed and the challenges faced in making equal treatment legislation work for LGBTI people will be explored, including strategies to tackle under-reporting. Participants will have the possibility to interact with the author of the EQUINET report on how best to engage with equality bodies and how best to work together for equality for LGBTI people and for the practical implementation of equal treatment legislation.

Who is it for?

All individuals and organisations working in the area of non-discrimination.

Workshop 5: The Asylum System: Towards Fair Procedures, Safety and Integration

Tags: Interactive / Presentation / Policy Making / Advocacy Tools

Presenters: Neil Grungras (Organization for Refugee Asylum and Migration), Sebastian Rocca (Micro Rainbow International), Sabine Jansen (consultant)

Between 2011 and 2013, major developments took place in the EU asylum system. Following the adoption of new Directives, Member States now have an obligation to recognise both sexual orientation and gender identity, as possible motives of persecution. Member States will also have to ensure extensive training to their asylum authorities' personnel, for instance, to guarantee that interviewers are

competent on sexual orientation and gender identity (SOGI) issues. Recent case-law also brought useful developments, in particular against the “discretion requirement”. However, ensuring that these legal changes result in real implementation by the national asylum systems is a real challenge. In the majority of countries, most of the necessary steps have still not been defined: adoption of policy guidelines, availability of country of origin (COI) information on SOGI, mainstreaming of SOGI issues within training curricula of case adjudicators, interviewers and translators, prevention of violence in accommodation centres, etc.

The workshop will provide a toolbox on what the LGBT movement can do to achieve change.

Who is it for?

Activists working on evidence-based advocacy in the area of asylum, on the basis of research findings on policy models.

Workshop 6: Reclaiming ‘Traditional Family Values’

Tags: Family / Presentation / Interactive Discussion

Presenters: Sharon Ferguson (Lesbian and Gay Christian Movement), Olena Shevchenko (Insight)

The workshop will look at the position of the LGBTI family in relation to notions of ‘traditional values’ from legal, cultural, and demographic points of view. The workshop will look at the ‘traditional values’ framework from different perspectives and explore inclusive language that can be used by advocates for LGBTI equality and will discuss the value of such families for the society.

The Gay Christian Movement’s presentation will concentrate on the scriptures claiming that ‘family’ can only consist of one man, one woman and their children, and will provide analysis of how this argument is being used to frame and maintain the ‘traditional values’ concept as opposed to LGBTI equality. It will also suggest scriptures that can be used in support of different types of families. This will be followed by a presentation of the findings of research conducted by the LGBTQ organization Insight (Ukraine) on LGBTQI families in Ukraine during 2011-2012. This workshop, composed of presentations and a discussion, will contribute to a better understanding of the relation of LGBTI families to the concept of ‘traditional values’. It will further discuss different strategies among members that help to develop strategies to deal with notions of ‘traditional values’ to support LGBTI families in Europe.

Who is it for?

Organisations that have to deal with the ‘traditional values’ agenda as an argument against LGBTI equality.

Workshop 7: Teaching about LGBT Families in Schools

Tags: Family / Interactive

Presenters: Irene Ciulli & Margherita Leonelli (Famiglie Arcobaleno), Michael Van Roosbroeck (Çavaria)

This workshop aims at exploring different ways of teaching about family diversity and gender norms in schools. Famiglie Arcobaleno and Çavaria will briefly present their methods, tools and pedagogical resources, and then, a discussion will be held with participants on their experience in the area: obstacles, challenges and successful projects.

Who is it for?

Activists working on family and/or education issues.

Workshop 8: Complex Family Realities Require Equally Complex Forms of Recognition

Tags: Family / presentation / discussion

Presenters: Søren Laursen (LGBT Denmark), FLGTB (Spain)

Laws for registered partnership, and more recently marriage equality have always borrowed significantly from heteronormative marriage laws (father + mother + children). The legal models that emerged often left a number of gaps (intentionally or as a result of omissions). For example, there is frequently no automatic recognition of the second lesbian mother as a legal parent of a child.

This workshop will look precisely at those realities that remain outside the law, even in countries that have opened marriage to same-sex partners. It will look at the Danish model where a legally binding contract can now be entered into by three parents (a man, a woman, and her female partner). The workshop will also explore the situation in Spain after more than 8 years of marriage equality, and address the issues that are not yet solved in Spanish law.

Who is it for?

This workshop is especially useful for activists from countries that already have marriage equality or advanced registered partnership regimes.

Workshop 9: ILGA's State-Sponsored Homophobia Report

Tags: Group Discussion / Knowledge Sharing

Presenter: Lucas Paoli Itaborahy (ILGA)

The workshop aims at presenting the current methodology behind ILGA's State-Sponsored Homophobia report, while discussing ways to improve its quality, the quantity and the accuracy of the information contained in it, in particular in relation to legislation affecting LGBTI families, and the role ILGA members can play in this endeavour. The workshop will also debate current legal issues faced by countries in the European region (e.g. anti 'gay propaganda' laws), and how to incorporate them better into the next edition of the report.

The expected outcomes of the workshop are: raising awareness of the report as a tool for promoting and protecting LGBTI rights; and the opening up of a space for dialogue in order to receive feedback and suggestions.

Who is it for?

Lawyers and human rights defenders.

Workshop 10: Strategic Plan Workshop (*)

Tags: AGM Workshop / Interactive Discussion

Presenters: Conference Chairing Pool

Presentation and discussion of the proposed Strategic Plan 2014-2018 as circulated in the 3rd conference mailing. This workshop will make recommendations to the members of conference proposal 6 towards a vote in the Conference Plenary 4.

Who is it for?

Delegates to the Annual General Meeting of ILGA-Europe.

Friday, 25th October

Workshop 11: Working on Combating Hate Crimes in Eastern Europe

Tags: Group Discussion / Interactive / Advocacy / Policy Making

Presenters: Sanja Juras (Lesbian Group Kontra), Danijela Petkovic (Croatian Police Academy), Miroslawa Makuchowska (Campaign Against Homophobia), Jasna Magic

(Legebitra), Vladana Vasić (Sarajevo Open Centre)

Hate crimes remain one of the biggest problems for LGBT community in Europe, especially in Eastern Europe. Other public debates on LGBT rights (such as family related debates) result in an increased visibility of LGBT people, and sometimes a consequence is the rise in reported crimes/incidents. The workshop will aim at discussing different models of combating hate crimes in cooperation with state institutions focusing (but not only) on Eastern Europe and on countries in which this topic was not sufficiently addressed. We will be working in small groups to discuss best practices related to legislation, data collection, training of state officials, addressing the general public and the LGBT community.

Who is it for?

Activists working on cooperation with authorities in the field of hate crime (police, prosecution, decision-makers) and advocates.

Workshop 12: The Jungle of Online Tools and Social Media for Online Campaigning

Tags: Capacity Building /Interactive / Group Discussions

Facilitator: Nanna Moe (ILGA-Europe)

The list of ICT (information and communication tools) for campaigning is endless, and almost every day witnesses the launch of a new social media tool. It is a jungle. But what works, and what is just another trendy tool? Most organisations and campaigners are trying to target as many people as possible by using as many tools as possible. However, does this strategy that works for all purposes? Participants will discuss a set of questions in small groups, and everybody will be asked to actively participate in group and plenary discussions.

This training is limited to maximum 20 people and pre-registration is required.

Who is it for?

Activists who have experience with online campaigning, and would like to have their strategy boosted with new input.

Workshop 13: LGBT Parents and Their Children

Tags: Family / Visibility / Presentation / Discussion

Presenters: Angelo Berbotto & Luis Amorin (NELFA)

This workshop looks at how LGBT families raising children are arguably a powerful driver of change in society, for example through their visibility, through the process of coming out on a daily basis and as the creator of 'allies' within their circles of activity (e.g. health providers, school and wider family network) which will in turn advocate for wider equality. The focus is on the contribution of LGBT families with children to a modern understanding of family, what constitutes a family and the dynamics within roles in the idea of the conventional family. Finally, the workshop looks at the achievements of LGBT families across Europe in the last decade, the challenges and the wish list for an equal Europe for LGBT families.

Who is it for?

Activists who wish to know more about LGBT families with children.

Workshop 14: Personal Wellbeing of Activists (Part 1 of 2) (cont. during workshop 19)

Tags: Capacity Building /Interactive

Trainer: Jolanta Cihanoviča (psychologist and trainer)

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. This two-part workshop will explore and identify these negative factors and 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. 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.

Participants are required to commit to both sessions of the training.

Who is it for?

Activists, mainly from smaller, voluntary organisations that wish to develop the organisational structures dealing with activists' wellbeing.

Workshop 15: ILGA-Europe's Finances (*)

Tags: AGM Workshop / Presentation / Discussion

Presenters: Conference Chairing Pool

Presentation and discussion of ILGA-Europe's accounts audited for 2012, discussion of indicative budget for 2014 and preparations for other statutory proceedings in the AGM. This workshop will make recommendations to the members on proposals 3 to 5 towards a vote in the Conference Plenary 4.

Who is it for?

Delegates to the Annual General Meeting of ILGA-Europe.

Workshop 16: Surrogacy Arrangements: Human Rights and Political Issues at Stake

Tags: Family / Interactive / Exploratory / Membership Involvement

Presenters: Joël Le Déroff (ILGA-Europe), Luis Amorim (NELFA), Helen Ibry (Arcilesbica), Olena Shevchenko (Insight)

Surrogacy arrangements are generally understood as a complex issue by human rights defenders, including LGBTI activists, and policy-makers. Very different laws around surrogacy exist in Europe, ranging from criminalisation to full recognition of all types of surrogacy contracts. Although the majority of people involved in surrogacy arrangements are different-sex couples, LGBTI people can also regard such arrangements as one of the ways to beget children. Thus ILGA-Europe and its members are increasingly asked to act on this issue, even though there appears to be no consensus within the LGBTI movement on what the action should look like. As a result, the ILGA-Europe Executive Board has engaged in a preliminary reflection aiming at listing the human rights and political issues at stake, to study whether, how and to which extent ILGA-Europe, as a human rights organisation, could devise a position.

We will present the findings of a preliminary research conducted earlier in 2013, and welcome an in-depth exchange with the membership on what should follow.

Who is it for?

Activists working on LGBTI families and family equality, human rights advocates, researchers on family models, legal specialists, human rights specialists, advocates.

Workshop 17: Depathologisation of Trans Identities

Tags: Presentation / Information Sharing

Presenters: Richard Köhler (TGEU), David Scammel (Open Society Foundation)

Transgender identities are still listed as mental disorder in the World Health Organization's (WHO) International Classification of Diseases (ICD). The current ICD-review process tries to accommodate for human rights arguments for their complete removal while ensuring access to trans-related treatment.

The workshop will first discuss questions participants may have around the concepts of 'depathologisation', 'gender identity disorder', 'gender dysphoria', 'gender incongruence', etc. We will then provide an update on the most recent debates within the trans community and international organisations on depathologisation. We will also present our common strategy towards depathologisation and the work done with European institutions and the WHO. The workshop is also an opportunity to engage participants in further steps towards depathologisation.

This workshop will focus mainly on the revision of the ICD and depathologisation at the international level. However, we will also discuss current trends of depathologisation at the national level. To that end, participants to this workshop are encouraged to collect and share information about their national contexts.

Aim of the workshop: Updating our members on current debates and initiatives around the revision of the ICD-10; Identifying next steps and opportunities for joint actions.

Who is it for?

All human rights organisations and activists with an interest on health and/or trans issues.

Workshop 18: Trade Unions and LGBTI NGOs Working Together for LGBT Equality at the Workplace in Eastern Europe

Tags: Trade unions / Employment / Eastern Europe / Group Work

Presenters: Sanja Juras (Lesbian Group Kontra), Jasna Petrovic (UATUC), Miroslawa Makuchowska (Campaign Against Homophobia), Dragana Todorovic (Labris), Tatjana Greif (SKUC LL).

Trade unions have a central role in respect to measures and initiatives regarding equality and non-discrimination at the workplace. Trade union confederations and LGBT NGOs in Eastern Europe have been working together on protection of rights of LGBT workers using different methods and activities. Levels of cooperation differ from country to country. Aim of this workshop would be to discuss and develop best practices in working for equality of LGBT persons at workplace through four case studies – Poland, Croatia, Slovenia and Serbia. Each of these countries is at different stage of cooperation between trade unions and LGBTI NGOs and in each country different activities have been implemented.

Workshop format: Working in small groups on case studies of countries that are at different stages. Debate focused on different models of cooperation between trade unions and LGBTI NGOs.

Who is it for?

LGBTI activists that work in the sphere of employment, and that want to learn how to develop stronger links with trade unions.

Workshop 19: Personal Wellbeing of Activists (Part 2 of 2)

See Workshop 14 above.

Workshop 20: Board Proposals and Actions (*)

Tags: AGM Workshop / Interactive Discussion

Presenters: Conference Chairing Pool

Discussion of conference proposals circulated in the 3rd conference mailing

(including proposals 1 and 2 from the board), discussion of the activity report from the executive board and report from the European representatives on the ILGA (World) Board. This is the workshop where delegates can propose actions to be taken by the conference. This workshop will make recommendations to the members on conference proposals and other proposed actions towards a vote in the Conference Plenary 4.

Who is it for?

Delegates to the Annual General Meeting of ILGA-Europe

Saturday, 26th October

Workshop 21: 'I' for Intersex within LGBTI Advocacy

Tags: Knowledge sharing / Presentation / Interactive

Presenters: Christian Dan Ghattas (OII Europe), Silvan Agius (ILGA-Europe)

This workshop will provide input on the work that has been invested in the 1st and 2nd International Intersex Forum, and the advocacy that led to the EU LGBTI guidelines and PACE resolution that addresses intersex issues adequately. This workshop will also provide input about the study that is being conducted among intersex people.

In the second and longest part of the workshop, the participants will be able to ask all the questions that they need to have answered for them to be able to conduct their advocacy at national level in a way that meets the goals and expectations of intersex people.

Who is it for?

Activists in LGBTI organisations that want to have the opportunity to learn about the developments of the intersex movement, and the role that they can play.

Workshop 22: Review of ILGA-Europe's Work on Strategic Litigation

Tags: Presentation / Collective Brainstorm

Presenters: Tamas Dombos (Hatter), Yuri Guiana (Certi Diritti), Nigel Warner (ILGA-Europe)

It is three years since ILGA-Europe adopted a wider approach to strategic litigation. This involved capacity building for member organisations, maintaining an overview of sexual orientation and gender identity (SOGI) cases at European level, and identifying the areas where more cases are needed because there are gaps in European human rights protection. ILGA-Europe is now conducting a review to assess the effectiveness of this work, and whether its scope should be enhanced. The workshop will discuss the findings of the review, hear from member organisations working in this field of their needs, and brainstorm on possible future activities.

Who is it for?

Activists from organisations working on strategic litigation or who want to work on strategic litigation.

Workshop 23: Strategic Campaigning for Marriage Equality

Tags: Family / Strategic Campaigning

Presenters: Gabi Calleja (MGRM), Scott Cuthbertson (Equality Network), Juha-Pekka Hippi (SETA), Miha Lobnik (Legibitra)

This workshop will highlight some of the different marriage equality campaigns around Europe in different contexts and attempt to provide the participants with

better knowledge on what strategies have provided successful in raising awareness and the call for equal laws. The workshop will start with presentations about the Maltese campaign that has led to the launch of the Civil Union Bill, the Scottish Campaign and its systematic work around marriage equality, the Finnish citizen's initiative by way of addressing the impasse in the Finnish Parliament on marriage equality, as well as Slovenia's campaign around the referendum on the proposed Family Code during 2012.

The workshop will provide ample time for discussion and sharing of strategies for other marriage equality or registered partnership campaigns that are currently underway, or will be launched in due course.

Who is it for?

All activists that are currently campaigning for marriage equality or registered partnership laws.

Workshop 24: Media Training: The Art of Debating and Arguing (Part 1 of 3)
(cont. during workshops 29 and 34)

Tags: Capacity Building / Presentation / Interactive / Participative Training

Trainers: Richard Uridge (journalist and trainer), Jolanta Cihanoviča (psychologist and trainer)

The first part of this three part training will explore and identify all main arguments for and against equality for LGBTI families, the best ways of conducting debates and the best ways of building support for your cause whatever the audiences may be. The two other parts of the interactive and participative training will be dedicated to practical skills of debating and winning your arguments in the media. How do you phrase your arguments? How do you counter arguments against? How do you respond to hostile, irrelevant or even absurd questions and statements? How to stick to your key message(s) whatever the discourse is? How can you use media interviews/debates to win the hearts and minds of the audience? What elements do you need to consider prior and during the media interviews and/or debates in terms of body language, tone and/or behaviour? All of these and many other aspects will be explored and practiced during the training.

This training is limited to maximum 20 people and pre-registration is required. The registered participants are required to commit to all three sessions of the training.

Who is it for?

Anyone exposed to the media in their organisational work, e.g. through representing their organisation in debates.

Workshop 25: Training of Professionals on Sexual Orientation and Gender Identity

Tags: Capacity Building / Presentation / Group Discussion

Presenters: Oddvar Thorbjørnsen Faltin, Anders Dalsane Jansen & Jorid Bakken Steigum (LLH)

The project 'Pink Competency' was put in place in Norway by the Norwegian LGBT Organisation (LLH). It provides training for health and school professionals and the police force to raise awareness within these professions on how heteronormativity affects service provided to LGBT populations. After a presentation of the three branches of the project (health, education, justice), using a methodology proper to the Pink Competency project, a discussion with participants willing to start a similar project in their country, will be held.

Who is it for?

Any LGBTI organisation or professional organisation working in one of the areas of health, education and justice.

Workshop 26: The Next European Parliament (2014-2019): What's at Stake?

Tags: Interactive / Explorative / Advocacy / European Union

Presenters: Michael Cashman & Ulrike Lunacek (European Parliament Intergroup on LGBT Rights)

Participants will be invited to an interactive exchange session with the European Parliament's Intergroup on LGBT rights Co-Presidents Michael Cashman and Ulrike Lunacek. The workshop will start with a short presentation on the missions and competences of the Parliament, followed by an open and frank exchange with the two Members of the Parliament. We will focus on the preparation of the EU elections in May 2014, and discuss what is at stake in the next Parliament. A central dimension will be brain-storming on campaign initiatives to put equality and human rights at the core of the campaign, as well as to promote voting among our communities.

Who is it for?

LGBTI rights advocates, electoral campaigners, politically affiliated organisations, organisations planning to intervene in the EU electoral campaign.

Workshop 27: Reflecting the Diversity of LGBTI Communities

Tags: Collective Brainstorm / Project Presentation

Presenters: Valeria Roberti & Ambra Guarnieri (Arcigay Cassero), Jeroen Borghs (Çavaria)

The workshop aims at exploring the diversity of LGBTI communities and at identifying ways for LGBTI organisations to reflect this diversity and to take it into account in their work. We will first brainstorm with the participants on the different forms of diversity that exist within the community and within LGBTI organizations. Then, we will identify good practices to reflect diversity and be inclusive of all LGBTI people, and in particular, LGBTI people with disabilities. Participants will also be encouraged to share their experience and the obstacles they face when addressing diversity issues.

Who is it for?

All human rights organisations.

Workshop 28: Family Matters at Work

Tags: Family / Trade Unions / Presentation / Interactive

Presenters: Darienne Flemington (UNISON), Isidro Garcia Nieto (CCOO)

Over the past years, trade unions and community organisations have won significant gains in the recognition of family friendly workplace rights – maternity, paternity, parental, adoption/fostering leave, careers leave, flexible working, recognition of partners and their rights, pension rights, compassionate leave, and so it goes on. Although legislation has come a long way, these rights are not always extended to our LGBT families. This can be because of straightforward discrimination, because our families are invisible or don't fit the 'norm' or because we are not free to claim our rights.

There has also been progress in social acceptance of LGBT people, but this is patchy between and within countries. Sexual diversity and family is also a union task, and many materials and initiatives are being developed from unions in order to make visible the reality of our families, and to integrate the representation of their rights

into the collective bargaining and either through marriage or any of its other forms. In some European countries the equal marriage has achieved, is that the finish line? There are still inequalities in the legal framework after reaching it? Which are the new targets?

This workshop will discuss how we can gain recognition of our diverse families and from our more traditional families and we will offer clues about how to introduce diversity in collective bargaining. It will look at how unions can and should work for LGBT family friendly rights.

Who is it for?

Activists with an interest in LGBT families and workplace equality.

Workshop 29: Media Training: The Art of Debating and Arguing (Part 2 of 3)
(cont. during workshop 34)

See Workshop 24 above.

Workshop 30: Sex Work from a Human Rights and LGBTI Perspective

Tags: Exploratory / Membership Involvement / Open Exchange

Presenters: Kemal Aysu (Transgender Europe), David Scamell (Open Society Foundations)

This workshop provides an opportunity for the first time to talk about sex work from both a human rights and LGBTI perspective. It will explore two main questions: What role do discrimination, marginalization and stigma against LGBTI people play in leading individuals into sex work? How does the “double” stigma and discrimination experienced by LGBTI sex workers increase their vulnerability to violence and other human rights violations? The goal is to create a space to hear about perspectives from members on the issue of sex work with a view of informing the work of ILGA-Europe and member organisations.

Who is it for?

Activists working on discrimination, hate crime, hate speech; and other human rights advocates.

Workshop 31: Financial Reporting for ILGA-Europe’s Funded Projects

Tags: Capacity Building / Practical Exercise

Presenters: Boris Balanetskii & Margarita Babenko (ILGA-Europe)

This workshop provides participants with general information about ILGA-Europe’s re-granting work within the Human Rights Violations Documentation Fund, its goals and methodology. The first part will be dedicated to the general principles of the re-granting scheme functions, what outputs/ outcomes are expected and how they help in joint advocacy work - on the national level and on international levels. The second part of the workshop will focus on the financial issues of the re-granting programme. The new template of the financial budget/reporting form will be presented. Some practical exercises will be part of the programme to better explain ILGA-Europe’s financial requirements and improve financial reporting within the re-granting programme.

This training is limited to maximum of 20 people and pre-registration is required.

Who is it for?

Organisations interested in starting and continuing work on human rights violations documentation in their countries.

Workshop 32: Control Yourself! Digital Identities and Data Shadows

Tags: Capacity Building / Interactive / Group Discussions

Facilitator: Faith Bosworth (Tactical Technology Collective)

Twitter, Facebook, Flickr, email, Amazon, Grindr: we are sharing information all the time. Sometimes we are sharing information about ourselves, friends and families that we do not even realize that we are sharing. Every time you agree to the terms and conditions of a new tool, or do something online, you give up a little bit more control. What are the implications for LGBTI communities and the activists who support them? What is privacy worth? In this interactive session, we will use this question as a frame to explore "data shadows" and look at some of the routes towards better managing them.

This workshop is limited to maximum 30 people and pre-registration is required.

Who is it for?

Anyone who is curious or nervous about these issues and wants to learn more.

Workshop 33: Language That Works for Identity Recognition of Transgender People

Tags: Capacity Building / Interactive

Presenters: Alecs Recher, Richard Köhler & Julia Ehrt (TGEU).

This workshop looks at strategies and 'hooks' that help to shift the debate on gender recognition from a medicalised and discriminatory approach to one based on human rights. Which language and arguments can we use to influence public opinion and political debates on the perception of gender identity, gender expression and transgender persons? To this end, we will work jointly frequent stereotypes and prejudices activists may encounter and how to tackle them. Good practices from successful campaigns will serve as inspiration to facilitate change. One of the focuses will be language use: which phrases work, which phrases don't, and which phrases may actually undermine an inclusive approach? The workshop aspires to be interactive and with practical results for participants.

This workshop is limited to maximum 25 people and pre-registration is required.

Who is it for?

Activists at national level dealing with gender identity issues in public debates whether they be on TV or in private meetings with politicians.

Workshop 34: Media Training: The Art of Debating and Arguing (Part 3 of 3)

See Workshop 24 above.

Workshop 35: Exploring the Concept of Bisexuality to Reflect Bisexual People's Needs

Tags: Presentation / Collective Brainstorming

Presenter: Hilde Vossen (European Bisexual Network)

This workshop aims at exploring the concept of bisexuality and at identifying elements that distinguish the experience of bisexual persons from the experience of lesbians, gays, or heterosexual people. The objective of this workshop is also to explore how LGBTI organisations can better reflect on the specific needs and concerns of bisexual people.

Who is it for?

All human rights organisations and activists, in particular the ones working on LGBTI rights.

Speakers' biographies

Speakers



Aurel Ciobanu-Dordea, *Director for Equality in the European Commission's Directorate-General for Justice*

Aurel Ciobanu-Dordea is the Director for Equality in the European Commission's Directorate-General for Justice since April 2011. He was previously Director for Fundamental Rights and EU Citizenship within the same DG. Prior to his work in the Commission, he was chief negotiator for Romania's accession to the European Union between December 1999 and January 2001, and held the post of State Secretary within the Ministry for Foreign Affairs of Romania and, subsequently, was the head of European affairs in Romania. Aurel Ciobanu-Dordea has broad experience from working on human rights issues, being the agent of the Government of Romania for the European Court of Human Rights and, later, for the European Court of Justice. He studied law and has an LL.M. from the University of Illinois and a Ph.D. from the University of Bucharest.



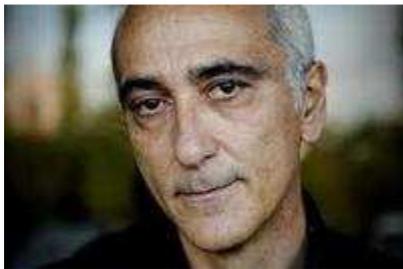
Stavros Lambrinidis, *European Union's Special Representative for Human Rights*

Stavros Lambrinidis (born 6 February 1962), is a Greek attorney and politician. Since July 2012 he serves as the European Union's Special Representative for Human Rights, the first thematic Special Representative of the EU. Prior to his appointment to Special Representative, Stavros Lambrinidis has held the position of Minister of Foreign Affairs of Greece; Vice-President of the European Parliament; Vice-President of the Parliament's Civil Liberties, Justice and Home Affairs Committee; the Director General of the International Olympic Truce Center; Ambassador at Large of the Hellenic Republic; Secretary General of the Greek Ministry of Foreign Affairs; attorney at Wilmer, Cutler & Pickering in Washington, D.C.; and Managing Editor of the Yale Journal of International Law at Yale University Law School.



Wanda Nowicka, Member of the Polish Parliament

Wanda Nowicka (born 21 November 1956) is a Polish human rights activist and politician, serving as Deputy Speaker of Sejm – the lower chamber of the Polish Parliament – since October 2011. An activist in the field of women's rights and sexual and reproductive health and rights, she was a co-founder of the Federation for Women and Family Planning, a pro-choice Polish NGO advocating for reproductive rights, and served as its President until September 2011. She is also a founding member of ASTRA (Central and Eastern European Women's Network for Sexual and Reproductive Health and Rights), and has served as a member of the Gender Advisory Panel of the WHO's Development and Research Training in Human Reproduction Programme. Wanda Nowicka has published extensively on women's rights, and sexual and reproductive health and rights, both in Poland and internationally.



Miguel Vale de Almeida, Professor at ISCTE – University Institute of Lisbon, and LGBT activist

Miguel Vale de Almeida (born 21 August 1960) is a Portuguese anthropologist and LGBT activist, currently working as professor at the *University Institute of Lisbon*. He is also the current editor-in-chief of the journal *Etnográfica*. His research interests include Gender, Sexuality, Body; Race, Ethnicity, Ethnopolitics; and Post-colonial studies, Creoleness. As an LGBT activist, he is known in Portugal for participating in LGBT events, including several appearances on LGBT debates on television.



Tamara Vonta, State Secretary of the Republic of Slovenia

Tamara Vonta (born 13 December 1970) is a Slovenian journalist and politician, currently serving as State Secretary of the Republic of Slovenia. She has a degree in journalism from the University of Ljubljana. She has broad experience from journalism, working nearly 20 years as a journalist and presenter for local and national printed media and radio stations, and as a visiting lecturer at several higher education institutions. In 2011, she was elected Deputy of the National Assembly on Zoran Jankovič's List – Positive Slovenia. As chair of the parliamentary Commission for Petitions, Human Rights and Equal Opportunities, she focused on issues associated with the fundamental human rights of all citizens and, especially, the most vulnerable groups (the Roma, the erased and minorities), and equal opportunities for women and men in all areas and on all levels.



Uzra Zeya, Acting Assistant Secretary for Democracy, Human Rights and Labor, United States' State Department

Uzra Zeya is an American diplomat, currently serving as the Assistant Secretary for Democracy, Human Rights and Labor in the United States' State Department. Her responsibilities include oversight of operations and programs, and ensuring that the bureau's diplomacy, public outreach, and foreign assistance efforts support the President's and Secretary's foreign policy goals. Uzra Zeya has over 20 years of experience within the Foreign Service, where she has focused on the Near East and South Asia regions and multilateral affairs. Her international assignments have included Paris, Muscat, Damascus, Cairo, Kingston, and New Delhi. In Washington, she has served as Chief of Staff to Deputy Secretary of State Bill Burns, as Deputy Executive Secretary to Secretaries Rice and Clinton, as Director of the Executive Secretariat Staff, and as UNGA coordinator for the International Organizations bureau.

Guest of Honor



Michael Cashman, Member of the European Parliament

Michael Cashman (born 17 December 1950) is a British politician for the Labour party. He has been a Member of the European Parliament since 1999, where he has been the First Vice-Chairman of the Committee on Petitions; member of Committee on Foreign Affairs; member of the Committee on Civil Liberties, Justice and Home Affairs; and member of the Delegation to the ACP-EU Joint Parliamentary Assembly. Michael Cashman is also Co-President of the European Parliament Intergroup on LGBT Rights. Previously an actor and playwright, he founded and chaired the Stonewall Lesbian and Gay Rights Group in the United Kingdom.