

## **Activity Report from the Board 2019/20**

### **Introduction**

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

In accordance with article E.5.d of the Constitution, the Executive Board of 2019-2020 herewith presents a report on its activities from November 2019 till October 2020 to the European Regional Conference.

### **Board set-up and functioning**

At the 2020 Regional Conference in Prague five Board members were elected. Darienne Flemington and Soudeh Rad were re-elected for a third and second term in office, and Marama Kane, Slava Melnyk, Emina Bosnjak, for their first mandates on the Board. Together with the existing five members, the composition of the new Board was set for the new mandate and a division of positions followed as presented in a table below. In addition to the Board members, as reserves - Daniel E. Arnarsson and Altynay Kambekova were elected.

In addition to a digital hygiene workshop, to align the Executive Board with Ilga-Europe's Digital security policy, held in January 2020, the board convened on nine occasions since the 2019 Annual Conference in Brussels. Due to Covid 19 circumstances, the Board gathered online for official board meetings as well (in the third column, number of attendance to meetings per member).

26 October 2019, Brussels

29 November - 1 December 2019, Brussels

14-16 February 2020, Brussels

24 April 2020, Online meeting

27 March 2020, Online meeting

7 July 2020, Online meeting

5-7 June 2020, Online meeting

4-6 September 2020, Online meeting

25 September 2020, Online meeting

## Report on Governance Activities of the Executive Board

NAME	POSITION	TERM	TERM SERVED	CURRENT MANDATE ATTENDANCE
Darienne Flemington	Co- Chair	2019 – 2021	Third	9
Viima Lampinen	Co-Chair	2018 - 2020	First	6
Yves Aerts	Treasurer	2018-2020	First	9
Soudeh Rad	Co-Secretary	2019 -2021	Second	9
Svetlana Zakharova	Co-Secretary	2018 - 2020	First	9
Olena Shevchenko	Member	2018-2020	Second	4
Aizhan Kadralieva	Member	2018 - 2020	First	5
Marama Kane	Member	2019-2021	First	9
Slava Melnyk	Member	2019-2021	First	7
Emina Bosnjak	Member	2019-2021	First	7

In September 2020, one of the Co-Chairs, Viima Lampinen, let the Executive Board know about their resignation for personal reasons.

In the past year, the Executive Board organised its work in the following sub-committees covering different areas of responsibilities and working groups on issues that required further development in the work of ILGA-Europe:

NAME	MEMBERS
Finance sub-committee	Yves Aerts, Slava Melnyk, Darienne Flemington, Emina Bošnjak
Employment sub-committee	Viima Lampinen, Soudeh Rad, Darienne Flemington, Slava Melnyk, Marama Kane, Yves Aerts
Governance sub-committee	Marama Kane, Aizhan Kadralieva, Svetlana Zakharova, Viima Lampinen, Soudeh Rad, Olena Shevchenko, Emina Bošnjak

## **Overall direction and priorities**

One of the main highlights undertaken by the Executive Board was updating the strategies and priorities to work in unprecedented circumstances the pandemic has caused.

In order to address the socio-economic barriers LGBTI communities faced this year, “No One Left Behind” Fund was created. The objective of this Fund was to enable LGBTI groups and organisations in Europe and Central Asia to gain the skills and knowledge, build alliances and relationships, and/or test new types of activities, with a view to developing longer-term responses to underlying causes of social and economic inequalities which increase the vulnerability and marginalisation of LGBTI people, especially in times of crisis.

Another one important priority in the past year was to create sustainable conditions for the staff members. ILGA Europe staff will benefit from an additional health insurance package which covers psychologist and psychiatrist services, and homeopathic medicines.

## **Work on policy and programmes**

When it comes to policy work, the Board focused on the review of some existing policy documents, for instance ILGA-Europe’s Policy on Private Sector Engagement and Principles of creating a safe space were reviewed and updated.

## **Staff affairs**

We are very fortunate to have a highly skilled, dedicated and passionate team who works effectively and efficiently to drive forward change and implement activities of our strategic framework. The team has grown again this year, and we would like to take this opportunity to offer our sincere thanks to them for their hard work on behalf of ILGA Europe members and their commitment to our shared vision and goals.

As a responsible employer particular attention was placed to make sure that ILGA-Europe’s staff have high job satisfaction levels. The Executive Board is particularly motivated to make sure that optimal working conditions exist with high attention to management style and organisational culture. In order to critically assess ILGA Europe’s recruitment policies and practices from an intersectional perspective, a consultant was hired. The Executive Board actively participated in the recruitment process during 2019 and 2020 and contributed to the development of job descriptions for new staff positions.

ILGA-Europe is an Equal Opportunities Employer. It aims to ensure that all full-time, part-time, potential employees and other individuals receive equal treatment. The Staff Manual has been finalized in the beginning of 2020 to include best practice initiatives as well as to indicate Belgium Law requirements. The Staff Manual illustrates policies that enhance current legal requirements making ILGA-Europe a good employer. The Equal Opportunities Policy is included in both the Board Manual and Staff Manual. ILGA-Europe actively promotes equality in all policies and actions – for example, ILGA-Europe seeks engagement with underrepresented groups to ensure participation in our movement and to encourage a diverse range of people to apply for jobs.

The Ilga Europe Employment Terms and Conditions has been approved during 2020 as well.

## **Internal structure**

One of the main priorities for the Executive Board has always been the organization's governance and issues related to internal structure and communication. In 2020, these included further development of roles within the board to make the Executive Board's work as efficient as possible, especially during the lockdowns, creating new online opportunities to meet. Moreover, there is an on-going process of improving governance processes and routines.

## **Online Gathering**

The Executive Board has actively supported the Staff in the preparation of the online gathering, after making the decision in time to cancel the annual conference event. The Executive Board participated in particular in the adoption of the online gathering theme, developing the theme, approval of the gathering programme, and identification of speakers. Each Board member will be assigned a list of duties to perform during the online gathering.

The Executive Board and particularly the Co-secretaries took active part in preparation of the Annual General Meeting to support the staff and ensure a smooth governance process. This year in our Online Gathering, the Annual Report \*starred workshop will give the representatives of the membership an opportunity to engage in a discussion on the organisation's priorities for next year. This is your chance to ask questions and provide Feedback on ILGA-Europe's work for next year. Don't miss it!

This year, the Executive Board of ILGA-Europe is proposing only one resolution that is necessary to align with the Belgian law.

Members will have the opportunity to raise questions, engage in conversation, and enter into lively debate around the proposals at the AGM workshops. Stay tuned for announcements.

Due to the fact that the Annual Conferences have been growing with each year, the Executive Board devoted some time to discuss organisational capacity to organise larger conferences, which included among others focus on human resources and financing. Given the experience of 2020 Online Gathering, the Executive Board will be assessing new ways and resources needed for our annual gatherings, both online and in person.

## **Focus on diversity**

With a growing interest and feedback following the Annual Conference in Athens (2015), the Executive Board prioritised its work on diversity. There is a Diversity Working Group (DWG), which is composed of a few members of the Executive Board and a few staff members representing each of the Departments. The idea behind the structure of the DWG is to mainstream diversity within the organisation but also to make best use of expertise existing within the staff and board members.

The Executive Board was going to concentrate on overall good governance that includes intersectionality and diversity during 2020, but due to Covid, this will be an activity planned for the new Executive Board at the end of the year.

The DWG used to meet prior to each board meeting in order to do more work in person and to create a routine around diversity work. This working group did not meet in 2020. Yet the Executive Board concerted effort to ensure diversity is incorporated into all ILGA Europe activities - hence an external consultant was hired to review employment practices.

## **Representation**

Over the past year, many events have been cancelled. Thus ILGA-Europe has not been invited to many occasions, LGBTI events or NGO or government conferences. Yet, Executive Board members have represented ILGA-Europe on some of those occasions, particularly where most impact was anticipated and a European LGBTI perspective was deemed necessary. Marame Kane, represented ILGA-Europe in French Ecologists Summer Gathering (Journées d'été des écologistes 2020). During the Press launch of ILGA-Europe's 2020 Annual Review of the Human Rights Situation of LGBTI People in Europe and Central Asia, Emina Bosnjak was a speaker. Co-chairs Viima Lampinen and Darienne Flemington, attended and spoke at the Global Pride, which took place virtually this year.