

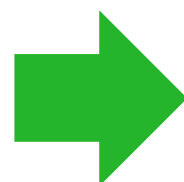







ILGA-EUROPE BUCHAREST 2024 PRINCIPLES FOR WORKING TOGETHER

At the Annual Conference we want to commit to coming together to, to the best of our abilities, create a courageous, accountable and respectful space, where we work together for the rights, freedoms and the power of our communities. Here are our principles for working together over the coming days.

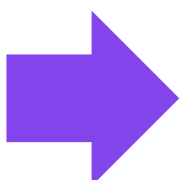
Hundreds of activists and allies of the LGBTI movement in Europe and Central Asia are meeting at the Annual Conference to spend a few lively days together. What we have in common is that we are working to shape just societies, recognising that our work extends beyond our personal experience and impacts the lives of those around us. The ILGA-Europe team are working hard to build, to the best of our abilities, an inspiring space for sharing and exchanging different experiences. But the success of the Conference is a collective effort of all those who attend and contribute, so we ask that you devote some time to reading this introduction and the principles that follow.

There are many important conversations we want and need to have, some of them more challenging than others. Conversations around identities and experiences – sexual orientation, gender identity, gender expression and sex characteristics, but also race, ethnicity, nationality, faith, age, ability, class, among others – can be particularly difficult. While coming together to work and talk with each other, we keep in mind we all come with different needs, experiences, exposure, interests and expectations, as well as personal and collective struggles. This means that:





-  Each of us has layers of identity and experience, including privileges and marginalisations. Many of them will be recognisable, others will be hidden. They impact the way we interact with the world, the opportunities we get, and the problems we face.
-  We may have different priorities for making use of the Conference, be used to different styles of communicating and working together, or we might find different behaviours or comments difficult.
-  There are many things that impact our communications: language, expression, generational differences, culture, neurodiversity, among others. Attendees may use phrases that are not clear, mean something else to you, even can be perceived as offensive. Some behaviours and gestures, as well as ways of physically being present in conversations (touch, proximity, physical space), are also part of language and can be easily misunderstood – as coldness, distance, disregard, or as intensity or entitlement.
-  Not everyone in the movement will have had a chance to get familiar with a topic, a way of thinking, a part of the community, or something else that is a lived reality of others. And on the other hand, many participants will have had experiences of oppression, and some will be present with experiences of trauma and may be triggered by certain behaviours.
-  You may face differences of opinion, disagreements (particularly those coming from differing experiences) and misunderstandings.

Amidst too many conflicts that plague our region and beyond, we wish to build a space of conversation, exchange and learning, even in disagreement, misunderstanding and discomfort. We acknowledge that tackling marginalisation in our daily lives for many of us already requires bravery and resilience. While we cannot offer full safety and comfort to each other, **we want to commit to coming together to – to the best of our abilities – create a courageous, accountable and respectful space, where we work together for the rights, freedoms and the power of our communities.**







WITHIN THE ILGA-EUROPE ANNUAL CONFERENCE, WE FOLLOW THESE PRINCIPLES FOR WORKING TOGETHER:

CONSIDERING OUR PRIVILEGE, AND CHECKING OUR ASSUMPTIONS

-  In order to build solidarity, we individually consider in what ways our own characteristics and experiences give us power, access and an advantage compared to others we work with.
-  We challenge and/or name our assumptions, because the diversity of our contexts means that we may not fully understand the situation of another person, even if we perceive them as more, or less, privileged.

RESPECTING EACH OTHER AND PRACTICING ACCOUNTABILITY


We encourage courageous and open conversations, but each of us has individual responsibility to make the Conference a positive and enriching experience.


-  We assume good intentions and approach each other with respect.
-  We are aware of how much time and space we are taking up. We do not interrupt others. We respect the silent or quieter spaces created.
-  We listen actively instead of just waiting for our turn to speak – we note down our thoughts if it helps.
-  We may use these principles as a tool – refer to them in interactions, or when intervening in a situation.




DEALING WITH DISCOMFORT RESPECTFULLY

We may face differences of opinion, disagreements (particularly those coming from differing experiences) and misunderstandings.


 In such cases it is important to acknowledge discomfort or express needs, and try to find a way forward, but keeping in mind that the other person may not necessarily have the capacity, or responsibility, to fulfill our needs or support our learning.


 If someone feels they cannot continue an interaction, it is their right to withdraw.


 If someone says that they feel uncomfortable, or need something from us to continue, we listen and consider adjusting our behaviour or attitude.


 If we say something inappropriate or offensive, we apologise for it, instead of apologising for someone being offended.

MINDING THE DIFFERENCES IN USE OF VERBAL AND NON-VERBAL LANGUAGE

 We speak slowly and as clearly as possible. We try to use simple words and structures. We check if we understood, or were understood correctly. Use translating app if it helps.

 We do not assume people speak a given language based on their looks, name or any other characteristic.








 If someone says or does something that doesn't feel right, we assume good intentions and let the person know something they said or did is troubling.

 If we're told our words or actions are troubling, we consider that calmly, apologise, and adjust.



BEING MINDFUL THAT PEOPLE'S SAFETY MAY BE COMPROMISED

A large event may attract unwanted attention, and there are contexts where being connected to LGBTI activism poses significant risks. Security routines and protocols are put in place for the protection of attendees' health and safety. Please follow all of them diligently.

-  Within the Conference venue wear your badge visibly at all times. Do not give or lend your badge to anyone.
-  Do not disclose or tag the name or location of the venue in social media posts.
-  Pick up and dispose of sensitive materials.
-  Mind personal devices.
-  Follow the location-specific safety recommendations in the Conference app.
-  Participants who wear a red lanyard have requested not to be photographed. In all cases, if you take photographs or use names in reports, seek permission and consent.
-  If you notice any security threats in the Conference space, such as suspicious behaviours, individuals without badges (or wearing someone else's badge), or violent behaviours, report to security or ILGA-Europe staff immediately.



TAKING CARE OF OURSELVES

The ILGA-Europe Annual Conference is primarily a space of opportunities, and we invite everyone to make their own choices on how to use the space, keeping our needs and capacities in mind.

- The space itself, with hundreds of people, will be busy, loud, and require us to move around. Take the opportunities you feel you can take, but remember to rest.
- You do not need to attend the entire programme. You can engage with others to the level that is comfortable for you.
- If you feel unwell, tell a member of the ILGA-Europe team (those wearing light blue coloured badges), and the team will do what they can to support.

BEING FRIENDLY AND SUPPORTING OTHERS

It's easy to feel lost and alone at big events like this, and a little friendliness goes a long way. It can be a short chat, an invitation to join a lunch table or a conversation circle, or telling someone you like what they said in a session. If you feel able to, reach out to other participants and interact to help build connections.

- If you see someone struggling and can offer support, do that, or check if they'd like to speak to someone from ILGA-Europe.

PREVENTING AND CHALLENGING HARMFUL BEHAVIOURS

Harmful behaviours include harassment, bullying, misgendering, verbal or physical or sexual violence, and any action that perpetuates LGBTI-phobia, classism, ageism, ableism, racism, misogyny, exclusion based on nationality or the location of residence, and other forms of oppression. In ILGA-Europe's spaces, such behaviours are not allowed. Please remember that "no" is no – without having to explain why.

- If we observe a harmful behaviour, including a potentially unintentional one, name it as an oppressive behaviour.
- If we are told your behaviour is harmful, stop it, apologise, and consider the situation as a learning opportunity.



In case you are faced with a harmful behaviour from a participant or another individual and would like ILGA-Europe to intervene, especially if you feel unsafe, please contact the ILGA-Europe staff or board, or email chairs@ilga-europe.org directly. We will agree on all further steps with you, and will be sensitive to any specific needs you might have, to the best of our abilities.

When dealing with a suspected situation of harassment, the ILGA-Europe Executive Board will attempt to examine what occurred with the participation of all those involved, individually. During that time, the Board reserves the right to ask a participant(s) to refrain from contacting another participant(s).

If found in breach of these principles, especially in cases of endangering the health, wellbeing or safety of others, a participant may be asked to leave the Conference without refund of attendance costs, with information about the reasons for that being shared with their organisation.



**ILGA-EUROPE BUCHAREST 2024
THE CALL TO COURAGE**