

***Proposal from ILGA-Europe Executive Board for a Working Group on Diversity within the ILGA-Europe Constitution, Standing Orders and Governance Structures***

20<sup>th</sup> Sept

***Introduction:***

1. TGEU have proposed a Resolution to the ILGA-Europe Regional Conference 2016:

*ILGA-Europe shall establish a working group with the aim of ensuring that the European LGBTI movement's diversity is adequately reflected in its Constitution and Standing Orders. To this end, the working group shall propose amendments to the next European Regional Conference which include at least a) revising the wording of the Constitution and the Standing Orders and b) revising the composition of the Executive Board and how it is elected. The working group shall represent the diversity of ILGA-Europe's membership, especially by including trans and inter organisations.*

2. The Executive Board of ILGA-Europe strongly support the aim and approach of the TGEU proposal. These aims coincide with the aims of the Diversity Working Group of ILGA-Europe Executive Board and Staff which has a standing mandate to explore how we continually better represent the diversity across the membership of ILGA-Europe, consistent with our strategic plan, vision and mission. This group has been exploring how the Constitution, Standing Orders and representative structures within ILGA-Europe reflect our diversity. Currently these instruments just refer to gender.
3. As ILGA-Europe expands its work to implement the strategic plan, the Executive Board has also begun exploring the Governance structures for ILGA-Europe to ensure that they are kept fit-for-purpose as the organisation grows and diversifies.
4. As ILGA World builds its capacity, and as the other regions of ILGA increase their capacity and strength, we collectively learn much about how to incorporate the diversity across our memberships in our structures. Both ILGA World and the ILGA Regional bodies are updating their constitutions and standing orders to reflect this learning.

***Executive Board Proposal:***

5. The Executive Board proposes to the Conference that a Working Group be established with the following Terms of Reference.

***Terms of Reference:***

- I. **Analyse the current governing instruments** - Governance Structures, Standing Orders and Constitution of ILGA-Europe - taking into account:
  - a. The diversity of the membership of ILGA-Europe; the core diversity issues of sexual orientation, gender identity and sex characteristics; and other elements of diversity and identity that may impact on members' participation, including gender, age, ethnicity, cultural background, nationality, ability, family status or religion.
  - b. How that diversity is represented currently across the governing instruments of ILGA-Europe, both in their content and in their implementation, in particular the diversity of L,G,B,T and I people across these governing instruments

- c. The current Strategic Objectives of (i) Strengthening the capacity of ILGA-Europe to lead on LGBTI Equality through ... reflecting and integrating the diversity within the LGBTI population across ILGA-Europe's work and (ii) Strengthening the European LGBTI movement by ...Enhancing the capacity of LGBTI organisations to recognise and reflect the diversity within the LGBTI communities.
  - d. The approaches to reflecting and integrating diversity across the governing instruments in ILGA World and other ILGA Regional organisations
  - e. The ILGA-Europe membership views on diversity across the governing instruments
  - f. Best practice in governance in organisations similar to ILGA-Europe
  - g. Best practice in the accountability of the governance structures to the membership
  - h. The appropriate division of governance rules across the Constitution and the Standing Orders (given that it is easier, legally, for the membership to change the Standing Orders)
- II. **Bring proposals for discussion** to the ILGA Europe Regional Conference in Warsaw in 2017, to seek membership input and agreement on the approach to and content of any changes to the Constitution, Standing Orders and Governance Structures (including for example the governance manual, finance manual and chairing pool guidelines).
  - III. **Develop Amendments** to the Constitution and Standing Orders arising from the discussions at Conference in Warsaw, and any further consultation with members necessary, that carry the broad support of the diversity of the membership.
  - IV. **Develop any guidelines or procedures** deemed necessary to ensure that the Executive Board execute their primary responsibility of governance of the organisation effectively and efficiently.
  - V. **Propose these Amendments** to the Constitution and Standing Orders to the membership at the 2018 Conference for discussion and proposed adoption by the Conference. These would take effect at the succeeding Conference in the case of elections to the Executive Board, or as relevant for any changes to Standing Orders or Governance structures adopted by the membership.
6. The Executive Board proposes the following as the composition of the Working Group to undertake the tasks outlined above.

***Governance Working Group:***

- I. The Working Group will be chaired by one of the co-chairs of the ILGA-Europe Executive Board
- II. The ILGA-Europe Executive Board will propose one of the co-secretaries and one other Executive Board member to join the Working Group
- III. Given that the Executive Board fully agrees with the TGEU proposal that the working group represents the diversity of the membership of ILGA Europe, we propose that TGEU be asked to nominate a representative to the Working Group
- IV. Similarly, OII will be asked to nominate a representative to the Working Group

- V. The Working Group may appoint up to three other people to reflect the diversity of the membership of ILGA-Europe, including ensuring that lesbian, gay and bisexual identities are represented.
- VI. The Working Group may co-opt individuals who could bring expertise in specific areas of governance to the Working Group. The number of such individuals will never exceed 33% of the membership of the working group.

The Executive Board

ILGA-Europe