

Proposal 1

Appointment of an auditor

That the Conference approves the appointment of a local independent auditing firm for ILGA-Europe's 2016-2017 needs.

Explanatory note:

Belgian law requires that the Regional Conference (General Assembly) appoints an auditor on an annual basis. As of August 2016, ILGA-Europe has launched a tender to obtain a new independent auditing firm and will choose the new firm by end of September 2016.

Proposal 2

Approval of ILGA-Europe's audited accounts 2015

That the Conference approves the audited accounts and balance sheet for financial year ended 1 January, 2015 to 31 December 31, 2015.

Explanatory note:

Belgian law requires that the Regional Conference (General Assembly) approves the organisation's accounts.

Proposal 3

Approval of ILGA-Europe's indicative budget 2017

That the Conference approves the indicative budget for the financial year ended 1 January 2017 to 31 December 2017.

Explanatory note:

The indicative budget illustrates expected income and expenditure for the following financial period. The indicative budget for 2017 will be provided in the third mailing.

Proposal 4

Amendment to ILGA-Europe's Strategic Plan 2014-2018

Replace all references to "*sex(intersex)*" in ILGA-Europe's Strategic Plan 2014-2018 with the words "*sex characteristics*".

Explanatory Note:

The term "*sex(intersex)*" is currently used in the strategic plan to cover the discrimination experienced by intersex people. At the time of adoption of the Strategic plan in 2013, ILGA-Europe acknowledged the fact that this term might change as discussions were taking place amongst intersex activists around the most appropriate term for the discrimination ground which relates to intersex people. Since then, the term "*sex characteristics*" has emerged as agreed terminology amongst intersex

activists. Given that the strategic plan is an important organisational document, ILGA-Europe thus want to change the language in the document to adequately reflect the language used by the intersex movement.

DETAILED DESCRIPTION OF CHANGES

Vision Statement:

- ILGA-Europe's *vision* is of a world where the human rights of all are respected and where LGBTI people can live in freedom and equality, regardless of their sexual orientation, gender identity and/or gender expression *and sex characteristics*.

Mission Statement:

ILGA-Europe's *mission* is:

- To act as a European voice for the rights of those who face discrimination on the grounds of sexual orientation, gender identity and/or gender expression *and sex characteristics*;
- To achieve equality for lesbian, gay, bisexual, trans and intersex people and to ensure protection from human rights violations, discrimination and violence based on sexual orientation, gender identity and/or gender expression *and sex characteristics* in the European region by instigating legal, political, institutional and social change;
- To empower LGBTI organisations and their allies to advocate for effective enjoyment of human rights by everyone irrespective of their sexual orientation, gender identity and/or gender expression or *sex characteristics* and to advocate for full LGBTI equality and inclusion in society.

Strategic Objective 1:

Achieve full equality and effective enjoyment of human rights without discrimination based on sexual orientation, gender identity, gender expression *and sex characteristics*, with particular attention to the following issues:

In the section "Detailing the Strategic Objectives":

ILGA-Europe will:

- work for the adoption and effective implementation of legal and political instruments at European level that advance the application of human rights and equality standards in relation to sexual orientation, gender identity, gender expression and *sex characteristics*.
- seek to close gaps in the legal protections afforded by European human rights law with regard to sexual orientation, gender identity, gender expression and *sex characteristics* through strategic litigation work

Under the objective on education:

ILGA-Europe's long-term objective is to secure safe, inclusive and supportive environments in schools and other educational establishments for all children and

young people including LGBTI students, including through effective protection against bullying and violence in schools and prevention of discrimination in education, and the inclusion of education on sexual orientation, gender identity, gender expression *and sex characteristics* in schools' curricula and educational materials.

Under the objective on employment:

ILGA-Europe's overall objective is for everyone to enjoy full inclusion in the workplace and to be protected against discrimination based on sexual orientation, gender identity, gender expression *and sex characteristics*.

To achieve this long-term aim, ILGA-Europe's specific objectives over the next five years are:

- To achieve effective implementation of European and international laws and standards across the region by monitoring and documenting application of these standards into national laws and policies, and by supporting strategic litigation cases where relevant to close gaps in the legal protections in employment afforded by European human rights law, particularly in relation to protection against discrimination based on gender identity, gender expression *and sex characteristics*