“Expressing our differences, challenging our prejudices, developing our alliances”

14th ILGA-Europe’s Annual Conference

28-31 October 2010
The Hague
The Netherlands
latest ILGA-Europe’s addition to our capacity development work

six steps of preparing a solid advocacy plan

a source which will enrich and diversify your advocacy & campaigning work

draws on the experience & expertise of ILGA-Europe members over the last 10-15 years

helps keep the knowledge and expertise to stay within organisation

product of PRECIS Project in partnership with COC Nederland and GenderDoc-M (Moldova)

Make your own steps!

Available on our website:
www.ilga-europe.org
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Thanks and acknowledgements

ILGA-Europe membership, executive board and staff all undertake a tremendous workload in both voluntary and paid capacities. Without this work ILGA-Europe would not be in the position it is in today. Thanks to everyone for their enormous contributions. Particular thanks go to COC Haaglanden, all of its staff and volunteers, for their efforts in organising this year’s conference. We also thank the City of The Hague for offering a reception dinner for the conference participants.

*ILGA-Europe is grateful to the funders of the Conference:*

The European Commission for continued core funding and for the support of the Progress, EC’s Programme for Employment and Social Solidarity (2007-2013);

SIGRID RAUSING TRUST

The Dutch Government.
## Conference programme overview

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<th>Time</th>
<th>Wednesday, 27th October</th>
<th>Thursday, 28th October</th>
<th>Friday, 29th October</th>
<th>Saturday, 30th October</th>
<th>Sunday, 31st October</th>
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<tr>
<td>08.00 – 09.00</td>
<td>Breakfast</td>
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<tr>
<td>09.30 – 11.00</td>
<td>EU Network (please, see separate program for exact timing, participation limited)</td>
<td><strong>Plenary 1</strong> (welcome addresses, board activity report)</td>
<td>Workshops 9-12</td>
<td><strong>Plenary 3</strong> (announcement of result of the 1st round of voting, presentation of conference venue hosts, strategic plan)</td>
<td><strong>Plenary 4</strong> (continuation elections ILGA-Europe and ILGA World boards + host venue; voting for proposals)</td>
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<tr>
<td>11.00 – 11.30</td>
<td>Media conference / break</td>
<td>Break</td>
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<tr>
<td>11.30 – 13.00</td>
<td>EU Network</td>
<td><strong>Panel 1: European policies on human rights of LGBTI people</strong></td>
<td>Workshops 13-16</td>
<td>Workshops 17-20</td>
<td><strong>Plenary 5</strong> (continuation of plenary 4)</td>
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<td>13.00 – 14.30</td>
<td>Lunch</td>
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<tr>
<td>14.30 – 16.00</td>
<td>EU Network / Board meeting</td>
<td>Workshops 1-4</td>
<td><strong>Panel 2: Expressing our differences, challenging our prejudices, developing our alliances</strong></td>
<td>Workshops 21-24</td>
<td>Board meeting</td>
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<tr>
<td>16.00 – 16.30</td>
<td>Break</td>
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<tr>
<td>16.30 – 18.00</td>
<td>EU Network / Board meeting</td>
<td>Workshops 5-8</td>
<td><strong>Plenary 2</strong> (presentation of candidates for the ILGA-Europe and the ILGA-World boards)</td>
<td>Workshops 25-28</td>
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<tr>
<td>18.00 – 19.30</td>
<td>Women’s caucus &amp; self-organised spaces 1-2</td>
<td>Self-organised spaces 3-6</td>
<td>Self-organised spaces 7-9</td>
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<tr>
<td>19.00</td>
<td>Opening reception dinner at the Hall of Knights (buses leave hotel at 18:30)</td>
<td>Reception &amp; dinner offered by The Hague City (at the hotel)</td>
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<tr>
<td>20.00</td>
<td>Dinner at the hotel</td>
<td>Dinner at the hotel</td>
<td>Dinner at the hotel. Buses to farewell party leave at 21:15</td>
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## Conference programme

### Wednesday, 27 October

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<th>Time</th>
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<tr>
<td>9:00-18:00</td>
<td>EU Network meeting; Media conference (11:30-12:00); Board meeting</td>
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<tr>
<td>19:00</td>
<td>Festive Opening Reception Dinner offered by the Dutch Government (Hall of Knights). Speakers: welcomes by ILGA-Europe &amp; COC Haaglanden; Christos Giakoumopoulos (Council of Europe); Belinda Pyke (European Commission); Marja van Bijsterveldt (Dutch minister for LGBT and Gender Equality’)</td>
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### Thursday, 28 October

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<th>Time</th>
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<tr>
<td>9:30-11:00</td>
<td><strong>Plenary 1</strong>: opening remarks by ILGA-Europe’s co-chairs; welcome speeches by Dr. Ronald Plasterk (member of the House of Representatives of the Netherlands) &amp; Drs. Frits Huffnagel (member of The Hague City Council); approval of the chairing pool; approval of elections officers; approval of counters; outline of the conference; presentation of the board’s annual activity report</td>
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| 11:30-13:00 | **Panel 1: European Policies on Human Rights of LGBTI people**  
Speaker: **Hans Ytterberg**, Director General at Swedish Ministry of Integration and Gender Equality;  
**Myria Vassiliadou**, Secretary General of the European Women’s Lobby;  
**Detlev Boeing**, European Commission, DG Enlargement |
| 14:30-16:00 | **WS 1**: National Government Focal Points on LGBT Equality  
**Mainstreaming Policies in Europe**  
**WS 2**: Council of Europe: Implementing Committee of Ministers Recommendation  
**WS 3**: LGBT asylum seekers in Europe: improving decision-making standards  
**WS 4**: Finances* |
| 16:30-18:00 | **WS 5**: Developing a coherent and comprehensive approach to strategic litigation at European level  
**WS 6**: Challenging our prejudices: gender  
**WS 7**: Human rights and ‘I’: knowing intersex demands  
**WS 8**: Proposals workshop 1* (including strategic planning discussion) |
| 18:00-19:30 | Methodologies and privacy questions in surveying discrimination and crime among the LGBT population: what works best? (by EU’s Fundamental Rights Agency)  
**Women’s Caucus**  
**Self-organised spaces 1-2** |
### Friday, 29 October

<table>
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<tr>
<th>Time</th>
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<tr>
<td>9:30-11:00</td>
<td><strong>WS 9:</strong> Challenging our prejudices: race</td>
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<td><strong>WS 10:</strong> Between Prides and Prejudices: sport alliances and synergies (European Gay and Lesbian Sports Federation)</td>
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<td><strong>WS 11:</strong> How to create synergy in international cooperation</td>
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<td><strong>WS 12:</strong> Current developments in the European Parliament</td>
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<td>11:30-13:00</td>
<td><strong>WS 13:</strong> Towards Police – LGBT partnerships to face homophobia and transphobia</td>
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<td><strong>WS 14:</strong> Proposals workshop 2*</td>
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<td><strong>WS 15:</strong> Building alliances: anti-racism</td>
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<td><strong>WS 16:</strong> Building alliances - gender</td>
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<tr>
<td>14:30-16:00</td>
<td><strong>Panel 2:</strong> “Expressing our differences, challenging our prejudices, developing our alliances”</td>
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<td><strong>Speakers:</strong></td>
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<td></td>
<td>Kamal Qureshi (Member of Danish Parliament),</td>
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<td>Mieke Verloo (Institute for Gender Studies),</td>
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<td>Francois Sant’Angelo (European Commission against Racism and Intolerance, Council of Europe)</td>
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<tr>
<td>16:30-18:00</td>
<td><strong>Plenary session 2:</strong> presentation of candidates for the ILGA-Europe and ILGA World boards</td>
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<td>18:00-19:00</td>
<td>Self-organised spaces 3-6</td>
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### Saturday, 30 October

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<th>Time</th>
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<tr>
<td>9:30-11:00</td>
<td><strong>Plenary session 3:</strong> discussion of and voting on the strategic plan</td>
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<tr>
<td>11:30-13:00</td>
<td><strong>WS 17:</strong> Trans Rights in Europe: The next steps</td>
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<td><strong>WS 18:</strong> Building alliances at the national level – presentation of best practices</td>
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<td><strong>WS 19:</strong> Challenging our prejudices: disability</td>
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<td><strong>WS 20:</strong> Equality and inclusion at the workplace</td>
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<tr>
<td>14:30-16:00</td>
<td><strong>WS 21:</strong> Human rights approaches to health: promoting an LGBTI-inclusive perspective</td>
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<td><strong>WS 22:</strong> Building alliances: disability</td>
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<td><strong>WS 23:</strong> LGBTI families: claiming equal rights and recognition</td>
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<tr>
<td>16.30-18:00</td>
<td><strong>WS 24:</strong> Islam &amp; sexual minorities: liberation from infrahumanisation - a long term global strategy</td>
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<td><strong>WS 25:</strong> LGBT Issues in Education: Empowering teachers, changing schools</td>
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<td><strong>WS 26:</strong> International cooperation at local level</td>
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<td><strong>WS 27:</strong> Gender and Sexuality in the media: the problem is that there is no problem</td>
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<td><strong>WS 28:</strong> Diversity of LGBTI Communities &amp; ILGA-Europe: Action Planning Workshop</td>
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<tr>
<td>18:00-19:30</td>
<td>Introducing the ILGA-Europe Annual Report on the situation for LGBTI people in Europe</td>
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<td>Self-organised spaces 7-9</td>
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**Sunday, 31 October**

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<tr>
<td>9:30-11:00</td>
<td><strong>Plenary 4:</strong> Announcing results of board elections; election of host venue 2012; approval of board report; approval of accounts 2008 and 2009; approval of indicative budget 2011; appointment of an auditor; voting for proposals</td>
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<tr>
<td>11:30-13:00</td>
<td><strong>Plenary 5:</strong> continuation of plenary 4</td>
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Workshops descriptions

Thursday, 28th October

**Workshop 1: National Government Focal Points on LGBT Equality Mainstreaming Policies in Europe**

The workshop will describe the landscape in Europe on LGBT Equality Public Policies after recent elections in various European countries and regions and will highlight the 5th Roundtable of government focal points on LGBT issues, which is held in The Hague just prior to the ILGA-Europe annual conference. The upcoming LGBT and education event of the Belgian EU presidency, developments after the Warsaw 'Gay Pride', and the business case of LGBT Equality policies in Europe are some of the other interesting issues which will be addressed.

**Presenters** (all – government focal points): Ben Baks (The Netherlands), Agna Smisdom (Belgium/Flanders), Agata Rogalska-Piechota (Poland), Pasi Kokkonen (Finland), Paul Overdijk (Chair of Company Pride Platform, The Netherlands).

**Workshop 2: Council of Europe: Implementing Committee of Ministers Recommendation on combating sexual orientation and gender identity discrimination**

Earlier this year the 47 member states of the Council of Europe put together the world's first intergovernmental agreement on measures to combat sexual orientation and gender identity discrimination. The workshop will look at what this agreement means, and then explore what member organisations can do to support its implementation at national level.

**Presenters**: Nigel Warner, ILGA-Europe’s Adviser on Council of Europe; Emma Read, UK government official; Krzysztof Smiszek, Campaign against Homophobia (Poland); Igor Kochetkov, Russian LGBT Network.

**Chair**: Hans Ytterberg, both the Swedish representative and chairperson of the Council of Europe committee which prepared the Recommendation.

**Workshop 3: LGBTI asylum seekers in Europe: improving decision-making standards**

Persecutions on the ground of sexual orientation and gender-related aspects are recognised as a reason to claim asylum in EU law. Despite this principle, the special needs of LGBTI asylum seekers are not correctly identified and addressed by the vast majority of national asylum authorities. The workshop will aim at naming the specific problems faced by LGBTI asylum seekers, while looking for the best way to establish a constructive dialogue with asylum authorities.

**Presenters**: Neil Grungras, ORAM - Organisation for Refuge, Asylum and Migration (USA), Sabine Jansen, COC (Netherlands), Emil Persson and Sofia Sjöö, Migrationsverket (Sweden).
Workshop 4: ILGA-Europe finances*
Presentation and discussion of ILGA-Europe accounts for 2009-2010. Discussion of indicative budget for 2010-2011 and preparations for statutory proceedings in the AGM, including appointment of the auditor.
**Presenters:** Pierre Serne, ILGA-Europe Treasurer; Olimpia Ciripoiu, ILGA-Europe Finance and Administration Manager.

WS 5: Developing a coherent and comprehensive approach to strategic litigation at European level
Events of recent years have emphasised more than ever the need for a coherent and comprehensive strategy at European level for promoting cases in support of LGBT rights before the European Court of Human Rights and the European Court of Justice. ILGA Europe’s work in developing such a strategy will be presented and discussed in the workshop. Robert Wintemute will also discuss the significance of the recent *Schalk and Kopf* case, in which he represented ILGA-Europe and other third-party interveners before the European Court of Human Rights.
**Presenters:** Robert Wintemute, Professor of Human Rights Law at King’s College London; Nigel Warner, ILGA Europe Council of Europe adviser; Sanja Juras, Kontra, Croatia.

Workshop 6: Challenging our prejudices: gender
What prejudices do we have as LGBTI communities and activists based on gender? How do we manifest these prejudices in everyday life? Are we sexist? Do we reinforce the gender norm? How do our stereotypes and prejudices challenge our ability as activist to achieve our vision of the world? The participants will be taken on exploration journey of challenging their own prejudices and given expert input by the Secretary General of the European Women’s Lobby (EWL) – Myria Vassiliadou
**Presenter:** Myria Vassiliadou, EWL.

Workshop 7: Human rights and ‘I’: knowing intersex demands
This workshop will provide a thorough overview to the human rights breaches that intersex persons experience. The discussion will look at the experience of intersex body normalisation that most often happens during infancy and have an impact during the persons’ lifetime. We will then explore how intersex and LGBTI organisations can raise the ‘I’ in their advocacy work and all other work that they do.
**Presenters:** Christian Dan Ghattas (OII Germany), Jenny Ottosson (Intersexuella i Sverige), Sarah Graham (recorded message)

Workshop 8: Proposals workshop 1*
Discussion of proposals 10-13, including the strategic plan. The workshop makes recommendations to the plenary.
**Presenters:** chairing pool.
Friday, 29th October

**Workshop 9: Challenging our prejudices: race**
Racism today is a complex and multi-faceted phenomenon. The face of racism has evolved over the last decades and has taken many different forms, including through ethnic and religious discrimination. What prejudices do we have as LGBTI communities and activists towards people vulnerable to racism? How do we manifest these prejudices in everyday life? Do we believe that high immigration rates in Europe contribute to more homophobia in established European societies? What are the roots of racism in today’s Europe? The participants will be taken on exploration journey of their own prejudices and given expert input by the Executive Director of the European Network against Racism (ENAR) – Michael Privot.

**Presenters:** Michael Privot, ENAR.

**Workshop 10: Between Pride and Prejudice: sport alliances and synergies**
During its more than 20 years of existence, one of EGLSF (European Gay and Lesbian Sports Federation) lines of action has been how to develop alliances and cooperation with other bodies in order to promote and fulfil its agenda. This cooperation has been particularly close with FARE (Football Against Racism in Europe) with a process of common learning and influence, specifically for the purpose of putting the fight against homophobia within the antidiscrimination agenda. EGLSF would like to present its experiences and best practices, as well as some important and interesting outcomes for LGBT equality and visibility in this field, particularly within the framework of mainstream sport, but not exclusively. The partnership with FARE, as well as the cooperation with German and English Football Federation, the involvement of local bodies in organising EuroGames (annual EGLSF multisport tournament) could be examples to be exposed, discussed and shared.

**Presenters:** Louise Englefield (EGLSF Co President), Piara Power (FARE Executive Director).

**Workshop 11: How to create synergy in international cooperation**
Many LGBTI organisations in Europe are working in the field of International co-operation. Both in terms of lobbying the international policies of their governments as in implementing development programs to improve the situation of LGBTI communities in the global South and East. To create a bigger impact those currently working are improving their co-operation. This workshop is to inform you on our work and to make you enthusiastic to join our international movement and make sure your government is including LGBTI rights in their policies and programs.

**Presenters:** Arjos Vendrig (COC Netherlands), Maria Sjödin (RFSL, Sweden), Marna Eide (LLH, Norway).
Workshop 12: Current developments in the European Parliament
The workshop aims to provide participants with an overview of the European Parliament’s work in fields pertaining to LGBT rights, as well as an overview of the work of the LGBT Intergroup. It will also outline recent developments in relation to LGBT rights during the first year of the current legislature, present likely developments in the coming year, and offer the participants an opportunity to exchange views on these issues with present MEPs. Avenues for cooperation between ILGA-Europe, its members and the Intergroup will be explored.

**Presenters:** Bruno Selun (European Parliament’s Intergroup on LGBT Rights).

Workshop 13: Towards police / LGBT partnerships to face homophobia and transphobia
As ILGA-Europe is currently running a project on “Working with the police / Challenging hate crimes in Europe”, this workshop is dedicated to an illustration of the potentialities of partnerships with law enforcement authorities. Participants from police and NGOs will provide examples from different European contexts, while another presentation will show how both can work with European and international institutions to propose initiatives.

**Presenters:** Greg Czarnecki, KPH / Campaign Against Homophobia (Poland), Pierre van der Steen, Amsterdam Police and Landelijk Expertisecentrum Diversiteit, Politieacademie; Matilde Fruncillo, Advisor on Civil Society Relations, Office for Democratic Institutions and Human Rights, OSCE.

Workshop 14: Proposals workshop 2*
Discussion of proposals 4-9, board report, report from the European representatives on the ILGA-World board, possible actions. The workshop makes recommendations to the plenary.

**Presenters:** chairing pool.

Workshop 15: Building alliances: anti-racism
This workshop is a continuation of workshop 9. The participants will be introduced to the European movement against racism. What is the history of this movement? What are the cross-cutting strategic issues – why should the anti-racism and LGBTI movements work together? What is the experience of cross-movement cooperation and alliance-building at the national level and what can we learn from it? And what can LGBTI movements learn from and about the anti-racism movement to be more effective? These are some of the key questions which will be addressed under guidance and facilitation of Michael Privot.

**Presenter:** Michael Privot, ENAR.

Workshop 16: Building alliances: gender
The participants will be introduced to the European movement for equality between women and men. What is the history of this movement? What are the cross-cutting strategic issues – why should the gender equality movement and LGBTI movements work together? What is the ‘gender’ component of LGBTI political claims? What is the experience of cross-movement cooperation and alliance-building at the national level and what can we learn from it? And what
can LGBTI movements learn from and about the gender equality movement to be more effective? These are some of the key questions which will be addressed at the workshop.

**Presenter:** tbc

### Saturday, 30th October

**Workshop 17: Trans Rights in Europe: The next steps**

Human Rights for trans people are still violated on a daily basis in Europe. Not only hate crimes and violence keeps the trans communities at check but structural discrimination enforces in-human and often degrading treatment on those who want to change documents and leaves many trans people without protection against discrimination. Since July 2009 with Commissioner Hammarberg’s Issue Paper several documents were adopted at EU and Council of Europe level indicating a grown awareness for the human rights dimension of trans issues. It is a positive momentum to advance trans rights in Europe.

However, we have to keep pushing and LGBTI organisations can play a significant role in this. We want to look into key issues identified by Transgender Europe that are strategically important for the years to come. How can recent developments and up-coming opportunities be seized strategically to improve the living situation for trans people in Europe? What are strategies and tools that can be used by LGBTI and other human rights organizations at the national level and with the institutions of the European Union and the Council of Europe.

**Presenters:** Richard Köhler (TGEU), Wiktor Dynarski (TGEU), Carla LaGata (TGEU).

**Workshop 18: Building alliances at the national level – presentation of best practices**

- Alliances with ethnic minority organisations
- Alliances with organisations of elderly people

**Presenters:** arranged by COC NL, the speakers tbc.

**Workshop 19: Challenging our prejudices – disability**

What prejudices do we have as LGBTI communities and activists about disability? What are disablism and disability? What does it feel like to live with a disability? Who is disabled? Is there a difference between being unable to do things, and being disabled? The participants in the workshop will be challenged on their prejudices and stereotypes, experience what it is like to be disabled / person with a disability, and given input / presentation on main definitions and concepts by Karina Chupina. Karina is a consultant, facilitator and member of the Youth Committee of the European Disability Forum. She is an experienced trainer on diversity issues and member of the Council of Europe Directorate of Youth and Sport Trainers’ Pool since 2004, president of the International Federation of Hard of Hearing Young People, and author of numerous publications on social inclusion, disability, disablism and youth participation.

**Presenter / facilitator:** Karina Chupina, European Disability Forum.
Workshop 20: Equality and inclusion at the workplace
Workforces which are both genuinely inclusive and fully embrace diversity help to create safer and more competitive working environments. Inclusion of LGBTI people in the workplace is a real challenge, but one that Europe is ready to meet given its variety of cultural attitudes and backgrounds. This workshop will demonstrate how groups from 3 different European countries approach LGBTI workplace diversity. It will detail their approaches and methods that have led to success while identifying the challenges they still face.
Presenters: GianMario Felicetti (Parksdiversity), David Pollard (Company Pride Platform), Carola Towle (UNISON).

Workshop 21: Human rights approaches to health: promoting an LGBTI-inclusive perspective
The workshop will explore approaches to the health of LGBTI people in a number of different contexts. We will discuss the 4 Ps approach to LGBT health in Ireland, emphasizing policy, programmes, professional development, and profiling of issues for several health topics, including mental health. We will also explore how LGBTI organisations can work closer with HIV-focused organisations in Europe to address broader health issues for the LGBTI communities and advocate for LGBTI-inclusive health policies at the state level.
Presenters: Odhrán Allen, Gay and Lesbian Equality Network (Ireland); Anna Dovbakh and Elden Chamberlain, International HIV/AIDS Alliance; Gus Cairns, European AIDS Treatment Group.

Workshop 22: Building alliances – disability
This workshop is a continuation of workshop 19. The participants will be introduced to disability from a human rights, equality and social inclusion perspectives. What is the history of the disability movement? What are the cross-cutting strategic issues – why should disability and LGBTI movements work together in Europe? What is the experience of cross-movement cooperation and alliance-building at the national level and what can we learn from it? And what can LGBTI movement learn from and about the disability movement to be more effective? These are some of the key questions which will be addressed under guidance and facilitation of our special conference guest and expert Karina Chupina.
Facilitator / presenter: Karina Chupina, European Disability Forum.

Workshop 23: LGBTI families: claiming equal rights and recognition
This workshop explores the various legal and social gains that LGBTI families have made in Europe and then lays out the issues that we still need to work upon to achieve equality for all. It specifically looks at the developments in national legislation around recognising LGBTI families in family law and looks at the likely progress that we can hope to achieve in the near future. It then goes on to assess the social situation by giving thorough overview of the responses that were received to the family questionnaire that ILGA-Europe launched last year, and elaborates the priorities that the movement has set for itself. This workshop
will also allow the participants to learn more about Network of European LGBT Families Associations (NELFA).

**Presenters:** José Ignacio Pichardo Galán (University of Madrid), Kees Waaldijk (University of Leiden & ECSOL), Diminique Boren (Network of LGBT Family Organisations).

**Workshop 24: Islam and sexual minorities: liberation from infrahumanisation – a long-term global strategy**

The workshop will address the issues of challenging extremisms and prejudices against Muslim communities and Islam, take the participants through the history of LGBTI and Islam (evolution and Dysphoria), and will explore developing long term alliances within the LGBTIQ and Muslim communities.

**Presenter:** L. Zahed, spokesman for HM2F (homosexuel(le)s musulman(e)s de France).

**Workshop 25: LGBTI Issues in Education: Empowering teachers, changing schools**

Representatives from AOb Pink, the LGBT group of the General Education Trade Union in the Netherlands, will present on the personal issues regarding being a lesbian, gay, bisexual, or transgender teacher or school advisor. The Global Alliance for LGBT Education (GALE) will provide information on LGBTI empowerment in the educational and national systems. While the focus on this workshop will be empowering teachers to change the educational environment, we will also discuss ways that LGBTI organisations can begin to build relationships with teacher organisations.

**Presenters:** Florence Gaillard, AOb Pink; Peter Dankmeijer, GALE; Marinus Schouten, GALE.

**Workshop 26: International cooperation at local level**

COC Haaglanden has, together with sister organisations COC Leiden and COC Rotterdam, cooperated with a number of Polish KPH branches in executing small local LGBT projects. In 2009 KPH Wroclaw visited The Hague during the Dutch national LGBT pride "Pink Saturday". This resulted in a closer relation between The Hague and Wroclaw.

The intention of the two organisations is to form a network of local LGBTI organisations in different countries to set up local activities and exchange visits. The strength of this network is that it concerns local organizations who direct their attention to and work for the local and regional (LGBTI) community. Local LGBTI organisations are in close contact with local schools, health organisations, municipal governments, cultural institutions and local media. Also there is a strong use of social media in the local LGBTI community. The workshop gives an overview of past Dutch-Polish activities and concrete results. Also the participants can exchange their opinions and experiences on working at a local level with an international dimension. Interested organisations could start some form of initial cooperation.

**Presenters:** Stephan Geitenbeek and Wim Monasso (COC Haaglanden).
**Workshop 27: Gender and sexuality in the media: the problem is that there is no problem**

What is perceived as heteronormativity may differ among cultures. What does not differ among cultures is an overshadowing lack of ability to see and acknowledge that there indeed exists a distinction between heteronormativity and everything else. When presenting issues regarding gender and sexuality to the “mass” through media, it is your finest job to make the receiver reach his or her own realisation of the invisible rules or norms in the society. The aim is to create a foundation for reflection and gain understanding for the issues that you work with. At this workshop we will discuss how to problematise the granted values, rights and choices for the outside world of the LGBTI bubble, and share experiences on how to disseminate issues regarding gender identity and sexuality through the media by asking questions, not preaching. Participants will be divided into groups and given the assignment to present an example of a subject or story that offers a broad audience the option to realize and reflect on the notion of “normalcy”.

**Presenter:** Marie Valentin Beck, gender consultant and freelance writer.

**Workshop 28: Diversity of LGBTI Communities & ILGA-Europe: Action Planning Workshop**

*ILGA-Europe’s long-term objective is to be an organisation that is fully inclusive and representative of the diversity that exists within the LGBTI communities as well as in the wider society, and that acts as a leader on diversity in the broader equality movement.*

This will be an interactive information and consultation workshop that aims to give LGBTI communities and activists the opportunity to contribute to a diversity action plan for ILGA-Europe. The action plan will provide a framework for the achievement of the 4 specific objectives set by ILGA-Europe, as part of its continued commitment and (proposed) strategic objective to be an organisation that is fully inclusive and representative of the diverse LGBTI communities. The workshop's also aims at informing the participating members on ILGA-Europe’s progress in promoting and managing diversity and at enabling the participants to contribute to the development of a diversity action plan for ILGA-Europe.

**Workshop presenters / facilitators:** Karima Zahi & Satwant Kaur.
About the conference

Purpose of the ILGA’s annual European conference

The purpose of the ILGA’s annual European conference is twofold:

- **Firstly**, the conference is the organisation’s annual general meeting (AGM). As such it is a formal part of ILGA-Europe’s structure, governed by its constitution and the so-called standing orders. Conference decisions determine the policies of ILGA-Europe and guide the work of the Executive Board, within the framework of the constitution.
- **Secondly**, the conference is an opportunity for ILGA members and LGBT activists from all over Europe to meet together to share experiences, knowledge, skills, to plan and coordinate joint campaigns and projects, to learn about the latest developments.

Structure

Work during the conference takes places in various forms:

**Plenary Sessions and panels**

As you can see from the conference programme, there are a number of different types of meeting during the conference. The conference sessions where all conference participants meet together are called the plenary sessions. Some plenary sessions are used to introduce key policy themes (panels). Others serve as the platform during which any formal conference decisions are made. So, all formal business – set out in the so-called Final Agenda – is conducted during these plenary sessions.

The Final Agenda includes consideration of the Executive Board’s report on work undertaken since the 2008 conference in Vienna, formal proposals submitted by the Board and full members in the region, various financial reports, and elections of the new executive board.

**Workshops**

Workshops are an important part of the conference. These are pre-arranged sessions for discussion of particular topics in a smaller circle. They are open to all delegates or, in some instances, to delegates of one gender. There are two types:

- **Workshops on proposals**: these workshops consider key aspects of ILGA-Europe’s work and items on the final agenda, and can make recommendations
on them to a plenary session of conference. They are marked with an asterix (*) in the workshop programme. The minutes of these workshops, with any recommendations, are submitted to a conference plenary session.

Information and Skill-Sharing workshops: these are focused on information and skill sharing. This year we have concentrated on the topics of the strategic objectives of ILGA-Europe. These can make reports to the conference so that information/skills can be shared more widely, but they do not make recommendations.

Other meetings

Self-Organised spaces or caucuses are meetings of any group of people that wishes to meet together to discuss any subject of mutual interest (subject to the provisions of the Constitution). A self-organised meeting/caucus may itself define any criteria for attendance at a meeting, but if it wishes to make any report to the Conference from the meeting, then advance notice has to be given to the Conference of the meeting and of the proposed restrictions on participation. The meeting can then make a report to a Conference plenary session. However, if it wishes to recommend changes to any proposals on the agenda, its recommendations need to be initially considered by the workshop on the proposal before being considered by the plenary.

Procedures

Conference procedures are guided by the constitution and the standing orders, which have been agreed at previous conferences. These set the rules on the submission and debate of proposals and amendments, on voting, elections, the chairing of plenary sessions and so on. The standing orders are available on our website: www.ilga-europe.org > About us > Organisational documents

Chairing Pool

Although the host organisers are responsible for household matters, the Chairing Pool is responsible for the running of the conference while it is in session. It puts together the proposed order of business for the plenary sessions, and makes sure that standing orders are followed. You should go the Chairing Pool if you want to raise an issue about the business of conference.

The Chairing Pool chair the plenary sessions and the workshops on proposals (the *workshops) and makes minutes of the same.

The Chairing Pool consists of 4 people, appointed by the Executive Board and approved by the conference. The overall composition of the chairing pool shall
reflect the diversity of membership within the region and all members shall be members of full member organisation in the region.

**Election of the ILGA-Europe executive board**

**A. General requirements**
The board consists of 10 individuals from full member organisations of which

- at least 4 and not more than 6 are women and
- at least 4 and not more than 6 are men.

To be elected to any post in ILGA-Europe requires at least 20% of the votes present at that election.

If these requirements cannot be met, the places remain vacant.

**B. Term of office**
The term of office for board members is two years, and in principle five members are elected each year. If there are more than five vacancies, a second round of election decides who is elected for two years and who for one year (see E below). This will be the case in 2008, when there are 10 vacancies, and in subsequent years, if board members have resigned before completing their term of office or places were previously unfilled.

**C. Nominations at the conference**
All elections should be contested. Further nominations can be made at the conference if nominations received before the conference are equal to or fewer than the number of vacancies, and/or do not meet the gender requirements set out in A above.

For all nominations this means 10 minus the number of board members elected for two years the year before. For women or men this means four minus the number of board members of that gender elected the year before.

**D. Election**
Each delegate with a voting card will receive a ballot paper with a list of all candidates. They can vote for no more candidates than there are vacancies (i.e. 10 minus the number of board members elected for two years the year before).

Candidates will then be ranked according to the number of votes received. Candidates with fewer votes than 20% of the ballot papers returned are disregarded.

The vacant places are filled according to the ranking for women and men. When the composition of the board has reached six individuals of one gender, the remaining candidates of that gender are disregarded.
If this process does not lead to a full board, consideration will be given to the candidates who failed to receive 20% of the ballot papers returned. A second round of elections will be conducted between those candidates eligible for the remaining places, following the same procedure as above. At least 20% of the votes present at the election are still needed in this round.

If there is a tied vote, a further round of election between the candidates involved will take place – and if that does not solve the problem, the chair will have to decide to proceed to a draw.

**E. One or two years term of office**

The term of office for board members is two years, and in principle five members are elected each year. If there are more than five vacancies, a second round of election decides who is elected for two years and who for one year.

This will be the case in 2009, when there are 6 vacancies. In 2008 5 members were elected for 2 years and 5 members were elected for 1 year. In the meantime one of the members elected for 2 years have resigned. Therefore the conference will elect 5 board members for a 2 year term and 1 board member for a 1 year term.

The two women and the two men with the highest number of votes and the individual with the fifth highest number of votes are elected for two years and the last for one year.

**F. Reserves**

The non elected candidates are reserves in the following order:

1. Those having reached more than 20% in the first round of election ranked according to the number of votes they have got.
2. Those having reached more than 20% in the second round of election ranked according to the number of votes they have got.

In the case of a vacancy in the board, the highest ranking reserve whose membership of the board secures that the composition of the board is still in accordance with A. above.

**Designating Delegates**

Each full member organisation in the Region that has paid its membership fees (and has not had its membership suspended under the relevant provisions in the ILGA constitution) is entitled to two votes, subject to the following rules:

If a member organisation aims at gathering or representing both men and women, but sends only male delegates, then it will have only one vote unless it
has provided a letter of authority confirming that the women members in that organisation have approved the delegate(s) exercising both votes.

Similarly, if a member organisation aims at gathering or representing men and women, but sends only women delegates, then it will have only one vote unless it has provided a letter of authority confirming that the delegate(s) have the authority to exercise both votes.

In either case, the women or men in the organisation may instead nominate a proxy (see below).

**Designating Proxies**

Any full member organisation that is entitled to vote can designate a person attending the conference as a proxy for either one or both of the votes to which it is entitled. The organisation must provide the person(s) nominated with a letter of authority, and the person(s) nominated must present this letter in order to receive the proxy voting card(s). One participant cannot have more than four proxies.

**Plenary Sessions**

Formal conference decisions are only made in the plenary sessions. Conference decisions are made either by consensus or by voting. Voting is done with voting cards, which are issued during the conference.

**Proposals and Amendments**

The proposals and amendments on the **Final Agenda** are first discussed in the workshops on proposals (designated with an asterix (*) in the workshop programme). These workshops can recommend to the conference that a proposal or amendment is approved or rejected, or that it is adopted subject to specified changes.

Recommendations are agreed in these workshops by consensus but if this is not possible, then any recommendations must be approved by a simple majority of votes cast for and against by members in the workshop entitled to vote. The minutes of these workshops, with any recommendations, are submitted to a conference plenary session.

Other workshops and meetings can make a report to the Conference for information, but may not submit recommendations directly to a plenary session. If the workshop/meeting wishes to make a recommendation on a proposal or amendment, then this should be submitted to the workshop that has been designated to consider that proposal/amendment.
Strategic Plan 2011-2013

In October 2007 at the Vilnius Conference, ILGA-Europe adopted its Strategic Plan for the period 2008-2011.

In March 2010, ILGA-Europe embarked on the development of its next three-year strategic plan. The strategic planning process took place between March and September 2010 and included two online consultation of European member organisations of ILGA, as well as a strategic planning meeting in Tallinn (June). The Draft 2011-2013 Strategic Plan submitted for adoption by ILGA-Europe’s annual conference is the result of the input, feedback and contribution of members, board and staff. The strategic plan will be discussed in workshop 8 during the conference, and voted for plenary 3.

Procedural Documents

The documents you may need for the procedural aspects of the conference were sent to member organisations with the Third Mailing in early October. We have not included them in the delegate pack in order to reduce the amount of paper you are given. However, the following documents are available in the conference information room during opening hours upon request:

- Final Agenda
- Proposals and Amendments and Effects
- Elections at the Conference
- ILGA-Europe Constitution
- Standing Orders
- ILGA-Europe Activity Report 2009/2010
- Report on ILGA-Europe’s finances for the years 2008, 2009
- Indicative budget for 2011
- Strategic Plan 2008-2011
- Draft Strategic Plan 2011-2013.
Background documents

Should you need further information on ILGA-Europe’s activities and structure, on themes discussed at the Conference, or on European institutions, here is a list of documents available on ILGA-Europe’s website which may be useful.

Organisational documents

These include: ILGA-Europe’s Constitution, Standing Orders, Strategic Plan 2011-2013, and Activity Reports. ILGA-Europe’s organisational documents are available on our website: www.ilga-europe.org > About us > Organisational documents.

Third mailing documents

All third mailing documents, including draft strategic plan 2011-2013 are available on our website: www.ilga-europe.org/conference > The Hague 2010 > Third mailing

EuroGuide
(information on European organisations and their institutions)

ILGA-Europe’s website includes an introductory guide to European institutions (role, structure, relevance of these institutions), as well as to their relevance for LGBTI organisations.

For information on European Union institutions, on the Council of Europe or the Organisation for Security and Cooperation in Europe, go to our website: www.ilga-europe.org > Guide to Europe.
ILGA-Europe’s publications

ILGA-Europe has produced publications on a variety of themes. These publications are available on our website: www.ilga-europe.org > Publications.
Practical and useful information

General information

Constitution and capital
The Netherlands is a constitutional monarchy with a parliamentary system, and its government consists of the Queen and ministers. For historical reasons the government and parliament are seated in The Hague, although Amsterdam is in fact the capital. The Netherlands has a coalition government. Queen Beatrix is the head of state.

Holland or The Netherlands?
The Netherlands is often called Holland, because of the role the two western provinces North and South Holland played in its history. This region encompasses Amsterdam, Rotterdam, The Hague and other well-known Dutch cities such as Delft, Leiden and Haarlem. However, officially, it is the Kingdom of the Netherlands, consisting of four parts: the Netherlands itself in Western Europe, Aruba, Curacao and Sint Maarten in the Caribbean.

Language
Dutch is the national language of the Netherlands. However, English is spoken by almost everyone. In addition, many Dutch people speak German and French. Dutch is the mother tongue of well over 21 million Dutch people and Flemish people (Dutch-speaking nationals of Belgium). In addition, some 60,000 people in Northwest France speak a Dutch dialect. On the six Dutch Caribbean islands, and in the former Dutch colony of Suriname, Dutch is used in government institutions and in schools. Because of the historical ties, many lawyers and historians in Indonesia speak Dutch. Dutch was the basis for Afrikaans, the language spoken in South Africa. Dutch has also influenced other languages, as shipping, agriculture and hydraulic engineering terms in various languages testify.

Electricity
The voltage in Netherlands is 220 volts. Hotels may have a 110-volt or 120-volt outlet for shavers, but travellers are advised to bring a power converter and an adapter for two-prong, round-prong plugs with side grounding contacts. Adapters for (British) three-pin rectangular plugs are not easy to find.

ATMs
If you have a foreign bank pass with a Cirrus logo you can get money from an Automatic Teller Machine (ATM). Some ATMs of the ABN AMRO bank also accept passes with the PLUS logo. Also check your pass and the ATM for EDC,

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1 This and following sections are provided by COC Haaglanden.
EC and Maestro logos. Of course, you can also use most credit cards to obtain money from an ATM. ATMs are usually open 24 hours per day.

**Credit cards**
All major credit cards are accepted widely, but not everywhere. If in doubt, ask in advance.

**Currency**
Netherlands is one of the sixteen Euro countries. Most stores in the Netherlands no longer use the 1 and 2 euro cents coins. Most stores don't accept the 200 and 500 Euro bills. Smaller stores don't accept the 100 Euro bills.

**Tipping**
In the Netherlands, Value Added Tax and service charges are included in your check in hotels, restaurants, shops and taxis. Tips for extra service are always appreciated but not necessary. It is customary to give taxi drivers and waiters a tip of about 10 percent. Many public restrooms have an attendant who are usually tipped EUR 0,50.

**Transport**

*How to get to the Conference Venue?*
The Hague can easily be reached by train. The city has two large train stations where national and international trains stop. Most foreign visitors however come by airplane through Schiphol (Amsterdam) International Airport

*By train from Schiphol to The Hague Central Station*
Schiphol station is situated directly below the airport. You can pick up a free luggage trolley from the platform. From the arrival hall you can walk straight to the station via Schiphol Plaza.

*Train tickets*
Train tickets for domestic travel are available from the yellow ticket machines near the platforms at Schiphol Plaza. Tickets are also available from the ticket offices, which are situated close to the red/white-checked cube at Schiphol Plaza. Staff at the ticket offices will also be able to provide you with train departure information.
A one way train ticket (2nd class) from Schiphol to The Hague will cost you EUR 7,40. You can pay by cash, credit card or debit card. The ticket machine first returns your card before asking you to key in your PIN-code.
Your ticket will read 'Den Haag' which is the Dutch name for The Hague.
What train to take?
Direct trains to 'Den Haag Centraal' leave every 30 minutes, at x.28 and x.58, from platform 5 or 6. In 30 minutes you will be in The Hague. There are more trains going to The Hague, but these will take you to 'Den Haag HS' station.

From The Hague Central to the Bel Air Hotel
The Hague region has an extensive system of public transport: trams, buses and night buses (during weekends). There is a direct tram from The Hague Central to the Bel Air Hotel.
When leaving the station at 'Rijnstraat' exit, take tram 17 to 'Statenkwartier', which runs every 10 minutes during daytime. Tickets can only be bought from the tram driver (cash only). You will need a 3-strip card that will cost you EUR 2,40. There are no ticket machines that sell tram tickets.

After 15 minutes leave the tram at 'Gemeentemuseum/Museon' (City Museum). The Bel Air Hotel is located on the other side of the City Museum.

The Bel Air Hotel The Hague is located at Johan de Wittlaan 30, 2517 JR The Hague.

What if I end up at The Hague HS station?
The Hague HS is the main station for trains from Amsterdam and Rotterdam. Also the international trains from Brussels and Paris stop here. Leave the station through the main exit and go to the tram stop on your left. Here take the same tram 17 to 'Statenkwartier' as mentioned above.

What if I arrive at one of the other Dutch airports?
Cheap flights go from all parts of Europe to Eindhoven Airport and Rotterdam-The Hague Airport. If you use one of these airports and need additional travel information, please contact COC The Hague at international@cochaaglanden.nl with your arrival details.

When should I arrive in The Hague?
This year the Conference starts on Wednesday 27 October with an official Government dinner, presented to us by the Minister for Emancipation and LGBT affairs in Knight's Hall. Before dinner, the Minister will host a reception for all participants. To be in time, you should arrive in your hotel no later than 17.00 h. Since it is a formal dinner, all participants are advised to dress appropriately (not too informal).

Leaving
When leaving The Hague on Sunday 31 October, please note that trams run less frequently on Sundays. Also plan some time to buy your train ticket. The local volunteers can help you plan your return trip to the airport.
<table>
<thead>
<tr>
<th>Useful telephone numbers</th>
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<tbody>
<tr>
<td>Emergency</td>
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<tr>
<td>Maxim (COC The Hague)</td>
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<tr>
<td>Jan (COC The Hague)</td>
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<tr>
<td>Jurgen (COC The Hague)</td>
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<tr>
<td>Bel Air Hotel</td>
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<tr>
<td>Hotel La Ville</td>
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</table>
Conference venue

Bel Air Hotel
Johann de Wittlaan 30
2517 JR Den Haag
tel. +31 70 352 53 54
www.belair.nl

public transport:

tram 1 from HS station and city centre
direction Scheveningen
(stop: World Forum)

tram 17 from HS and Central station
and city centre direction Statenkwartier
(stop: Gemeentemuseum)

night bus 1 from Buitenhof
direction Scheveningen
(stop: Gemeentemuseum)

from Bel Air to La Ville:

tram 17 direction Wateringen
(stop: Noordwal)
Budget hotel

Hotel La Ville (formerly Het Centrum)
Veenkade 5-6
2513 EE Den Haag
tel. +31 70 346 36 57
www.hotellaville.nl

public transport:

tram 17 from HS and Central station and city centre direction Statenkwartier
(stop: Noordwal)

from La Ville to Bel Air:

tram 17 direction Statenkwartier
(stop: Gemeentemuseum)
Evening social programme

**Wednesday, 27 October 2010**
Official government reception and dinner

The Dutch government offers all participants a festive opening dinner in the Ridderzaal (Knight's Hall) in the centre of the 14th Century complex that houses both Chambers of Parliament. The minister for Emancipation and LGBT equality will host the dinner and address the participants. Since it is a government dinner we recommend dressing appropriately.

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>18.30</td>
<td>buses will leave the Bel Air hotel for the city centre, one bus will stop first at the La Ville hotel</td>
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<tr>
<td>19.00</td>
<td>reception for all participants</td>
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<tr>
<td>20.00</td>
<td>dinner</td>
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<tr>
<td>22.30</td>
<td>buses will leave for both hotels; for those who want to explore the bars and LGBTI friendly bars, the local host team is available to be your guide</td>
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</tbody>
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**Thursday, 28 October 2010**
Exploring the LGBTI and multicultural city

Dinner will be held at the Bel Air hotel. After dinner the local host team is ready to show you the city centre. In the café of COC Haaglanden, Basta, Thursday night is Melting Pot night.

For more than 10 years now every Thursday Basta is the meeting point for everyone with a multicultural background. LGBTI from North Africa, South America, Western Europe and East Asia meet, dance and drink. Basta is open from 20.00 to 2.00 h. This evening is the only one of its kind in the Netherlands.

Transport with tram 1 from the Bel Air (World Forum) directly to Basta (Mauritskade). The last tram back to the hotel leaves at 1.34 h. There is a night bus leaving Basta at 2.00 h. (sharp!). For the night bus a special ticket has to be bought from the bus driver (€ 4.20).

The team is also available to guide you to other places and pubs of interest.
**Thursday, 28 October 2010**
**Movie night: Hello My Name is Lesbian (Plenary room)**

21:00: ILGA-Europe is screening the Danish documentary *Hello My Name is Lesbian*. The film shows modern lesbian lifestyle and culture in all its diversity as it is lived in one of the most sexually liberated countries in the world. “Hello my name is Lesbian” won the audience award at Copenhagen Gay & Lesbian Film festival in October, and has been screened at several LGBT film festivals worldwide.


**Friday, 29 October 2010**
**Reception by The Hague City Hall**

The municipality of The Hague welcomes all conference participants to a reception and buffet dinner at the conference venue hotel:

- **19.00** - reception and buffet dinner for all participants; Mrs. Marjolein de Jong, deputy mayor responsible for international affairs will host the reception and give a speech on behalf of The Hague municipal government
- **20.00** - buffet dinner for all participants at the hotel

**Women only party!²**

COC’s BastaBabes are ready to party! This night from 21.00 to 2.00 h. Basta is the exclusive domain of all LBTI women.

Come and celebrate Halloween with us! The bar and staff will get a makeover in Halloween spirit and we’ll have lots of snacks and Halloween treats. You can have a drink and a chat at the bar. Feel like dancing? DJ Vera ensures a good music beat on the dance floor. Feel welcome!

DJ Vera ensures a good music beat on the dance floor. Feel welcome!

(www.bastababes.nl)

The last tram back to the hotel leaves at 1.34 h. There is a night bus leaving Basta at 2.00 h. (sharp!). For the night bus a special ticket has to be bought from the bus driver (€ 4,20).

² This is not part of an official programme of ILGA-Europe’s conference (ILGA-Europe).
Saturday, 30 October 2010
Farewell party

Dinner will be held at the Bel Air hotel. After dinner the participants will be taken by buses (at 21:15) to discotheque Le Paris in the city centre (Kettingstraat 12b, www.leparis.nl).

La Paris is the home of the monthly LGBT party "Manjefiek". Until 23.00 h. the place is ours to say farewell and to enjoy the performance of the lesbian women's choir "Heksenketel" (Witches Kettle) that celebrates its 10th anniversary this month.

After 23.00 h. the door opens for the regular guests from The Hague and other places. Le Paris closes at 5.00 h.

Buses might be organised for the participants back to the hotel, please follow further announcements during the conference.

For those willing to stay longer: the last tram 1 back to the hotel leaves at 1.32 h. The last tram 17 back to the hotel leaves at 1.19 h. There is a night bus leaving from Buitenhof every hour (sharp!) from 2.00 until 6.00 h. For the night bus a special ticket has to be bought from the bus driver (€ 4,20).
How is the European lesbian, gay, bisexual, trans & intersex movement organised?

What is ILGA-Europe and how does it work?

What is the situation for lesbian, gay, bisexual, trans & intersex people across Europe?

What are the benefits of membership in ILGA?

Watch this 15 minutes video to get answers to these questions!

Order your copy of the DVD: nanna@ilga-europe.org
or watch it on our website: www.ilga-europe.org
Working for equality and human rights for lesbian, gay, bisexual, trans & intersex people in Europe

www.ilga-europe.org