AGENDA

1. Approval of the Chairing Pool and appointment of election officers and tellers
2. Approval of the Executive Board's report on work undertaken since the 2008 conference
3. Consideration of proposals and amendments
4. Approval of the accounts for 2008-2009
5. Consideration of the report on the current financial position and approval of the indicative budget for 2009-2010
6. Appointment of an auditor for 2009-2010
7. Election of the Executive Board and reserves
8. Election of the host organisation for the 2011 regional conference
9. Any other business

MINUTES

Ad 1. Approval of the Chairing Pool and appointment of election officers and tellers

The board had prior to the conference appointed

- Helen Ibry
- Carola Towle
- Simon Maljevac
- Steffen Jensen

as members of the chairing pool. The chairing pool was approved by the conference.

The chairing pool had prior to the conference appointed

- Florentina Bocioc
- Henrik Hynkemejer-Østergaard

as election officers. The election officers were approved by the conference.

The chair proposed the following
• Sara Perle
• Jacques Lize
• Sharon Ferguson
• Alec Deary

as tellers. The proposal was passed.

Ad 2. Approval of the Executive Board's report on work undertaken since the 2008 conference

The Annual Report for 2008-2009 was distributed in the 3rd mailing, presented by the co-chairs Linda Freimane and Martin Christensen at the 1st plenary and approved by the conference at the 4th plenary.

Ad 3. Consideration of proposals and amendments

The following proposals were considered in workshops 7 and 17 and passed by the conference in the 4th plenary without a vote:

• In the Constitution section A 1 change “International Lesbian and Gay Association (ILGA)” to “International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA),”
• In section B 1 b) change “transgendered” to “trans and intersex”
• In section B 2 c) change “transgendered” to “trans and intersex”
• Delete section C 4 and insert:
  “4. Membership in ILGA is divided into two categories.
   (i) Organisations can become full members of ILGA if they represent lesbians, gay men, bisexuals, trans or intersex people and support the aims of ILGA. Organisations can become full members, as well, if they meet the above criteria but form part of a larger organisation.
   (ii) Individuals wishing to associate to ILGA may become Friends of ILGA.”
• In section C 5, (i) change “any category” to “either category”
• In section F 1 change “one woman and one man” to “two representatives of whom at least one identifies as woman”
• In the Constitution section A 4 change “94 Avenue de Tervueren” to “12 rue Belliard”
• In the Standing Order section 12.4 change “D 2” to “E 2”
• In the Standing Order section 12.9, 2nd sentence after “become a member” insert “until the next board election”

Furthermore the conference passed the following resolutions in the 4th plenary without a vote:

• Since the changes in constitution section F 1 implies necessary changes in the Standing Orders, the board is asked to make such proposals next year with immediate effect.

• Resolution to increase ILGA Europe’s work on refugee issues:
  That ILGA Europe shall make its work on refugees within Europe a priority during the coming year
• Resolution regarding racism within the LGBT community:
  That the 2010 ILGA-Europe conference shall include a thematic focus on challenging racism. This will include considering how ILGA-Europe and member organisations can act against racism in coming years.

The report from The Election Preparation Committee (EPC) was distributed in the 3rd mailing and the recommendation to close down the EPC was passed in the 4th plenary with the following recommendation to the Board:

The board is asked to take into considerations the recommendations from EPC report and from the workshop. In particular:
  • to improve the use of the questionnaire for candidates,
  • that the staff (not the election officers) run through the returned questionnaires as a technical process in order not to interfere in political matters, for example asking candidate for a description of no more than 1000 words, letting them choose on what they want to write. The questionnaire should not include a question about sexual orientation, but about gender identity, following elections processes’ needs,
  • make specific mailing about nominations and candidatures checking that every member receives e-mails,
  • find ways to improve the representation of different identities and regions in the ILGA-Europe board.

A recommendation from workshop 17 to endorse the Declaration of the Trans Rights Conference (see annex 1) and to acknowledge its significance and the work and achievements of TGEU in bringing it to this point was approved by the conference after a vote:
  • For: 122
  • Against: 0
  • Abstentions: 16

Proposal no 6, 7 and 8, re the 3rd mailing were withdrawn by the Board.

Ad 4. Approval of the accounts for 2008-2009

The accounts were already approved by the Board on behalf of the conference, re decision taking at the 2008 conference in Vienna.

Ad 5. Consideration of the report on the current financial position and approval of the indicative budget for 2009-2010

The report on the current financial situation was considered in workshop 2 and presented in the 4th plenary.

The indicative budget was considered in workshop 2 and approved in the 4th plenary.

Ad 6. Appointment of an auditor for 2009-2010
The Conference approved in the 4th plenary the appointment of Ms Danielle Quivy as the auditor of ILGA-Europe for 2009-2010.

Ad 7. Election of the Executive Board and reserves

GREGORY USSHER withdrew his candidacy.

The result of the election, 1st round was:

- Voting cards issued: 169
- Ballot papers issued: 164
- Ballot papers returned: 164
- Invalid ballot papers: 3
- Valid ballot papers: 161

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<th>Candidate</th>
<th>Votes</th>
<th>Status</th>
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<tbody>
<tr>
<td>MARTIN K. I. CHRISTENSEN</td>
<td>126</td>
<td>Elected</td>
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<tr>
<td>LOUISE ASHWORTH</td>
<td>105</td>
<td>Elected</td>
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<td>NATAŠA SUKIČ</td>
<td>93</td>
<td>Elected</td>
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<td>BJORN VAN ROOZENDAAL</td>
<td>86</td>
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<td>CHRISTINE LE DOARE</td>
<td>69</td>
<td>Elected</td>
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<tr>
<td>PAATA SABELASHVILI</td>
<td>69</td>
<td>Elected</td>
</tr>
<tr>
<td>TOMASZ SZYPULA</td>
<td>45</td>
<td>Reserve</td>
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<td>BART EECKHOUT</td>
<td>27</td>
<td>Less than 20 %</td>
</tr>
<tr>
<td>REIMO METS</td>
<td>24</td>
<td>Less than 20 %</td>
</tr>
<tr>
<td>JUHA JAMSA</td>
<td>18</td>
<td>Less than 20 %</td>
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The result of the election, 2nd round was:

- Voting cards: 173
- Ballot papers issued: 153
- Ballot papers returned: 146
- Blank: 1

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<tr>
<td>MARTIN K. I. CHRISTENSEN</td>
<td>122</td>
<td>two years</td>
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<tr>
<td>LOUISE ASHWORTH</td>
<td>109</td>
<td>two years</td>
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<td>NATAŠA SUKIČ</td>
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<td>PAATA SABELASHVILI</td>
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<tr>
<td>BJORN VAN ROOZENDAAL</td>
<td>77</td>
<td>two years</td>
</tr>
<tr>
<td>CHRISTINE LE DOARE</td>
<td>70</td>
<td>one year</td>
</tr>
</tbody>
</table>

The Board for 2009-2010 consists thus of:

- CHRISTINE LE DOARE (w) until 2010
- DEBORAH LAMBILOTTE (w) until 2010
- LINDA FREIMANE (w) until 2010
- LOUISE ASHWORTH (w) until 2011
- NATAŠA SUKIČ (w) until 2011
• RUTH BALDACCHINO (non) until 2010
• BJORN VAN ROOZENDAAL (m) until 2011
• MARTIN K. I. CHRISTENSEN (m) until 2011
• PAATA SABELASHVILI (m) until 2011
• PIERRE SERNE (m) until 2010

Reserve:
• TOMASZ SZYPULA (m) until 2010

Ad 8. Election of the host organisation for the 2011 regional conference

Two candidate cities had applied for the 2011 conference:

1. Turin Pride Coordinating Committee which proposes Turin as candidate for hosting the 2011 ILGA-Europe Conference.

2. KPH, Campaign Against Homophobia which proposes Warsaw as candidate for hosting the 2011 ILGA-Europe Conference.

The proposals were presented in the 3\textsuperscript{rd} plenary and voted upon in the 4\textsuperscript{th} plenary:

- Torino: 80
- Warsaw: 55
- Abstentions: 0

The 2011 conference will thus take place in Torino.

Ad 9. Any other business

Nothing to record.

On behalf of the chairing pool

Steffen Jensen

Copenhagen 3 November 2009
Declaration of the Trans Rights Conference

28th October 2009, Malta

We, the participants of the European Trans Rights Conference, yearn for a Europe free from all discrimination\(^1\), where all people are valued equally irrespective of their gender identity and gender expression. We envision a Europe where people of all gender identities and gender expressions are fully respected and can live freely without any violations to their human rights and institutions’ interferences in their private lives, in accordance with the Yogyakarta Principles\(^2\). We want a Europe where health insurance funded adequate hormonal and surgical medical assistance is available in a non-pathologizing manner to all those trans people\(^3\) who seek it, and where no trans person is required to undergo any compulsory medical treatment (such as sterilization or gender reassignment surgeries) or a mental disorder diagnosis in order to change legal gender and/or name.

**Commissioner for Human Rights’ ‘Gender Identity and Human Rights’ Issue Paper**

We unanimously welcome the ‘Gender Identity and Human Rights’ Issue Paper\(^4\) published by the Council of Europe’s Commissioner for Human Rights, Thomas Hammarberg, in July 2009. Commissioner Hammarberg’s Issue Paper is a significant step forward in articulating the human rights and equality that national governments should provide to trans people. We endorse all of Commissioner Hammarberg’s twelve recommendations and urge all 47 Council of Europe Member States to implement these recommendations at their national levels, including the implementation of legislation/procedures that allows to change name and gender without compulsory medical treatments, or any form of diagnosis, and including strong anti-discrimination legislation inclusive of gender identity and gender expression.

- We call upon the Commissioner to exercise his influence with the Council of Europe’s Member States to ensure that they tackle any gaps in their legislation and policies with regard to the twelve recommendations in the Issue Paper.

**European Institutions**

We note the importance of European Convention for the Protection of Human Rights and Fundamental Freedoms (1950) and European Union gender equality directives and various
judgements of the European Court of Human Rights and European Court of Justice, in reducing
discrimination against trans people.
We call upon the institutions of the Council of Europe and the European Union to:

- Monitor the implementation of case-law and gender equality legislation vis-à-vis trans people
- Make sure that future gender equality legislation expressly includes gender identity and gender
  expression
- Outlaws any form of discrimination against all trans people explicitly.
- Clearly include measures addressing trans equality issues within gender mainstreaming
  measures; funding programmes; and including the multi-dimensional gender identity and gender
  expression in internal and external policy
- Fund detailed research and data collection on trans equality and human rights issues
- Consult and involve trans equality and rights organisations in European gender equality and
  human rights policy development

**Organisation for the Security and Cooperation in Europe (OSCE)**

We note with particular concern the high murder rate and violence against trans people across
Europe. Often the police fails to investigate cases of hate crime and killings of trans people and no
adequate prosecution of the perpetrators takes place. In addition trans related hate crimes are hardly
documented and monitored.

Additionally, trans people with migration background and trans sex workers are especially
vulnerable and face multiple forms of discrimination as well as social exclusion and economic
hardship.

- We call on participating States of the OSCE to enact hate crime legislation fully inclusive of
  trans people.
- We call on participating States of the OSCE to ensure safe detainment and contact with their
  communities for trans prisoners.
- We call upon the OSCE to monitor and urge for investigation of murders of trans people as hate
  crimes.

**Social Partners: Trade Unions and Employers’ Organisations**

We are concerned with the high level of discrimination that many trans people face in access to, and
retention of employment. This frequently leads to poverty and severe negative repercussions on
their lives and health. A disproportionately high number of trans people get fired when their
transgender status becomes known to their employers (e.g. when starting a process of gender
transition, when being visibly gender-non-conforming, etc.).
• We call upon the social partners to proactively undertake joint initiatives with trans and LGBT organisations to reduce trans discrimination and harassment at the workplace, and to implement workplace policies which uphold trans workers’ dignity.

• We call upon the European Trade Union Confederation (ETUC) and its members to implement the eleven actions and activities that the ETUC outlined in its Executive Committee’s Resolution on LGBT rights of 2008⁵.

• We call upon employers’ organisations to tackle the issue of discrimination against trans people in promoting diversity with their members, and to highlight how current equality legislation applies to trans people.

National equality bodies
We note the importance of national equality bodies in tackling discrimination against trans people through enforcement of gender equality and anti-discrimination legislation at national level. The Fundamental Rights Agency’s social situation report⁶ shows that national equality bodies are currently not sufficiently including trans issues in their work. We therefore call upon national equality bodies to:

• Be pro-active in enforcing anti-discrimination legislation to improve trans equality and human rights.

• Monitor the implementation of case-law and gender equality legislation vis-à-vis trans people.

• Include trans people in gender mainstreaming measures

• Produce guidance on trans-rights and equality.

• Support trans people in taking forward cases of discrimination to courts and/or respective entities.

• Make sure that future gender equality legislation expressly includes gender identity and gender expression.

• Research, collect and publish data on trans equality and human rights issues

• Consult and involve trans equality and rights organisations in national gender equality and human rights policy development.

World Health Organisation (WHO)
We observe with great concern that trans identities are still pathologized and considered a mental health condition. Given its strong implications on the living of trans people in Europe we therefore demand the removal of gender identity disorder from the International Classification of Diseases (ICD) and the Diagnostic and Statistical Manual of Mental Disorders (DSM).
• We call upon the World Health Organisation to safeguard the human rights of trans people in the current revisions of the ICD 10 and DSM IV.

• We call for an alternative non-pathologizing category in the ICD 11, which establishes quality standards for medical treatments ample to support the gender expression of trans people. No national or international health institution shall render transgender identities as mental health disorders. They should nonetheless enable access to hormonal, surgical and or psychological medical assistance to be provided to those trans-people who seek such assistance.

Finally, we ask Transgender Europe (TGEU) and the European Region of the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA-Europe) to continue lobbying for full trans equality and rights on a European level and call upon TGEU, ILGA-Europe and national trans organizations to work together for the implementation of Commissioner Hammarberg’s recommendations throughout Europe. We call strongly all Member States of the Council of Europe to take active steps safeguard the human rights of all people explicitly including trans people.


3 Trans people (as used above) includes those people who have a gender identity which is different to the gender assigned at birth and those people who wish to portray their gender identity in a different way to the gender assigned at birth. It includes those people who feel they have to, or prefer or choose to, whether by clothing, accessories, cosmetics or body modification, present themselves differently to the expectations of the gender role assigned to them at birth. This includes, among many others, transsexual and transgender people, transvestites, cross dressers, no gender, multigender, genderqueer people.


5 ETUC actions and activities on promoting equal rights, respect and dignity for workers regardless of their sexual orientation or gender identity (2008) http://www.etuc.org/a/5808

6 See 1.