

July 26, 2016

Proposals to the ILGA-Europe Regional Conference 2016

Transgender Europe (TGEU) makes the following two proposals, one amendment to the Constitution and one resolution, to the ILGA-Europe Regional Conference 2016 convening in Nicosia, Cyprus. By handing them in on July 26, 2016, the deadline is met.

Amendment to the Constitution

TGEU proposes to the ILGA-Europe Regional Conference 2016 the following amendments to the constitution:

- In the Constitution, par. B (1)(b) delete “transgendered” and insert “trans”
- In the Constitution, par. C(1)(a)(i) delete “transgendered” and insert “trans”
- In the Constitution, par. C(1)(a)(iii) delete “transgendered” and insert “trans”

Reasoning:

ILGA-Europe’s Constitution uses different terms to name trans people. One of these terms is “transgendered”. This terminology is on the one hand not in line with the wording used in its own name “The European Region of the International Lesbian, Gay, Bisexual, Trans and Intersex Association”. And on the other hand, “transgendered” is a term that is – on purpose – not used by TGEU, the European-level trans organisation and ILGA-Europe’s key partner organisation in the work with and for trans people. “Transgendered” is misleading because trans people do not become trans and are not in a passive way “being transgendered”. They are just who they are, the same as lesbian and gay people are not “homosexualised” or “homosexualised”.

With the amendments we propose to the membership to **replace the term “transgendered” by “trans”**, the term widely used by European trans organisations and as shown above also by ILGA-Europe itself.

Resolution

TGEU proposes to the ILGA-Europe Regional Conference 2016 the following resolution:

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.

Reasoning:

ILGA-Europe's Constitution has evolved over the years and several amendments have been included. However, from the perspective of trans activists – and (most likely) also inter activists – the Constitution and the Standing Orders should be improved in the sense of content but also wording. In the last few years, the work of the inter and the trans community has evolved quickly and so did e.g. the used terminology or the number of outspoken activists. To reflect these evolvments not only in ILGA-Europe's work but also in its Constitution and Standing Orders, we propose that a **working group** is established to have a careful look and come up with proposals for amendments preferably proposed to the European Regional Conference 2017. This working group shall reflect the diversity of organisations in ILGA-Europe's membership, including trans and inter organisations.

Two aspects should at least – but not exclusively – be taken into account by the working group:

1. The current version of the Constitution and the Standing Orders do not fully reflect the wording currently used especially by trans and inter organisations. To ensure not only precise and up-to-date **wording** but also consistency throughout the whole Constitution and Standing Orders, a revision of both documents authored by one working group is needed. Examples of such inconsistent and/or outdated wording are "transgendered" instead of "trans" (see also the amendment proposed by TGEU), the lack of "sex characteristics" being mentioned explicitly, "trans" and "intersex" respectively "gender identity and expression" and "sex characteristics" being used at par with "sexual orientation", etc.
2. The current version of the Constitution knows quotas on representation of persons "who identify as women" resp. "as men": at least four out of the ten **members of the Executive Board** have to fit into each of these two categories (par. E(1) Constitution). These current quotas make it more difficult for people identifying neither exclusively as women nor exclusively as men to be elected: there are a maximum of two seats for them. The elections in 2015 made this problem especially visible. One board member identifying neither as woman nor

as man was already elected in the previous year, another one was running to continue serving as a board member. The latter person had to score better than the female and the male identifying candidates to be elected for the only potential seat left over for them.

It is obvious that the current rules for the composition of the Executive Board do not adequately reflect the LGBTI community and treat anyone identifying neither as female nor as male less favourable. Therefore, the working group shall explore better ways to ensure diversity within the Executive Board especially in regards to inter and trans activists, including those not identifying within the binary gender system. It may also look into the rules on Full Members delegates which are equally binary formulated (par. D(6) Constitution) as well as the positions of Co-Chairs and Co-Secretaries (par. E(4) Constitution) and the European representatives in the ILGA Executive Board (par. G(1) Constitution). Additionally, the working group might also explore ways to enhance and encourage diversity with regards to other aspects / personal characteristics in addition to gender identity, gender expression and sex characteristics, specifically with regards to having representation from parts of the community which are traditionally underrepresented in the Executive Board.

Related to the composition of the Executive Board is also the current election procedure which favours candidates who are highly skilled at presenting themselves in a short time to conference participants. However, presenting oneself is only one qualification useful for board members but not the only one. An Executive Board can equally profit from members bringing other qualifications but who might not be so good in presenting themselves to larger audiences.

The working group could also examine the possibility of putting forward a proposal for ILGA to undergo a similar process in examining how diversity is reflected in its governing bodies and documents.