



# **Equality in Action: Mobilising LGBTQ youth around the Council of Europe Recommendation on measures to combat discrimination on grounds of sexual orientation and gender identity**

Report of the study session held by  
International Lesbian, Gay, Bisexual, Transgender and Queer  
Youth and Student Organisation (IGLYO) and Transgender  
Europe (TGEU)

in co-operation with the  
European Youth Centre of the Council of Europe

European Youth Centre Strasbourg  
22 - 28 September 2013



This report gives an account of various aspects of the study session. It has been produced by and is the responsibility of the educational team of the study session. It does not represent the official point of view of the Council of Europe.



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## Executive summary

The study session “Equality in Action: Mobilising LGBTQ youth around the Council of Europe Recommendation on measures to combat discrimination on grounds of sexual orientation and gender identity” focused on raising awareness about the Recommendation CM/Rec(2010)5 of the Council of Europe’s Committee of Ministers to member states on measures to combat discrimination on grounds of sexual orientation or gender identity with young LGBTQ activists and building their capacity to advocate for its implementation in their home countries. The main issues discussed within the study session were the Recommendation itself, regional realities where activists work on daily basis and how those realities are bridged with the document.

Participants began the session by getting to know one another and establishing a safe space. We used a variety of name-games and icebreakers, and the group quickly established rapport and respect. This was demonstrated throughout the week as participants communicated to the preparatory team their concerns for each other when several small interpersonal issues arose, and often took initiative to address these issues without the help of the preparatory team. Members of the group made some very touching speeches at the conclusion of the study session, and they currently are in active communication via a Facebook group devoted to the study session – a group that was created by a participant.

In the Welcome Space, participants became more acquainted with each other, and they learned the basics about the week, including the logic of the agenda, the institutions involved in the study session (IGLYO, TGEU, the Council of Europe), and each other’s hopes, fears, and expectations. They also had the opportunity to display their knowledge on topics of advocacy, sexual orientation and gender identity, and the Recommendation. This gave the preparatory team the beginning benchmark for learning.

The first task for the participants was to gain a common language to discuss sexual orientation, gender identity, and gender expression. We did this through interactive exercises, where participants could express their identities and ask questions in a safe space. This basic knowledge then enabled us to move into the technical text of the Committee of Ministers Recommendation and the decision-making process of the Council of Europe. Participants were able to engage with the text in a meaningful way, identifying various stakeholders, such as the Council of Europe, national governments, national and international NGOs, and individuals.

In the middle of the week, we had a study visit in the main building of the Council of Europe. We were greeted by the LGBT Issues Unit at the Council of Europe, who gave us a brief history of the way the Council of Europe has dealt with LGBT rights. Following that discussion, a representative from the Commissioner on Human Rights at the Council of Europe discussed how the Commissioner focused on LGBT issues. Finally, the Norwegian Ambassador to the Council of Europe told the participants how the Norwegian government prioritises LGBT issues, especially in its foreign service. The participants were very engaged in these discussions, and rated the study visit as one of the best parts of the programme.

Next, participants also reviewed country and NGO reports on the mid-term implementation of the Recommendation throughout Europe. Specifically, they looked at how NGOs and the Council of Europe itself described the situation on the ground, and analysed whether or not that description matched the regional realities that they had discussed earlier. We then looked at advocacy as a way to bridge those local realities with the aspirational Recommendation. We had three advocacy workshops on 1) accessing decision makers, 2) online campaigning and 3) strategic thinking.

Finally, participants worked individually on action plans to apply knowledge and skills in their own context, based on what they learned from the advocacy sessions, the study visit to the Council of Europe, and each other's practices. They received feedback in workshop format from other participants and preparatory team members, and then continued to develop their plans. Key points from each action plan were presented to the plenary. IGLYO made copies of each action plan, and will follow up with participants several months after the end of the study session to track implementation.

Overall, this was a highly successful study session. The preparatory team worked very well together, completing tasks efficiently and effectively with the help of the educational advisor. The participants matched our ideal profile, and they brought the requisite knowledge and energy to the session. All of the sessions, from the group building activities to the in-depth, technical workshops, were well-executed and well-received. Everyone left Strasbourg happy, only hoping for more days to spend together, learning and applying knowledge.

# Introduction

Between 22 and 28 September 2013, IGLYO<sup>1</sup> and TGEU<sup>2</sup> held the study session “Equality in Action: Mobilising LGBTQ<sup>3</sup> youth around the Council of Europe Recommendation<sup>4</sup> on measures to combat discrimination on grounds of sexual orientation and gender identity”, which took place at the European Youth Centre Strasbourg. The principal aim of the event was to engage young LGBTQ activists in taking ownership of advocating for and monitoring the implementation of these measures at the local level, as well as to build their capacity on working with international human rights instruments.

The study session pursued a number of objectives such as:

- Understand the process behind the Council of Europe’s Committee of Ministers Recommendation to member states on measures to combat homophobia and transphobia;
- Engage and mobilise LGBTQ young people in taking ownership in monitoring and advocating for these measures in their national contexts;
- Gain knowledge of the provisions dealing with LGBTQ young people specifically, and gather LGBTQ youth perspective and unique experiences in the areas discussed in the document;
- Raise awareness and provide training and capacity building on working with international human rights instruments;
- Encourage and plan multiplying activities to further monitor the implementation of the Recommendation in participants’ home countries (using already existing tools and adapting them to the young people’s needs).

In the open call for the study session participants, IGLYO listed a number of criteria by which participants would have been selected. Participants who attended the event came from the Council of Europe member states and Belarus; 32 of them were aged between 19 and 30 and two were 31 and 32 years old. The majority of participants represented non-governmental organisations most of which were IGLYO or TGEU members. All participants were able to work in English, and they were interested in learning more about the Council of Europe human rights frameworks.

Participants represented the entire spectrum of the LGBTQ acronym, including heterosexual individuals, also having a fair share of male (16), female (14) and non-specific gender identified persons (4). Participants came from Armenia (1), Albania (1), Belarus (1), Croatia (1), Denmark (1), Finland (3), Georgia (2), Germany (1), Greece (2), Iceland (2), Ireland (2), Italy (3), Lithuania (2), Luxembourg (1), “the former Yugoslav Republic of Macedonia” (1), The Netherlands (2), Portugal (2), Russian Federation (1), Slovenia (1), Spain (1), and United Kingdom (2).

The study session focused on raising awareness about the Recommendation CM/Rec(2010)5 of the Council of Europe’s Committee of Ministers to member states on measures to combat discrimination on grounds of sexual orientation or gender identity with

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<sup>1</sup> IGLYO is the International Lesbian, Gay, Bisexual, Transgender, Queer Youth and Student Organisation. Created in 1984, today the IGLYO network is an important meeting point for LGBTQ youth in the European region: [www.iglyo.com](http://www.iglyo.com)

<sup>2</sup> Transgender Europe (TGEU) is a European third-sector, umbrella organisation, which works towards the full equality and inclusion of all trans\* people in Europe. TGEU was founded in 2005, in Vienna. More about TGEU: [www.tgeu.org](http://www.tgeu.org)

<sup>3</sup> LGBTQ stands for lesbian, gay, bisexual, transgender and queer people

<sup>4</sup> Recommendation CM/Rec(2010)5 of the Committee of Ministers to member states on measures to combat discrimination on grounds of sexual orientation or gender identity: <https://wcd.coe.int/ViewDoc.jsp?id=1570957>

young LGBTQ activists and building their capacity to advocate for its implementation in their home countries. The main issues discussed within the study session were the Recommendation itself, regional realities where activists work on daily basis and how those realities are bridged with the document. Participants reviewed country and NGO reports on the mid-term implementation of the Recommendation throughout Europe, learned how to advocate for particular cause by means of direct lobbying or online campaigning, and developed either their personal or organisational plans for direct action for the next six months.

The background to the theme of the study session came in line with IGLYO's activity and the political process that had been happening in Europe for the last past three years. While IGLYO works across a number of different thematic areas, identifying the priority areas enabled organisation to focus its work and resources strategically.

Two of our strategic objectives frame and encompass the work we carry out in connection to advocacy and policy also announces our aspirations:

- To develop and lead platforms for the exchange of information and experience, to disseminate best practice and inform members of international policy developments;
- To be recognised as the leading voice representing LGBTQ youth and students, contributing to progressive policy making;

We work towards achieving these objectives by educating our members and LGBTQ young people generally about the tools that exist at the EU and Council of Europe level to combat homophobia and transphobia, by empowering to use these legal tools and finally encouraging active participation and contribution to the policy and positive change in Europe.

In March 2010, the 47 member states of the Council of Europe agreed to take a broad range of measures to combat sexual orientation and gender identity discrimination. These measures are set out in a Council of Europe's Committee of Ministers Recommendation CM/Rec(2010)5, which is the world's first comprehensive intergovernmental agreement on the rights of LGBT people.

Since 2010, IGLYO has sought ways to incorporate the Recommendation into our advocacy work, as well as in that of our members. In 2012, IGLYO came up with the idea to provide an in-depth study session around this Recommendation. As the review of the Recommendation was set to happen in 2013, we intended to take this opportunity to gather young LGBT people's perspectives, which could be then used to further our advocacy work in representing these perspectives on the institutional level. However, the review of the Recommendation took place six months prior to the study session, and we had to quickly amend the expected outcomes of the event.

Usually, IGLYO runs 2-3 events a year concentrating on thematic topics within its focus areas or on organisational capacity building. In 2010, we held a conference on legislating LGBTQ, which looked at the legislative process regarding sexual orientation and gender identity. In 2010 we ran the study session on the topic of accessing health for LGBTQ young people and related social rights. We envisioned that this study session would build on the themes, as we look at the international soft law legal tool available to LGBTQ young people. Moreover, as the Recommendation is cross-cutting, we thought we would also revisit themes from our previous events in education, health and human rights instruments (legislation and institutions) and further explore areas addressed in the Recommendation: hate speech, sports, right to respect for private and family life, etc.



## Programme – inputs and discussions

The study session proved to be a success with participants, who confessed they had enjoyed the non-formal education approach to such a dry and rather boring topic as the legal documents. Since the subject of sexual orientation and gender identity is sensitive as such, it was important for IGLYO and TGEU to make sure that everyone in the room was comfortable enough to discuss it, let alone be proactive towards expression of one's thoughts about other contents of the study session and their correlation with each other.

It was important to ensure that all participants were on the same page while talking about sexual orientation and gender identity and their presence in the human rights framework. That's why it was decided to hold a session on terminology and its application, which let participants adjust their language to the level of mutual understanding. One of our team members led a session on Terminology, Identities and Assumptions. The purpose of this session was to raise awareness among participants about terminology used within the wider LGBTQ sphere that they may not be familiar with, as well as introducing the concept of multiple identities and the importance of not making assumptions about individuals.

The team leader did this by producing a sheet with a large 8-pointed star on it called "The Star of Assumptions", with this piece of paper the participants were to write up to eight assumptions (relating to LGBTQ identities) that they felt were made about them, or to which they self identify. Such descriptions could be derogatory, false or self-identified. For example, the team member leading this session produced a sign that stated such things as "Lesbian", "Girl", "Queer" and "GenderQueer" and then instructed the others to do likewise. The participants were informed that they were not obliged to write down anything that they were not comfortable with and to only put what they were happy to share with the other participants. When everyone had prepared their sheet they were encouraged to mingle in the centre of the room and to go from group to group or person to person and interact, asking questions about terms that they were not familiar with and talking to other people about their own identities and the assumptions that are made about them regarding their sexual orientation and gender identity and how such assumptions made them feel and affected their lives and interactions. It was felt that this activity was highly beneficial and that participants gained a lot of understanding about new terms (for those who were unfamiliar with the wider LGBTQ spectrum) but that it was also highly useful in team building, trust building and the respectful transmission of individual identities. People were able to talk about their own gender identities and sexualities and share their preferred pronouns in an atmosphere of respectful curiosity that reinforced the creation of a safe space for all participants. Following the mingling session the team member had the participants sit and they went through some of the more difficult LGBTQ terminology were the team member asked people what they had learned, what they believed the definition of a problematic word was as well as their own experience of the exercise.

Following this session the team member received positive feedback from several participants, particularly those who had attended such workshops before, who felt that it was a new way of approaching the topic, rather than the standard listing of words and providing an explanation or asking others to define a word.

Also, following this session the team member was approached by numerous participants who found the topic highly interesting and who wished to discuss and engage in the matter more deeply. As a result, the team member co-ordinated an extra session, during their free evening, that people could choose to attend. In this session the team member would facilitate but not lead the discussion, being present to answer questions and manage the time only. During this session over half of the participants attended and it was felt that there was a lot of enthusiasm regarding the topic and that participants came away with a more rounded

knowledge of LGBTQ terminology and identities as well as the importance of not making assumptions about other participants as well as people they interact with in the wider public sphere.

It was crucial to provide participants with information about the Council of Europe as a pan-European political entity and its mandate of activity in order to proceed to the discussion of the main subject of the study session – Recommendation CM/Rec(2010)5. Participants learned how this European institution functions, what decision it makes and how they influence the dynamics across the continent and have effect in all member states.

It was also important to introduce participants to the actual text of the Recommendation in order to proceed with its detailed studying and analysis, which took place during the following two days. Having been briefed about the background of the processes that stood behind adoption of it by the Committee of Ministers in March 2010, participants familiarised themselves with the contents of the documents.

Benefitting from the fact that the study session was taking place in Strasbourg – one of Europe's political capitals – IGLYO and TGEU organised a study visit to the Council of Europe for participants. During the visit, young LGBTQ activists had an opportunity to meet the recently established entity within the institution – the LGBT Issues Unit<sup>5</sup>, as well as to hear the Ambassador of Norway to the Council of Europe, Her Excellency Astrid Helle, talk about Norway's approach to advocating for LGBTQ equality on the international level.

To recognise the issues within participants' own countries in respect to the Recommendation, there were two separate sessions on regional realities. The aim of the first session was to allow participants to express the situation in various areas of life in relation to LGBTQ issues within their own countries. For this purpose participants were split into regional groups where they discussed each of the 13 topics mentioned in the Recommendation individually using non-formal education tools. The second session was aiming to discuss the themes of the Recommendation across the regions. To achieve this, groups were formed from one participant from each Regional group and they were given the opportunity to share their findings within regions on the specific topic they are covering. In the end each group produced an artistic presentation to all the participants reflecting their findings.

While initially, at the end of the first session, participants were confused about the aims and objectives of this activity, once both sessions were completed, participants had a clear understanding of why the content had been structured that way. If at the end of the day many of them expressed misunderstanding with regard towards the aims and objectives of this activity, two days later, when the programme has been almost delivered in its entirety, they said they had a clear vision why the content had been structured the way it had.

To build participants' capacity in monitoring of and advocating for the implementation of the Recommendation, it was decided to introduce them to the concepts of advocacy, as well as to hold three simultaneously running workshops on strategic thinking, online campaigning and accessing decision makers. The strategic thinking workshop discussed the process of moving through an organisational or project planning process, using the example of IGLYO's strategic planning process and the development of its policy and advocacy strategy. In online campaigning, the expert discussed common misconceptions of online campaigning, then had participants examine a number of successful online campaigns before drawing out principles for success. In accessing decision makers, the participants gained an understanding of how Transgender Europe approaches decision makers at the European and national levels to

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<sup>5</sup> [http://www.coe.int/t/dg4/lgbt/unit/unit\\_EN.asp](http://www.coe.int/t/dg4/lgbt/unit/unit_EN.asp)

ensure that issues around gender identity are put on the policy agenda. Having been able to attend two out of the three proposed workshops, many participants found one of the workshops more useful than the other. The workshop on on-line campaigning was evaluated higher than the workshops on strategic thinking and accessing decision makers respectively.

As to apply the knowledge gained and skills built during the previous days, participants were asked to elaborate their individual or organisational short- or long-term direct action plans, but before they had been introduced to the concept of action planning and its effectiveness. Participants had the unique opportunity to consult their draft plans with their peers and study session's trainers before presenting them in the plenary room. The variety of ideas for action ranged from very concrete and comprehensive to ones more visionary but feasible. The differences among action plans were also conditioned by the political situations in the countries participants came from. Some examples of the action plans that demonstrate their diversity are below:

**Viktorija, Subversive Front, "The former Yugoslav Republic of Macedonia":**

Description of your idea: To frequent streets in smaller cities (Veles), hand out fliers, put up poster and banners with catchy well designed solutions. It can be something more explicit or down to earth. This needs to be done before May 17th.

Aim of the project: Increase visibility of LGBT people, especially in different cities other than Skopje. Get people talking about the existence of LGBT people in these cities.

**Setta, Q, Iceland:**

Description of your idea: At the moment, the police in Iceland are not registering hate crimes. This makes violent behaviour harder to monitor for trends and specific problems. Registering these crimes would be a first step in tackling the problem of hate crimes.

Specific aim: Provide the police with tools to specifically register hate crimes in their police reports. Stakeholders: Police, victims/survivors. Minister of Justice, Members of Parliament, etc.

**Sam, LGBT Youth North West, UK**

Description: "That's So Gay!" - Tackling LGBTphobia in schools.

Aims: To ensure all schools across Greater Manchester prevent and tackle LGBTphobia and foster a safe and inclusive environment by having the necessary and correct information + to form proper policies and procedures.

**Tomas, LGL, Lithuania**

Description of ides: Law on Protection of Minors (anti-propaganda law) has been applied in a discriminatory manner in censoring of the Baltic Pride 2013 promotional videos as allegedly promoting same-sex relationships. That creates a dangerous legal precedent of censorship and therefore has to be challenged before the Courts.

Aim: to ensure effective exercise of the right to freedom of expression for local LGBT community by challenging the discriminatory application of the law on Protection of Minors through strategic litigation process

Resource persons

The preparatory team provided several different kinds of expertise. Three of the preparatory team members were well-qualified in leading discussions around identity, particularly sexual orientation and gender identity. They were able to provide this expertise in structured sessions, as well as in self-organised space. As identity was an underlying theme of the entire study session, this expertise was very important at the outset.

The preparatory team also provided expertise in methodology, contributing activities for non-formal learning. All of the preparatory team helped developed sessions run by other preparatory team members, and the inexperienced preparatory team members were always coupled with more experienced facilitators. Everyone on the preparatory team was given the opportunity to lead sessions, as well as the non-formal activities such as icebreakers and energisers. Everyone on the preparatory team was very competent in leading reflection groups.

Though one member of the preparatory team had in-depth knowledge on the content of the Recommendation and the legal mechanisms of the Council of Europe, we complemented this knowledge with external experts and lecturers from within the Council of Europe. During the visit to the Council of Europe, we spoke to the LGBT Issues Unit, who provided a history of focusing on LGBT issues at the institution. We also spoke to a representative from the Office of the High Commissioner for Human Rights and the Norwegian Ambassador to the Council of Europe. Our experts at the study session provided in-depth knowledge based on experience to give participants practical tools that have worked in the field.

### Applied knowledge

At the end of the study session, as it was planned, participants came up with action plans that applied the knowledge and skills gained to their own context. Many gained new ideas learned from the advocacy sessions (described above), as well as from the practice sharing sessions and group work. Each participant formulated an action plan, and it was discussed in workshop format by each reflection group to receive feedback on feasibility. The feedback groups added their own novel ideas to the plans that their peers presented. Participants agreed to begin implementing their short- and long-term actions plans upon their arrival at home. Copies of their plans, which were made by the preparatory teams, will be mailed to their authors several months after the conclusion of event to remind them of their volunteer commitments.

The study session facilitated exchange of experiences across regions and contexts within the Council of Europe member states. Participants often observed the fact that even discussing sexual orientation or gender identity was a challenge, let alone advocating for rights, was challenging or sometimes even impossible. However, the exchange was always respectful and positive, and looked towards constructive ways to move forward despite difference in contexts. The preparatory team encouraged framing challenges in terms of the opportunities that those challenges present, and participants followed this advice.

Participants were especially encouraged by the Norwegian Ambassador to the Council of Europe, who spoke to us at the meeting with the Council of Europe LGBT Issues Unit. She encouraged them to use the Norwegian Embassies in their country or region to open doors for advocacy on sexual orientation and gender identity, since these issues are in the mandate of Norway's Foreign Service. Many participants had never encountered such a receptive and encouraging government official, so it was an eye opening experience.

## Main outcomes of the study session

The main learning points for participants regarded the work with the Recommendation CM/Rec(2010)5, its implementation by member states of the Council of Europe and possibilities for young LGBTQ activists to get involved in the process of monitoring of its implementation on the local level. Another learning point was participants' familiarisation with the work of the LGBT Issues Unit and its projects in the Council of Europe, which encouraged them to engage in the advocacy of LGBTQ equality internationally. Participants also acquired new practical skills in elaborating strategies for their work, accessing decision-makers and developing online campaigns.

Participants indicated that they learned very much about the structures of the Council of Europe, its decision making processes, the power of its instruments, and the content of the Recommendation itself. They also learned much about the stakeholders involved when it comes to legal instruments like the Recommendation, from the Council of Europe itself, national governments, international and national civil society organisations, and individuals. The other learning points had to do with the advocacy skills workshops held during the study session, which focused on strategic thinking, online campaigning, and trans\* advocacy.

While in Strasbourg, some of the study session participants were offered a chance to make their voices and opinions heard and visualised for the Council of Europe's Human Rights Europe online platform<sup>6</sup>. The young LGBTQ activists were featured in a 22-minute documentary "LGBTIQ Voices shOUT!" where they talked about the reasons for their activism in home countries and abroad (<http://www.youtube.com/watch?v=dylHxpTD8lY> ). This activity has brought more visibility to the event and contributed to the human rights discussion at the Council of Europe level by letting young LGBTQ individuals expand on their daily life experiences in the modern-day Europe. From statements made by some participants in the video it became clear that issues of multiple discrimination based on grounds of sexual orientation or gender identity and, for instance, ethnicity or disability, are cross-cutting and need to be addressed in the context of the European youth work. IGLYO will work on intersectionality as well.

IGLYO and TGEU were pleased with a successful collaboration, particularly since IGLYO brings more experience to organising study sessions and other youth-focused events. We were also pleased to a) develop our own knowledge of the content of the Committee of Minister's Recommendation to Member States, and b) hear the experiences of our members and other young activists throughout Europe who gave us a clear idea about how they will apply the principles of the Recommendation on the ground (please see the summary of action plans above). IGLYO is looking forward to following up with the participants to see how their action plans are implemented and to share their practices throughout the network.

IGLYO also built its internal capacity as an organisation able to provide expertise and training. IGLYO strives to be the leading voice of LGBTQ youth and students in Europe. Being an umbrella of many organisations with various capacities, IGLYO attempts to give members and participants the best quality knowledge and skills possible. The study session became one of the organisation's planned activities under our strategic plan, which contributed to the achievement of the long-term objectives set in organisation's strategic documents. By having held this study session, IGLYO gained tools to build the capacity of all our membership in the future.

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<sup>6</sup> <http://www.humanrightseurope.org/2013/09/video-lgbtq-voices-the-reasons-for-our-activism/>

As the main organiser, IGLYO had an excellent study session, both from the perspective of the preparatory team and the feedback from participants. As a suggestion for the Council of Europe (and it has emerged from this study session, too) IGLYO and TGEU would recommend the Youth Department to enhance its work on intersectionality of issues, such as discussing approaches of multiple discrimination of young people from vulnerable groups, or more than one vulnerable group. This issue of intersectionality was brought up by participants who would have liked to see a more focused discussion on not only their identity at the intersection of sexual orientation, gender, and age, but also address immigrant status, socioeconomic situation, ethnicity, and (dis)ability – to name a few attributes that contribute to multiple vulnerability. Participants brought this up in both home group and plenary sessions, having noticed that internal diversity of the group did not receive focus. The participants' request for a focus on intersectionality is reflective of our overall membership. At the 2013 General Assembly, our members defined intersectionality as a thematic focus for 2014-2015, and this year we will develop a position paper and deliver a conference on the topic.

## Follow-up activities

IGLYO considers follow-up activities to be an integrated part of the study sessions or other activities it organises. Besides the follow-up pack containing all information materials delivered during the study sessions, which is usually dispatched to participants, we are going to check on the process of implementation of their short- and long-term action plans that participants developed during the study session with regard to the thematic areas of the Recommendation CM/Rec(2010)5.

During the study session, participants elaborated individual or organisational action plans for periods from three months to one year (summarized above). The action plans contain concrete activities which correlate with provisions of the Recommendation CM/Rec(2010)5 so they are implemented locally in the countries participants come from. The preparation team made copy of each plan and is going to mail it to the respective participants in several months, which will let participants see whether they have reached their set goals for the time being or haven't begun yet. IGLYO is also planning to engage the study sessions participants in its future projects, especially in those regarding the Council of Europe and European-level activism. Likewise, organisation is open to provide any assistance to participants if they decide to run a large-scale event in their country or in their region as an outcome of the study session.

The short- and long-term direct action plans that participants elaborated during the study session aim at sustaining their knowledge gained within the activity and intend to have their skills applied on their own in their countries' contexts.

IGLYO has also offered participants the unique opportunity to share their knowledge and expertise in the field of advocacy by contributing to the organisation's quarterly periodical called 'IGLYO on...' which is due to be released by the end of December 2013. The quarterly periodical provides thematic and training-oriented information for LGBTQ youth and student organisations in their fight for equality and justice. 'IGLYO on...' is written by volunteers and enables young people across Europe to contribute their perspective to the LGBTQ movement. The publication is distributed to all member organisations and partners in hard copy, and is published four times a year.

## Evaluation of the session

As an umbrella organisation, IGLYO heavily relies on feedback provided to it by various stakeholders. To make the evaluation process of different events and activities that IGLYO holds more accessible and easy-to-analyse, IGLYO appeals to the use of online survey website 'Survey Monkey'. The evaluation of the study session was conducted by means of the respective website and all answers are stocked on IGLYO account. The evaluation was conducted anonymously, and participants had to rate activities, facility and the team from 1 (lowest) to 10 (highest). Overall evaluation of the study session is 8.91. One of the participants' comments sums it up: "Overall, I felt it was a very intense experience, yet well balanced. There was a good variety of methods so that I never 'fell asleep' despite long days. I feel strengthened in my motivation and skills for activism and getting to know all those enthusiastic people." In a more detailed scale, the preparatory team was rated 9.12 and the European Youth Centre facilities and logistics (arrival, room, work space, food) were rated 9.26.

Likewise, to assess the progress made by participants and increase in their knowledge and awareness resulting by their participation in the event, we conducted entry and exit surveys. Below is the comparable data table.

Entry survey average score	Exist survey average score
<b>Your knowledge of the Council of Europe</b>	
5,40	7,49
<b>Your knowledge of the Recommendation CM/Rec(2010)5</b>	
5,14	8,71
<b>Your knowledge of advocacy</b>	
6,66	8,14
<b>Your knowledge of international legal mechanisms</b>	
5,57	6,94
<b>Your experience with non-formal education methodology</b>	
7,71	8,40

### Team evaluation

The study session preparatory team consisted of five persons two of which had been recruited through an open call made by IGLYO and TGEU. The preparation of the study session by the team, as well by the secretariat of organisation, was sufficient and effective. Generally speaking, we did not encounter any difficulties or obstacles within the preparatory team that we could not overcome while preparing and running the activity. Everything went smoothly, and this fact was also noticed by several participants who indicated it in the evaluation form.

The preparation team believes that, in overall, the study session met the quality criteria defined by the Youth Department of the Council of Europe, because the activity was based on the work of the Council of Europe and was well coordinated both with an external educational advisor and the European Youth Centre Strasbourg staff simultaneously. The



preparation process and the on-site cooperation during the study session itself between the European Youth Centre Strasbourg, educational advisor and the main organisers were well managed. IGLYO was satisfied with the level of participants' interest and involvement in the study session's delivery and the quality of their contribution to the overall process.

## Appendix 1. Final programme as executed

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday		
Arrival and registration	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Departure		
	Tour of EYCS	Study visit to the Council of Europe	Reviewing reports	Introduction to advocacy	Action planning			
	Welcome space		Break	Break	Break			
	Stakeholder jeopardy		Bridging local realities with the Recommendation: Exhibition	Advocacy workshop I (3 workshops)	Advocacy workshop II (3 workshops)		Presentation of action plans	
	Ground rules							
	Break							
	Terminology							
	Lunch							Lunch
	Introduction to the Council of Europe	Regional realities I: Themes within regions	Free afternoon	Advocacy workshop II (3 workshops)	Evaluation			
	Break	Break					Break	Break
	Introduction to the Recommendation	Regional realities II: Themes across regions					Introduction to action planning	Closing activity
	Home groups	Home groups						
	Dinner	Dinner					Dinner in town	Dinner
Welcom e evening	Organisational market	Intercultural evening	Self-organised space	Closing Party				

## Appendix 2. Links to online information

Recommendation CM/Rec(2010)5 of the Committee of Ministers to member states on measures to combat discrimination on grounds of sexual orientation or gender identity <https://wcd.coe.int/ViewDoc.jsp?id=1606669>

Follow-up to Recommendation CM/Rec(2010)5:  
[http://www.coe.int/t/dghl/standardsetting/hrpolicy/others\\_issues/lgbt/lgbt\\_EN.asp](http://www.coe.int/t/dghl/standardsetting/hrpolicy/others_issues/lgbt/lgbt_EN.asp)

Implementation of Committee of Ministers' Recommendation CM/Rec(2010)5 on measures to combat discrimination on grounds of sexual orientation or gender identity – Contributions by Amnesty International, ILGA Europe and the European Union Agency for Fundamental Rights  
[http://www.coe.int/t/dghl/standardsetting/hrpolicy/others\\_issues/lgbt/follow\\_up\\_en.asp?toPrint=yes&](http://www.coe.int/t/dghl/standardsetting/hrpolicy/others_issues/lgbt/follow_up_en.asp?toPrint=yes&)

Combating discrimination on the grounds of sexual orientation or gender identity in the Council of Europe <http://www.coe.int/t/dg4/lgbt/>

## Appendix 3. Links about the study session

Call for preparatory team members: <http://www.iglyo.com/2013/04/23/call-for-preparatory-team-members-study-session-equality-in-action/>

Open call for participants: <http://www.iglyo.com/2013/07/10/call-for-participants-to-iglyo-and-tgeu-study-session-equality-in-action/>

Open call for participants on ILGA-Europe's website: [http://www.ilga-europe.org/home/guide\\_europe/country\\_by\\_country/belgium/equality\\_in\\_action\\_mobilising\\_lgbtq\\_youth\\_around\\_the\\_council\\_of\\_europe\\_recommendation\\_on\\_measures\\_to\\_combat\\_discrimination\\_on\\_grounds\\_of\\_sexual\\_orientation\\_and\\_gender\\_identity](http://www.ilga-europe.org/home/guide_europe/country_by_country/belgium/equality_in_action_mobilising_lgbtq_youth_around_the_council_of_europe_recommendation_on_measures_to_combat_discrimination_on_grounds_of_sexual_orientation_and_gender_identity)

Impressions from study session 'Equality in Action':  
<http://www.iglyo.com/2013/09/30/impression-from-study-session-equality-in-action/>

Council of Europe LGBT Issues Unit's agenda:  
[http://www.coe.int/t/dg4/lgbt/unit/unit\\_en.asp?toPrint=yes&](http://www.coe.int/t/dg4/lgbt/unit/unit_en.asp?toPrint=yes&)

Video: LGBTQ voices – The reasons for our activism:  
<http://www.humanrightseurope.org/2013/09/video-lgbtq-voices-the-reasons-for-our-activism/>

Pictures from the study session:  
<https://www.facebook.com/media/set/?set=a.10151616254450544.1073741827.45628695543&type=3>

Facebook event by Council of Europe LGBT Project:  
<https://www.facebook.com/events/533094340104785/?ref=5>

Subversive Front (Macedonia) website: <http://en-s-front.weebly.com/participation-at-iglyo-and-tgeus-study-session.html>

IGLYO Twitter account: <https://twitter.com/IGLYO/status/363672716965974017>;  
<https://twitter.com/IGLYO/status/382796947645415425>

## Appendix 4. List of participants

1. Linda, Finland, **Seta**
2. Sanni, Finland, **Seta**
3. Ani, Georgia, **WISG**
4. Ugly Stefanía, Iceland, **Q Association**
5. Setta, Iceland, **Q Association**
6. Viktorija, Macedonia, **Subversive Front**
7. Anne, The Netherlands, **Feministitch Verzert**
8. Julia, Portugal, **ILGA Portugal**
9. Kara, Armenia, **Women's Resource Center**
10. Katrin, United Kingdom, **SexYOUality**
11. Marthese, Malta, **We Are – University of Malta**
12. Sammy, Ireland, **Dundalk Outgoers**
13. Marta Molino, Italy, **European Alternatives**
14. Verena, Germany, **Stuttgart Pride Association**
15. Ivan Novosel, Croatia, **Zagreb Pride Association**
16. Peter-Emil, Denmark, **Sabaah**
17. Andrew, Russian Federation, **Rainbow Association**
18. Benoni, Georgia, **Centre for Protection of Constitutional Rights**
19. Andy, Ireland, **BeLong To Youth Services**
20. Jon, Spain, **European Gay and Lesbian Sport Federation**
21. Tomash, Lithuania, **Lithuanian Gay League**
22. Mihael, Slovenia, **Legebitra**
23. George, Greece, **Colour Youth**
24. Gian Piero, Italy, **Arcigay Italy**
25. Gustavo, Portugal, **rede ex aequo**
26. Disufian, Albania, **Pink Embassy**
27. Zack, The Netherlands, **Erasmus Mundus Students and Alumni Association**
28. Marc, Luxembourg, **Intersex & Transgender Luxembourg**
29. Artūras, **Tolerant Youth Association**
30. Luca, Finland, **Seta**
31. Penny, Greece, **Colour Youth**
32. Uladz, Belarus, **GayBelarus**
33. Marta Gianello Guida, Italy, **Giosef-Unito**
34. Sam, United Kingdom, **LGBT Youth North West**

## Appendix 6. Presentations by experts

Nanna Moe, Communications Officer at ILGA-Europe, provides the following outline: “Online campaigning for social justice...*Let’s do a Facebook event!*”:

1. Introduction
2. Aims of the session
3. The jungle of ICTs (*using gamification as a tool - icebreaker*)
4. Some examples of online campaigning (*presenting shortly 3 online campaigns on social justice – and then lessons learned*)
5. What is a good online campaign? (*group work – use of flipcharts and post-its*)
6. Sharing the good experiences (*findings of group work and rounding up*)

Richard Koehler, Policy & Membership Officer at Transgender Europe, presented the following on the topic of Accessing Decision Makers:

[http://prezi.com/d0hw6nw7dlxz/accessing-decision-makers/?utm\\_campaign=share&utm\\_medium=copy](http://prezi.com/d0hw6nw7dlxz/accessing-decision-makers/?utm_campaign=share&utm_medium=copy)

Jordan Long, Prep Team member and Programmes & Policy Officer at IGLYO, presented the following on the topic of Strategic Thinking:

[http://prezi.com/7mvagkmqa18e/?utm\\_campaign=share&utm\\_medium=copy&rc=ex0share](http://prezi.com/7mvagkmqa18e/?utm_campaign=share&utm_medium=copy&rc=ex0share)



