

#Tool 06



Participatory workshop for the validation and categorisation of challenges

Objective

This tool can be used to cross-check the key challenges identified throughout the diagnostic process as well as to validate the outcomes. Its purpose is to incorporate diverse perspectives and ensure that the challenges accurately reflect the realities, needs, experiences and impacts arising from prejudice, discrimination, anti-rights narratives and hate speech present in the local context.

It also enables the experience and knowledge of people with diverse sexual orientations, gender identities, gender expressions and sex characteristics (SOGIESC) and other relevant actors to be incorporated, ensuring that the validation of the challenges takes into account their impact on rights, safety, wellbeing and participation in the area.

How to use the tool

Consider using this exercise once the main phases of the diagnosis have been completed and when there is already an initial proposal of potential challenges and issues to address drawn up on the basis of the information gathered.

The workshop can be held in person or online and adapted to the number of participants and the time available. Its aim is to cross-check the findings, identify any potential gaps and develop an initial shared approach to priorities for action.

Recommendations

- ✧ Ensuring a diverse representation of actors and perspectives.
- ✧ Combining the institutional perspective with the experiences of people directly impacted by discrimination and exclusion.
- ✧ Avoiding focusing solely on the most visible narratives or issues.
- ✧ Formulating challenges that are relevant to strategic action and sufficiently specific to guide future initiatives.
- ✧ Viewing the session as a space to cross-check and enrich the assessment, not necessarily to reach absolute consensus.
- ✧ Creating a space for participation based on listening, respect and care, paying particular attention to potential power imbalances between institutional actors, professionals and people with lived experience.
- ✧ Assessing not only the scale of the problems identified, but also their impact on the safety, emotional wellbeing, participation, visibility and exercise of rights of LGBTIQ people.
- ✧ Ensuring that the processes, materials and spaces used are accessible from a physical, communicative, cognitive and digital perspective.

Technical details

Recommended participants	▪ Municipal technical staff. ▪ LGBTIQ organisations. ▪ Social and community organisations. ▪ Specialist services. ▪ Professionals in fields such as youth work, education, culture, health, sport, social welfare, employment services, law enforcement, etc. LGBTIQ people with lived experience, ensuring diverse representation of the community across the LGBTIQ spectrum (young people, older people, migrants, racialised people, people with disabilities, amongst others), where possible. <i>Although the entire toolkit focuses on the local context, its governance and its representatives, it is important to note that it can be adapted to other territorial and organisational levels.</i>
Recommended number	Between 8 and 15 participants. In larger groups, aim to work in sub-groups or to hold several sessions.
Estimated duration	Around 2 hours.

Session structure

Step 1. Presentation of results

Present the key findings of the assessment concisely and visually, preferably using materials produced using the tools included in this Toolkit narrative map, stakeholder map, analysis of the local context, etc.). The presentation may include:

- Relevant findings regarding the local context (See Tools 2 and 3).
 - Key narratives, prejudices and expressions of hate speech identified (See Tools 2 and 4).
 - Actors, resources and opportunities identified (See Tools 2 and 5).
 - Initial proposal for challenges drawn up by the Activation Group (See Tool 15).
 - Key impacts identified on the safety, wellbeing, participation and sense of belonging of LGBTIQ people.
- * **Practical tip:** Avoid presentations that are excessively long or technical. The aim is not to go through the entire assessment, but to provide a common basis to facilitate discussion and subsequent prioritisation.
- * **Approximate duration:** 10-15 minutes.

Step 2. Cross-checking and validation

Divide participants into small groups. Guiding questions:

- Do the challenges presented accurately reflect the reality on the ground?
 - Is there any significant challenge that has been omitted?
 - Are there any challenges that should be reworded or grouped together?
 - Which aspects do you consider to be particularly high priorities?
 - Which challenges have the greatest impact on the safety, wellbeing or exercise of rights of LGBTIQ people?
 - Are there any groups of people or experiences (for example, relating to disability, ageing, migration or SOGIESC diversity) that are not sufficiently represented in the challenges identified?
 - Are there forms of discrimination, hostility or hate speech that have not been sufficiently reflected in the challenges identified?
- * **Approximate duration:** 40-60 minutes.

Step 3. Grouping challenges and preliminary identification of priorities

Once the identified challenges have been reviewed and refined, the next step is to group and prioritise them collectively.

There are various methodological options, which can be adapted to the size of the group, the time available and the format of the session:

Options for grouping challenges

- Collaborative whiteboard (Miro, Mural, Jamboard or similar).
- Physical board with cards or post-it notes.

It may also be useful to group the identified challenges into thematic categories to facilitate their analysis and subsequent organisation. Some possible categories are:

- Harmful narratives, prejudices and hate speech.
- Exercise of rights, discrimination and access to resources.
- Legal and policy frameworks.
- Participation, representation and recognition.
- Education, awareness-raising and training.
- Governance and institutional coordination.
- Safety, wellbeing and inclusive spaces.

Options for prioritising challenges

- Voting using sticky dots (dot voting).
- Individual voting with a limited number of votes.
- Digital tools such as Mentimeter, Slido or similar.
- Prioritisation by consensus through facilitated discussion.

* **Expected outcome:** an initial identification of the challenges considered most relevant by the group, which will serve as a basis for completing Tool 7 on prioritisation.

* **Approximate duration:** 30–50 minutes.

Expected outcome

By the end of the session, the following should be available:

- A revised and validated list of challenges.
- Thematic groupings.
- An initial prioritisation of the challenges considered most relevant by the participants.
- Observations, nuances and useful contributions for the classification, prioritisation and strategic design phase.
- A preliminary identification of the challenges that have the greatest impact on the equal enjoyment of rights, safety, well-being, participation and recognition of LGBTIQ people, as well as the factors that contribute to the perpetuation of prejudice, discrimination and hate speech.

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