

Conference Programme Overview

Time	Wednesday, 17 th October	Thursday, 18 th October	Friday, 19 th October	Saturday, 20 th October	Sunday, 21 st October
08.00 - 09.00	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast
09.30 - 11.00	EU & Accession Network (please see separate program, participation upon invitation)	Plenary 1: Opening, appointment chairing pool, agenda, presentation of activity reports	Workshops 11-15	Plenary 2: presentation of candidates for the Executive Board and ILGA Board, presentation of conference venue hosts, elections	Plenary 4: Presentation of election results 2 nd round, voting on rewritten constitution, and proposals, final voting on the amended constitution
11.00 - 11.30	Break / media-conference	Break	Break	Break	Break
11.30 - 13.00	EU Network & Accession Network	Panel 1: How can we advance equality in challenging economic times?	Panel 2: Arguing for Equality in Challenging Economic Times: is it really different?	Workshops 26-29	Conference closing
13.00 - 14.30	Lunch	Lunch / Self-organised meetings	Lunch Self-organised meetings	Lunch / Self-organised meetings	Lunch
14.30 - 16.00	EU & Accession Network	Workshops 1-5	Workshops 16-20	Workshops 30-33	
16.00 - 16.30	Break	Break	Break	Break	
16.30 - 18.00	EU & Accession Network	Workshops 6-10	Workshops 21-25	Plenary 3: Election results, election of venue 2014, approval of budget, account and board report	
18.00 - 19.30	Introductory session for newcomers	Women's Caucus	Self-organised meetings (pre-booked) 1-3	Self-organised meetings (pre-booked) 4-6	
19.00	Busses leave from 19.15		Busses leave hotel from 19.30		
20.00	Dublin City Hall reception	Dinner at the hotel	Dinner at Guinness Factory	Dinner at the hotel & Closing party	

Conference Programme

Wednesday, 17 th October	
9:30-18.00	EU Network & Accession Network
18:00-19.30	Introductory Session for Newcomers
20:00	Opening Reception hosted by the City Council, addresses by deputy Lord Mayor, Councillor Claire Byrne

Thursday, 18 th October	
9:30 - 11.00	Plenary 1: Opening of ILGA-Europe's Annual General Meeting (AGM), Appointment of Chairing Pool, Introduction of the Agenda, Presentation of Board and Secretariat Reports
11.30-13.00	Panel 1: How Can We Advance Equality in Challenging Economic Times? Video Message from Najat Vallaud-Belkacem , French Minister for Women's Rights Nils Muižnieks , Council of Europe Commissioner for Human Rights Ilze Viņķele , Latvian Minister for Welfare
13:00–14.30	Self-Organised Meetings (to be booked at the conference)
14.30-16.00	WS1. Proposals 1* (including Proposal for a Revised Constitution) (AGM workshop)
	WS2. Double Negative? Being Young and LGBTQ during the Economic Downturn and Recovery
	WS3. Preparation and Aftermath of 'Difficult' Pride Parades
	WS4. Skills Building workshop: Getting your organization where you always wanted it to be (1 from 2)
	WS5. How to Respond to Hate Speech
16.30 -18.00	WS6. ILGA-Europe's Accounts and Finances* (AGM workshop)
	WS7. Trade Unions for LGBTI Workplace Equality
	WS8. How do Austerity Measures impact the LGBTI Community, and how should we respond?
	WS9. Skills Building workshop: Getting your organization where you always wanted it to be (2 from 2)
	WS10. Working with Schools to Tackle Homophobia, Transphobia and Gender Stereotypes
18:00	Women's Caucus

Friday, 19th October	
9:30- 11.00	WS11. Board Proposals and Actions* (AGM workshop)
	WS12. The Path to Marriage Equality
	WS13. Security issues for LGBT Human Rights Defenders, an Introductory Session
	WS14. Social Media as a Tool for Change
	WS15. Building a Stronger LGBTI Movement
11:30- 13.00	Panel 2: Arguing for Equality in Challenging Economic Times: is it really different? Mary Lawlor , Executive Director Frontline Defenders Panel of human rights defenders
13:00– 14.30	Self-Organised Meetings (to be booked at the conference)
14.30- 16.00	WS16. Skills Building workshop: How to Lead and Manage - a team, a community, a programme, an organisation? (1 from 2)
	WS17. Same-Sex Family Issues in Eastern and Southern Europe
	WS18. Christian Churches and Homophobic violence in Europe – Part of the Problem or Part of the Solution?
	WS19. Legal Gender Recognition
	WS20. ILGA-Europe’s Capacity Building Work: How Can Members Contribute?
16.30- 18.00	WS21. Skills Building workshop: How to Lead and Manage - a team, a community, a programme, an organisation? (2 from 2)
	WS22. Inter: Brothers & Sisters – Brosters & Sithers?
	WS23. Propaganda Laws: How Should the International Community React?
	WS24. Hate Crime Methodology
	WS25. Ireland (North & South) in Challenging Economic Times
18:00- 19.30	Self-Organised Meetings (pre-booked) 1. ILGA-Europe’s Next Annual Review 2. Collecting Best Practices on IDAHO in Europe 3. Trade Unions

Saturday, 20th October	
9:30 - 11.00	Plenary 2: Presentation of Candidates for the Executive Board and the ILGA Board, Presentation of Candidates to host an Annual Conference, Elections
11.30- 13:00	WS26. Updates on Developments in the Field of Strategic Litigation
	WS27. Addressing LGBTI Issues in the Classroom
	WS28. The European Union Fundamental Rights Agency's (FRA) Survey on LGBT Persons and Future Research
	WS29. Skills Building workshop: Putting your Opposition on the Back Foot and staying Proactive: Message Delivery (1 from 2)
13.00- 14.30	Self-Organised Meetings (to be booked at the conference)
14.30- 16.00	WS30.* Reserved Workshop (continuation of discussions on proposals) (AGM workshop)
	WS31. Skills Building workshop: Putting your Opposition on the Back Foot and staying Proactive: Message Delivery (2 from 2)
	WS32. The Business Contribution to Equality
	WS33. How to Build LGBT Family Movement?
16:30	Plenary 3: Presentation of Election Results, Election of Venue 2014, Approval of Budget, Accounts and Board Report
18:00	Self-Organised Meetings: 4. ILGA-Europe's Diversity Work 5. European Gay & Lesbian Sport Federation 6. Film Screening: My Child

Sunday, 21st October	
9:30 - 11.00	Plenary 4: Presentation of Election Results 2 nd round, Voting on Revised Constitution, Voting on Proposals, Final Voting on the Constitution as amended
11:30 13.00	Conference Closing

Description of Working Sessions

Wednesday, 17th October

ILGA-Europe and its Annual Conference for newbies

You are not really sure what ILGA-Europe is or how it works? You are not really sure what happens at the Annual Conference and you are not sure how decisions get made at the conference? Chances are you are not the only one. Whether it is your first time or not, if you are hesitating or if it is your first time at an ILGA-Europe Annual Conference, then join this session. We will make sure that all the basics are in place, so you are fully prepared to participate and enjoy the Annual Conference 2012.

Presenters: Gabi Calleja, Co-chair ILGA-Europe, and Nanna Moe, Communications Officer ILGA-Europe.

Thursday, 18th October

Workshop 1: Proposals Workshop 1* (AGM workshop)

Discussion of proposals 1-6, which concern the revised constitution. The workshop makes recommendations to the plenary.

Workshop 2: Double Negative? Being Young and LGBTQ during the Economic Downturn and Recovery

In the workshop, two representatives from the International LGBTQ Youth and Student Organisation (IGLYO) will explore the ways in which the economic downturn is affecting young LGBTQ people. A presentation will outline the key issues relating to LGBTQ young people and the recession, and then the floor will open for discussions. How should the movement address the multiple needs of young people in today's economic climate? How does being young and LGBTQ complicate access to the labour market? How should organisations deal with their limited resources for youth and student programming? While experiences from our own member organisations will be presented, contributions from the audience will be encouraged.

Presenters: Artiom Zavadovschi, IGLYO Board Member and Jordan Long, IGLYO Programmes & Policy Officer

Workshop 3: Preparation and the aftermath of 'difficult' Pride Parades

How to fundraise and organise Pride Parades and respond to the bans? This is a participatory workshop where people will be asked to take active part in the discussions on what fundraising strategies to use, how to frame the main message and generate national and international support, how to deal with the opposition and work with the state institutions, how to respond to the bans?

Presenters: Representatives of organisations from Bulgaria, Croatia, Latvia, Serbia and others will share their experience and thoughts on the subject.

Workshop 4: Skills Building: Getting your organization where you always wanted it to be (1 from 2)

As a leader you may sometimes wonder whether what you currently do is the best possible way to go about activities and projects, or if there may be other ways of dealing with the challenges you normally face. During the workshop, we will deal with the different aspects of leadership and how you can integrate them in your activity and project work in order to get your organization achieve what you always wanted it to achieve and to do so through the power of a committed and energized team. You will get insights on who you are as a leader and what it means for project management and your interaction with your colleagues.

Facilitator: Sonia Herrero, director of *inProgress* (www.inprogressweb.com), will lead this interactive two-part workshop. It will be facilitated following *inProgress* motto of "Never teach participants what they can learn for themselves". Lots of pleasant and fun exercises waiting for you that will let you experience powerful "aha" moments.

***For this workshop prior registration before the conference is necessary. Participants are expected to participate in both workshops (4 and 9). Participation is limited to 25 people.*

Workshop 5: How to Respond to Hate Speech

Responding to hate speech is a challenge for human rights organisations: how and to what extent is it possible to regulate freedom of speech? In 2012, ILGA-Europe has commissioned a research to the leading NGO in this area, ARTICLE 19. After a thorough analysis of the human rights framework at international, European and national level, this research (which will be presented at the workshop) proposes some policy tools to combat hate speech, from legal regulation to much needed media, education, institutional communication guidelines and codes of conduct. This workshop will be an interactive opportunity to discuss experiences of ILGA-Europe's members and will see a lively debate with the audience.

Presenters: Andrew Smith, ARTICLE 19 (co-author of the research); Eduardas Platovas, LGL – Lithuania; Miroslawa Makuchowka, KPH – Poland

Workshop 6: ILGA-Europe's Accounts and Finances* (AGM workshop)

Presentation and discussion of ILGA-Europe's accounts audited for 2011. Discussion of indicative budget for 2013 and preparations for statutory proceedings in the AGM, including appointment of the auditor (proposals 7 and 8).

Workshop 7: Trade Unions for LGBTI Workplace Equality

Across Europe, austerity measures are touching our LGBT lives as individuals, families, users of services and as workers. The pink purse has seldom felt so empty.

Trade unions came into being to tackle poverty and discrimination. What is their role now in keeping LGBTI equality on the agenda in these challenging times and building for the future? The workshop will look at the role of trade unions in organising, negotiating and campaigning for LGBTI workplace equality in challenging economic times and a climate of cuts to our jobs, terms and conditions and services. This workshop will examine: creating a sense of urgency about LGBTI workplace equality, a trade unions' toolkit to defend equalities in a time of cuts, overcoming the hurdles and challenges of government/employer cuts agendas, building alliances between unions and LGBTI community groups for equality and against the cuts, achieving LGBTI workplace equality on an austerity budget.

Presenters: Marcelina Oosthoek, FNV – Netherland; Isidro Garcia Nieto, CCOO – Spain; Representative of UNISON – United Kingdom

Workshop 8: How do austerity measures impact the LGBTI community, and how should we respond?

This workshop will explore how austerity measures impact the LGBTI community and its individual members. In the context of the current global economic crisis, little research has been done on the impact of the crisis on marginalized groups. Despite this apparent lack of knowledge, there are signals that budget cuts disproportionately affect the LGBTI community. In some countries LGBTI NGOs receive significantly less funding, in others state health programs stop to finance gender reassignment procedures. The workshop aims to identify examples and offers space for discussion on how the European LGBTI community should respond to this. In preparation of the workshop ILGA-Europe carried out a short online survey which will be presented.

Presenters: ILGA-Europe staff team

Workshop 9: Skills Building: Getting your organization where you always wanted it to be (2 from 2)

***See workshop 4. Participants need to register prior to the conference and are expected to participate in both workshops (4 and 9). Participation is limited to 25 people.*

Workshop 10: Working with Schools to Tackle Homophobia, Transphobia and Gender Stereotypes

The workshop will take the form of a panel discussion and will provide information on how civil society organisations can work with schools to tackle homophobia, transphobia and gender stereotypes. Representatives of various organisations will briefly describe projects in which they have been involved, and will explore the challenges and obstacles they have faced. They will also give examples of good practices in cooperating with schools. We expect this workshop to be interactive and to provide concrete information to LGBTI rights organisations willing to initiate work in this field. Therefore, don't hesitate to ask questions and share your experience!

Presenters: Peter Dankmeijer, GALE – Netherlands; Valeria Roberti, Arcigay Il Cassero – Italia; Jasna Magić, Legebitra – Slovenia

Women's caucus

All delegates, visitors and guests who self-identify as women are welcome to attend this session. It is an informal get together where we will get the opportunity to meet other participants who self-identify as women and to discuss any issues that we may be unsure about. There will be activities and opportunities for discussion. And it will be fun!

Friday, 19th October

Workshop 11: *Board Proposals and Actions (AGM workshop)

Discussion of proposals (continuation of workshop 1 if needed), board report, report from the European representatives on the ILGA (World) board, possible actions. The workshop makes recommendations to the plenary.

Workshop 12: The Path to Marriage Equality

The campaign for marriage equality is one of the most current and important issues for LGBTI people across Europe. What can we learn from each other's strategies and activities? What messaging, projects, initiatives have worked best to win hearts and minds? How can we continue to campaign when funding for LGBTI advocacy work is so difficult to find? Can we share resources? The workshop will begin with a panel discussion to give a brief overview of case studies of the campaigns in four countries. Discussion will then be opened to the rest of the participants to explore particular issues being faced by activists in their home countries and to see whether panelists and other participants have advice and can offer support to each other.

Presenters: Representatives of organisations from Portugal, Ireland, Denmark and Malta will speak at the workshop.

Workshop 13: Security Issues for LGBT Human Rights Defenders, an Introductory Session

This workshop will focus on security for human rights defenders who may face risks because of their activism. We will review the main security risks participants encounter in their respective countries, and we will then explore ways to minimize them. This will include an introduction to some of the analytical tools available to carry out a risk assessment as well as to how to produce an organisational security plan. Time permitting, we will cover basic concepts of digital security, i.e. how to minimize risks linked to the use of computers or other IT equipment. The workshop will be participatory and draw on the experience of participants.

Presenter: Andrea Rocca, Frontline Defenders

*** Participants need to register prior to the conference and participation is limited to 25 people.*

Workshop 14: Social Media as a Tool for Change

Online tools dramatically changed the way civil society functions, from consumption and distribution of information to the way we speak to our own communities and politicians. Internet and social media have provided immensely important opportunity also for community organising. If 10-15 years ago having a website was 'the thing' for any NGO, today it's all about Facebook, Twitter, viral video, and online petitions. But how can we ensure that the speed, appeal and excitement of all those new tools are sustainable, effective and contribute towards the change we all want to see? This workshop invites participants to share your experiences/successes/failures/concerns of using various online tools. We want to explore the contribution, effectiveness and sustainability of social media as a tool to achieve our goals.

Presenters: Guillaume Bonnet, All Out; Geert-Jan Edelenbosch, COC Netherlands; Yoryis Regginos, accept – Cyprus; Kristine Garina, Mozaika - Latvia

Workshop 15: Building a stronger LGBTI movement

How to build the capacities of LGBTI organisations in a sustainable manner? How to strengthen the LGBTI movement through partnership building, leadership and community development? This workshop will aim to answer those questions through engaged discussion and sharing of best practices. The organisations will share their experience of empowering and emancipating local LGBT communities/ grassroots, collaborative development of regional strategies and leadership programmes for LGBT activists.

Presenters: Representatives of LGBT Diversity Ireland and Campaign Against Homophobia, Poland.

Workshop16: Skills Building: How to Lead and Manage - a team, a community, a programme, an organisation? (1 from 2)

The aim of the workshop is to enhance the knowledge, self-understanding and skills of LGBTI activists on leadership and management. This is a practical session on management and leadership. It will explore the skills and attributes of both and similarities and differences between the two. During the session the participants will discuss different management and leadership styles; learn about the 'costs' of the commonly made mistakes and the 'benefits' of some important -yet often overlooked- attributes. The session is not only for those in leadership/management position and aims at allowing the participants to reflect on 1) their own management and leadership style and, hopefully, be motivated to further learn and improve or 2) their perception and understanding of their leaders and managers. (Methods: Interactive facilitation- short presentations, brainstorming, role play, discussions)

Presenter: Lilit Poghosyan and Evelyne Paradis, ILGA-Europe

***For this workshop prior registration before the conference is necessary. Participants are expected to participate in both workshops (16 and 21). Participation is limited to 25 people.*

Workshop17: Same-Sex family issues in Eastern and Southern Europe

This workshop will focus on same-sex family issues in Eastern and Southern Europe, where *rainbow families* could not (yet) really become part of everyday social reality. However, in the European region there is an increasing number of people who wish to frame their intimate as well as family life in non-heteronormative ways. More and more of them try to find legal and social frameworks within which safe and discrimination-free family lives can be imagined and realised. One of our main goals is to demonstrate how (mainly Western) research findings on same-sex families can be used and abused in Eastern and Southern Europe. The workshop will include short presentations about attitudes on same-sex adoption in Europe; the current campaign for marriage equality and the difficulties that same sex couples encounter in Malta; the actual political (and juridical) debate on same-sex marriage and equality of same-sex couples and families in Italy; and lessons learnt (in terms of use and abuse of scientific research) from the public debate on same-sex families in Slovenia during the adoption and then rejection of the new Family Code by the Slovenian Parliament. The presentations will be followed by a discussion during which we will look for active and practical strategies (also from other countries) that can help making same-sex family issues “ordinary” facts of life in Eastern and Southern Europe, too.

Presenters: Gabi Calleja, MGRM – Malta; Tamás Dombos, Hátter – Hungary; Yuri Guaiana, Certi Diritti – Italy; Simon Maljevac, Legebitra – Slovenia; Judit Takács, Hátter, Hungary

Workshop 18: Christian Churches and Homophobic Violence in Europe – Part of the Problem or Part of the Solution?

Homophobic violence may have different causes, but Christian churches have been one of the crucial powers that institutionalized homonegativity and laid the ground for verbal and physical homophobic violence. But enforcing negative attitudes on LGBT people is not necessarily a mark of Christian churches. The workshop will focus on the situation of LGBT Christians in the Ukraine and in Ireland (Roman Catholic and Church of Ireland) and on the influence of churches in these societies and their politics. The second part presents positive examples from the Netherlands, Italy and the US in which churches or Christian organisations explicitly speak out and take action against homophobic violence.

Presenters: Susan Murphy, European Forum of LGBT Christian Groups – United Kingdom; Michael Brinkschröder, European Forum of LGBT Christian Groups – Germany; Dave Donnellan, Roman Catholic LGBT group - Rep. of Ireland; Dr. Richard O’Leary, Changing Attitude – Ireland; Roman Zuiev, Church of St. Cornelius - Ukraine

Workshop 19: Legal Gender Recognition: Learning from Recent Developments

Starting off from recent historic developments in Argentina officially recognizing and respecting the human rights of trans people, we want to look at the state of play in Europe. Activists in many countries have been pushing for new or revised gender recognition legislation. Is this a turning point? Will we someday soon see similar

comprehensive legislation in Europe? What can we learn from the Argentinean and other national experiences on legislative projects? To this end, good practices from the *Human Rights and Gender Identity Best Practice Catalogue*, a joint publication by ILGA-Europe and TGEU, and from the 4th European Transgender Council on recent legal developments in European countries will be presented and discussed. Activists involved in or interested to get involved are welcome to share their views and join in the debate. The workshop shall provide us all with an up-date and ideas for better tools to push on the domestic and European levels for truly progressive legislation respecting and protecting the human rights of trans people.

Presenters: Richard Köhler, Transgender Europe

Workshop 20: ILGA-Europe's Capacity Building Work: How Can Members Contribute

At the beginning of this year ILGA-Europe organised a survey amongst its members to assess its past and present work on capacity building. The survey also aimed to find out more about the capacity building needs of ILGA-Europe members. More than one third of the membership participated in the survey and the results provide a useful indication for ILGA-Europe how to design its future capacity building activities. An important aspect underlined by many participants to the survey is the active involvement of members in ILGA-Europe's capacity building work. Several members expressed their interest in sharing their knowledge and skills with colleagues from other member organisations and thus contribute directly to their capacity-building. This workshop pursues a twofold aim: 1) presenting to members the main outcomes of the survey; and 2) defining further and together with members the role they can take in the capacity building work of ILGA Europe, including the modalities, conditions and limits of their involvement.

Presenter: Richard Polacek, Consultant working with ILGA-Europe

Workshop 21: Skills Building: How to Lead and Manage - a Team, a Community, a Programme, an Organisation? (2 from 2)

See workshop 16

***For this workshop prior registration before the conference is necessary. Participants are expected to participate in both workshops (16 and 21). Participation is limited to 25 people.*

Workshop 22: Inter: Brothers & Sisters – Brosters & Sithers?

Which common goals do the LGBT and Inter* movements share?

In the workshop participants can exchange experiences of coalitions between LGBT and Inter*, sharing information, good practices and common issues and examine the differences and sensibilities of each group.

Where do our goals and experiences in our fight for LGBT and Inter* Human Rights overlap, and what are the gaps and moments of misunderstanding, assumptions and how to avoid or work through them? How can specific needs of each group be defined without contradicting the other? What are the fears and assumptions and where do they stem from? With this workshop we would like to take last year's lecture/workshop on Inter* issues a step further towards a collective brainstorming.

Presenters: Ins A Kromminga, IVIM - Germany; Dan Christian Ghattas, OII –

Germany

Workshop 23: Propaganda Laws: How Should the International Community React?

In recent years various cities, districts and countries have been discussing the introduction of laws, or have introduced laws, that aim to prohibit the 'propaganda of homosexuality'. Whilst these laws are considered to be unattainable in the context of international human rights law, the mere discussion of such laws has an extremely negative impact on the human rights work of LGBTI organisations. In countries where such laws have adopted, treats to arbitrary arrests arise and the work of civil society organisations is limited. Moreover, the laws foster a social climate that is hostile to the LGBTI community. This workshop will give an overview of the situation in different European countries in relation to the laws and shall offer space to discuss how the international community can respond to these developments.

Presenters: Activists from Ukraine, Russia, Moldova, Hungary and Lithuania

Workshop 24: Hate Crime Methodology

This workshop will build on projects run by Amnesty International and ILGA-Europe to define the key methodology challenges of reporting and monitoring activities. It *will* in particular address the following question: how can civil society organisations produce data that will provide the base for efficient evidence based advocacy strategies? Amnesty International will present its work to monitor LGBT-phobic hate crime in various European countries, including the reports already produced and the countries that will/may be covered by the project's next cycle. Reflection will take place on some of the challenges met during the research on hate crimes, and how individual cases can be used in advocacy and campaigning work. ILGA-Europe will present a reporting methodology/toolkit that will be used in the frame of an ILGA-Europe re-granting project (Documentation and Advocacy Fund) that aims to enhance the use of a harmonized methodology. The project will produce comparable data coming from various European countries. Furthermore, the main policy opportunities of the coming months/years will be listed, and the nature of the information accepted as evidence of hate crimes by the respective institutions will be presented.

Presenters: Veronica Scognamiglio, Amnesty International; Richard Polacek, Consultant working with ILGA-Europe; Joël Le Déroff, ILGA-Europe

Workshop 25: Ireland (North&South) in Challenging Economic Times

The workshop will examine the state of LGBTI law and policy in Ireland and Northern Ireland (being part of the UK but with its own devolved laws on equality). The workshop will concentrate on education, particularly the employment of LGBTI teachers, and prospects for further progress (or regression in challenging times). Issues of harassment of staff and students will also be considered. Both sets of issues will be examined within the context of relevant EU law and national/regional

law. The workshop will also consider policy initiatives, both North and South, in relation to these issues and the degree of cooperation between the LGBTI sector, public bodies and trade unions. An underlying theme of the workshop will be the potential for further North-South collaboration in capacity building and advancing equality to meet these challenges.

Presenters: Fergus Ryan, GLEN Board member, Lecturer in Law, Dublin Institute of Technology, ECSOL member for Ireland; and Barry Fitzpatrick, Policy Advisor, Cara Friend, ECSOL member for Northern Ireland and others to be confirmed

Self-organised meeting 1: ILGA-Europe's Next Annual Review

In May 2012, ILGA-Europe published the very first Annual Review of the Human Rights Situation of LGBTI People in Europe. The Review covers all the main developments relevant to the human rights of LGBTI people in 2011 at the level of international and European institutions we work with as well as in each European country. The first edition has received very positive feedback from decision makers, members, partners and the media and the Review is clearly becoming a flagship document of ILGA-Europe. During this self-organised space we would like to invite the participants to discuss how the process of collection and verification of data can be made even more efficient, thus strengthening the quality and usability of the Review. Moreover, we would like to discuss how the organisation and the members can benefit and make even better use of this document in their European and national advocacy work and what ILGA-Europe can do to facilitate it further.

Conducted by ILGA-Europe staff team

Self-organised meeting 2: IDAHO

During this self-organised meeting the international organisers of IDAHO aim to collect ideas and input for a publication on best practices about IDAHO activities that have taken place in Europe. People are invited to come to the meeting to hear more about their plans and to provide input and ideas.

Conducted by Joel Bedos, IDAHO Committee

Self-organised meeting 3: Trade Unions

LGBTI trade unionists are invited to attend a self-organised group space to put together a statement to be adopted by ILGA-Europe Conference to show solidarity to our colleagues who are taking part in a day of action against austerity measures which have resulted in a vicious circle of decline in the economy. Trade unionists and the community throughout the UK are coming together on October 20 to march for a future that works. The space will also give us time to talk about the pre-conference for trade unions at ILGA conference, ILGA-Europe's work on employment matters and other issues.

Conducted by UNISON

Saturday, 20th October

Workshop 26: Updates on Developments in the Field of Strategic Litigation

Litigation is a tool increasingly used by LGBTI activists in many countries in Europe. The decisions of courts, whether at European or national level, are having a major influence in shaping the development of recognition of the rights of LGBT people. The workshop will address three areas: Nigel Warner will present an overview of ILGA-Europe's work on strategic litigation in the last 12 months; Anastasia Danilova of Genderdoc-M, Moldova, will outline that organisation's strategy at national level, and the cases it is pursuing in key areas such as hate speech and hate crime, and incitement to violence and discrimination; and Robert Wintemute will look at developments in the area of family rights, where important cases on registered partnership and second parent adoption are now before a Grand Chamber of the European Court of Human Rights.

Presenters: Nigel Warner, ILGA-Europe; Anastasia Danilova, GenderDoc-M – Moldova; Robert Wintemute, ILGA-Europe adviser of litigation.

Workshop 27: Addressing LGTBI Issues in the Classroom

The workshop will take the form of a panel discussion and will provide information on various ways to address LGBTI issues through the curriculum. Different approaches (family diversity, norms constructions) and tools (movies, educational toolkits, etc.) will be presented. Presenters will also share their experience in working in the field of education. We expect this workshop to be interactive and to provide concrete information to LGBTI rights organisations willing to initiate work in this field.

Therefore, don't hesitate to ask questions and share your experience!

Presenters: Sara Sundell, SETA – Finland; Seth Atkin, Schools Out – UK; and Marco Mori, CIG Arcigay Milano – Italy.

Workshop 28: The European Union Fundamental Rights Agency's (FRA) Survey on LGBT Persons and Future Research

Building upon legal and social research in previous years, FRA launched in 2012 an EU wide on-line survey on fundamental rights of LGBT persons. This online survey aims to measure the experiences of LGBT persons with regards to discrimination, hate crime and victimization. Over 93,000 LGBT persons in the EU filled out the survey. The results are now being analysed and the results will be presented on IDAHO 2013. The workshop will provide background information to the survey and also introduces future research plans of FRA.

Presenters: Dennis van der Veur, Fundamental Rights Agency

Workshop 29: Skill Building: Putting your opposition on the back foot and staying proactive: message delivery workshop (1 from 2)

This workshop will provide participants with strategies and tools to work on positive agenda setting, and positive reactions to opposition narratives. It aims to move participants from always having to react and defend an argument to being proactive and consulted. Gaining such a position does not happen overnight but this workshop

will provide the means of getting there in the not too distant future. It is a practical two part workshop, restricted to a maximum of 15 people, registration is required.

Facilitator: Cailin Mackenzie, MIMAT

***For this workshop prior registration before the conference is necessary. Participants are expected to participate in both workshops (29 and 32). Participation is limited to 25 people.*

Workshop 30: Reserve starred workshop* (AGM workshop)

This workshop will only take place if further discussion is needed and follows on workshop 11.

Workshop 31: Skill Building: Putting your opposition on the back foot and staying proactive: message delivery workshop (2 from 2)

See workshop 29.

***For this workshop prior registration before the conference is necessary. Participants are expected to participate in both workshops (29 and 32). Participation is limited to 25 people.*

Workshop 32: The Business Contribution to Equality

Why Business during crisis can't afford to discriminate? Because it doesn't pay! LGBT policies at work increase effectiveness by 20-30 per cent, creates loyalty among LGBT employees (improves employee return costs), LGBT employees are more loyal, research shows that diverse staff makes the company more innovative. But what about the image of the company in the market? Let's take it as a chance. First we create a good image among LGBT clients, second we gain more loyal customers and we can also reach new markets. LGBT policy could be a part of company CSR, showing our responsibility for our employees but also show our company's values to clients.

Presenter: Tomasz Szypula, Co-Chair, LGBT Business Forum, Poland

Workshop 33: How to build LGBT family movement?

The workshop starts by introducing NELFA and gives the participants the opportunity to introduce themselves. Firstly, there is a brief analysis of the situation in the countries of the participants. The goal is to build alliances and optimize the existing infrastructures. Secondly, there is exploration of how to build up or strengthen LGBT-Family movements in the countries of the workshop attendants (through social media, meetings, weekends, workshops). The third step is to help the workshop attendants evaluate the needs of the LGBT people in their own country. Reflecting on some examples from various countries opens the discussion to what is needed to implement LGBT family projects, the resources that may be needed. Following this, we discuss strategies to get in touch with political and family associations and outline a political strategy for the group.

Presenters: Juha Jämsä, NELFA vice-president, CEO of Finnish Rainbow Families; and Maria von Känel Scheibling, NELFA board member, Vice President of Swiss Rainbow Families.

Self-organised meeting 4: ILGA-Europe's Diversity Work

ILGA-Europe's Working Group on Diversity will present the work done over the past two years towards being a more inclusive and representative organisation. This will also be an opportunity to hear from participants about steps that could be taken to support member organisations in promoting diversity at national level.

Presenters: ILGA-Europe board and staff members of the Diversity Working Group

Self-organised meeting 5: Visibility, sports and Central Eastern Europe: the challenges we can get over

Through this self-organised space, the European Gay and Lesbian Federation will show and debate the process and also the outcome of three of the actions taken in Central and Eastern Europe during the first semester of 2012: the first one is *Conte[s|x]ting SPORT Split-2012*, a conference for more inclusive, diverse and sustainable sports, which took place in Split (Croatia) in occasion of the EGLSF 2012 AGA. Secondly, the *EuroPride House*, held in Wroclaw and Warsaw during the EuroCup, not only as a response to the homophobic attacks suffered by glbt activists in Kiev but also in order to create a safe environment for glbt people alongside straight friends, allies and fellow supporters who wanted to enjoy the games in a human rights respectful space. And finally, *EuroGames 2012*, which took place in Budapest (the first time in CEE ever) from June 28th to July 1st; the tournament, licensed by EGLSF, was very successful and hosted more than 2,000 athletes from all over Europe and the rest of the world, and also had the support of Western European Embassies and political institutions. All three actions had the economic support of FARE (Football Against Racism in Europe) through the Football for Equality II project, which funds actions of this sort. We also want to open a debate about new challenges on sports in that area but also in some other European parts where glbt sports are not still popular.

Self-organised meeting 6: Film Screening: My Child

What happens when your gay or transsexual child comes out to you in a conservative, homophobic, and transphobic society? MY CHILD is a feature length documentary from Turkey about a very courageous and inspiring group of mothers and fathers, who are parents of lesbian, gay, bisexual, transgender individuals. In this film, they intimately share their experiences, as they redefine what it means to be parents, family, and activists in Turkey. This film is a source of inspiration to all, not only in Turkey, but also all over the world.

Directed by Can Candan, 2012, Turkey, in Turkish with English subtitles