

# IGLYO Annual Report

2023



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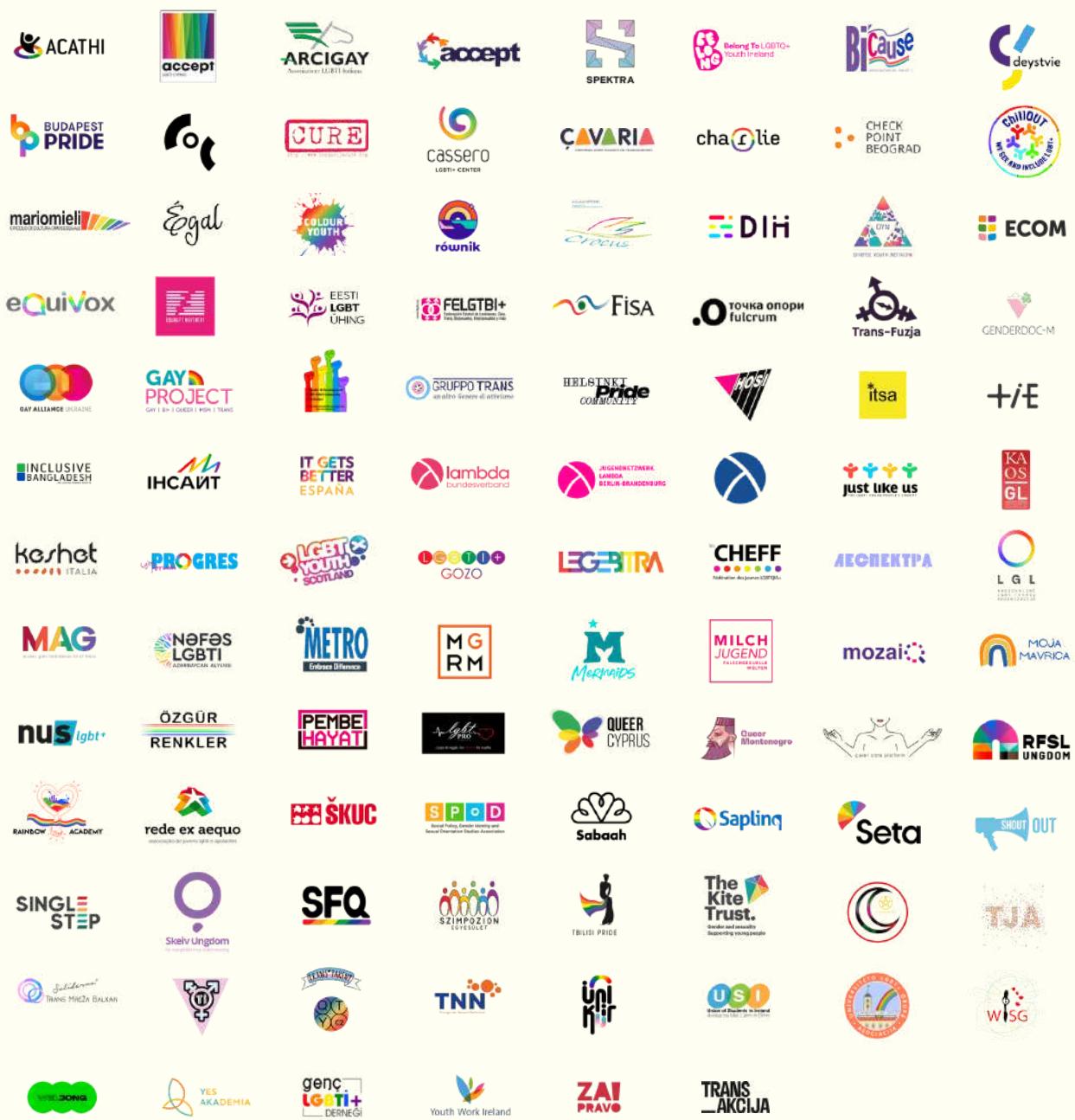


Government of  
the Netherlands



COUNCIL OF EUROPE  
CONSEIL DE L'EUROPE

# IGLYO Members at the end of 2023



IGLYO  
 International LGBTQI Youth and Student Organisation  
 Chaussée de Boondael 6, Brussels B-1050, Belgium  
 Registration number: BE0808808665  
[iglyo.com](http://iglyo.com)

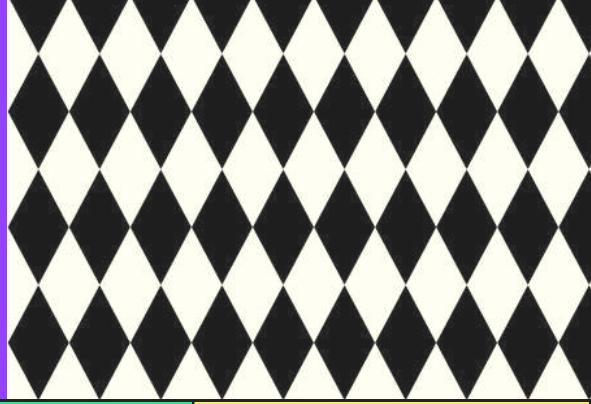


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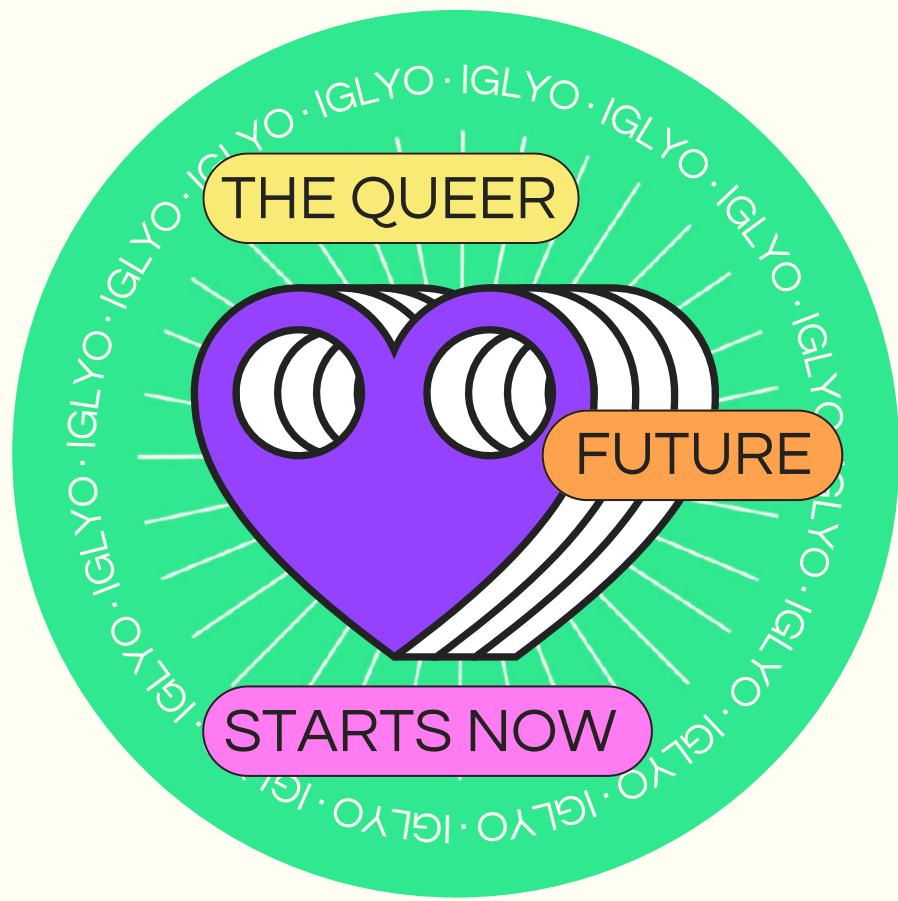
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# Preface

# Thank You!

2023 was an exciting year for IGLYO, holding our first AMC away from our home city in Brussels since 2019, launching our granting programme for members, relaunching our website and visual identity to more effectively communicate the needs of LGBTQI youth, and much more. We could never have achieved this without the contribution and dedication of the many activists and organisations from around the world who every day help us to achieve our goals.

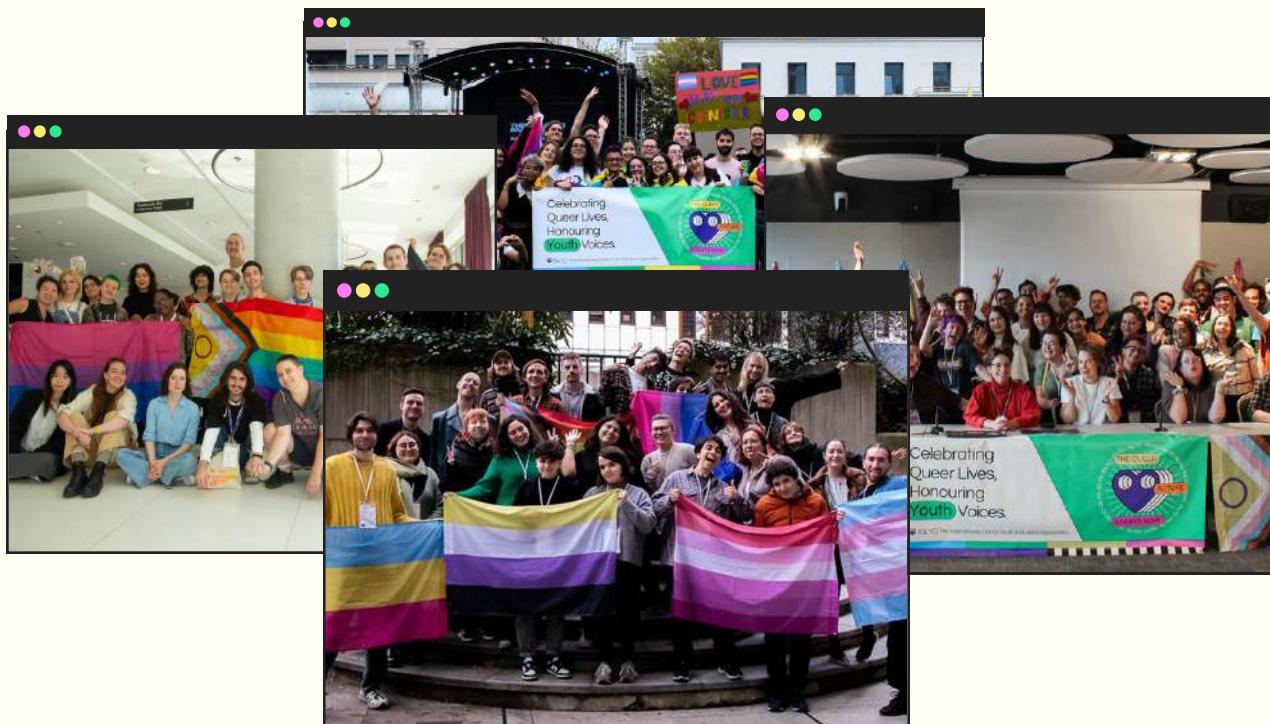
First of all, thank you to every Member Organisation who was part of the IGLYO network in 2023. We immensely appreciate your dedication and trust that has allowed us to flourish and become the largest network globally dedicated to LGBTQI+ youth. We couldn't be prouder of what we've built together. As we enter our 40th anniversary year, we are a growing, vibrant movement, and that couldn't happen without all of you.

We also thank our many partner organisations and colleagues in other youth and LGBTQI NGOs, Intergroups, and institutions. Unity makes us stronger and we are extremely proud to be part of a strong network of international organisations working towards the same goals.

We furthermore extend a warm thank you to the donors who have supported our work this year, and to our funders, the Citizens, Equality, Rights and Values (CERV) 2021-2027 programme of the European Union, the Dutch Ministry of Education Culture & Science, and the European Youth Foundation of the Council of Europe, for their long-standing support.

Thank you for 2023 and see you all in 2024 for our 40th anniversary!

The IGLYO Board & Team



# Foreword by the Executive Director

The year 2023 was one of change and growth for IGLYO. I am beyond grateful for all the incredible people who make IGLYO; the Staff, the Board, the Governance Team, the Anti-Racism Task Force, the Alumni, and of course the Member Organisations. Once again I feel incredibly privileged and honoured to be a part of this organisation.

Next year in 2024, IGLYO will celebrate its 40th anniversary. There are countless hours of activism and movement building behind us. I am overcome with appreciation for those who worked tirelessly to build IGLYO into what it is today. Since 1984, we have worked unwaveringly on the mission to protect LGBTQI young people and their rights. This has taken many forms; art, letter writing, campaigns, research, dance, and no doubt some arguments along the way.

In 2023 we worked to protect the legacy of IGLYO by continuing our core mission while building new areas of work. I am delighted that we have welcomed new team members onto the staff; Viola, Ahmed, Ali, Amélie, and Toryn. The staff team has carried out a truly incredible amount of work this year, and done so with compassion, kindness, and understanding. It is a pleasure to work with them every day.

I'm particularly proud of the progress we have made in the areas of accessibility and anti-racism. We are still at the beginning of these journeys and have a lot more progress to make, but I wanted to thank in particular the staff and Board who worked on these topics. We will continue this work to ensure IGLYO is ever-evolving. I am delighted that the Members voted in a new body of the organisation; the Anti-Racism Panel is now an integrated part of the organisation to oversee our anti-racism work.

IGLYO has always been built on the work of volunteers. For many years IGLYO was an entirely voluntary organisation. The dedication, commitment, and passion that these hours of volunteering represent fill me with motivation and determination for the year ahead. For this reason, I am very grateful to the Board, Governance Team, and Alumni group.

In many ways, the goals of IGLYO have not changed in the past 39 years. While we have more visibility and funding than ever before, we are also experiencing an extremely hostile environment for LGBTQI people, and in particular young people.

There has never been a more important time to protect the rights of LGBTQI young people than right now. IGLYO's Members are working in increasingly difficult circumstances and we are proud of their resilience and fortitude. We strive for a future where so much grit is not needed. Until then, we continue to work.



Bella FitzPatrick (She/Her)  
Executive Director

# Foreword by the Board Chair

Serving IGLYO as Co-chair of the Board has been both an honour and an enriching experience as a queer youth activist.

The Board has been working hand in hand with a renewed staff team, led by its inspiring and energetic Executive Director Bella FitzPatrick. The internal collaboration processes are especially tight in the civil society movement that we form and is one of the strengths of IGLYO, which we keep on fostering and developing through regular meeting points and joint moments of activism.

One of the highlights of this joint collaboration is of course the Annual Members' Conference, which took place in Montenegro. Coming together as LGBTQI youth activists in a non-EU country was a symbolic moment in showing international solidarity across borders and nations.

As we close 2023, the youth LGBTQI community cannot ignore the challenges still faced, especially by those queer youth currently living in a zone of conflict. In those regions and locally, LGBTQI rights are not only disregarded but even sometimes weaponised as a propaganda tool. While several countries have experienced a queer and gender-based rights backlash in various regions of the world, including in Europe, it is more crucial than ever to defend our democratic rights and to increase the visibility of our communities beyond borders.

2024 is an utterly important year for the EU, with the upcoming elections of the European Parliament in June. I ask each of you as a potential first time voter to use your democratic rights — whether you want to vote, to protest, to organise community building or else — and to make your voice heard.

At IGLYO, we promise to closely monitor and ensure that all three EU institutions will deliver on their promises by both including LGBTQI rights in children's rights positioning and including youth rights in LGBTQI positioning.

In a spirit of "doing what we preach", the Board has decided to switch its internal roles each year, to ensure a fair distribution of responsibilities. I want to thank you for your trust before handing over to the next Co-chairs.

Queerly yours,



Ophélie Masson (She/Her)  
Board Chair in 2023

A handwritten signature in black ink, appearing to read "Ophélie Masson".

# About IGLYO

Founded in 1984, IGLYO — The International LGBTQI Youth and Student Organisation is the largest member-based youth and student network in the world, with 108 Member Organisations in 39 Council of Europe countries. Our work focuses on the empowerment, freedom and protection of LGBTQI young people.

IGLYO's mission is to advance the rights of LGBTQI youth, fight for equality and inclusion, and empower LGBTQI youth voices through international training and events, thematic research and advocacy campaigns, online tools and resources, networking activities, and many more activities.

At IGLYO, we work closely with our Members and partners to design and implement programmes and initiatives that meet the needs of LGBTQI young people. We advocate for LGBTQI young people's rights, build the capacity of our Members and partners to better serve their youth communities, and provide a platform for LGBTQI youth to connect and share experiences.

# Our Objectives



## Rights

Advancing and safeguarding LGBTQI youth rights through advocacy and research.



## Empowerment

Organising capacity-building and training activities for LGBTQI youth activists.

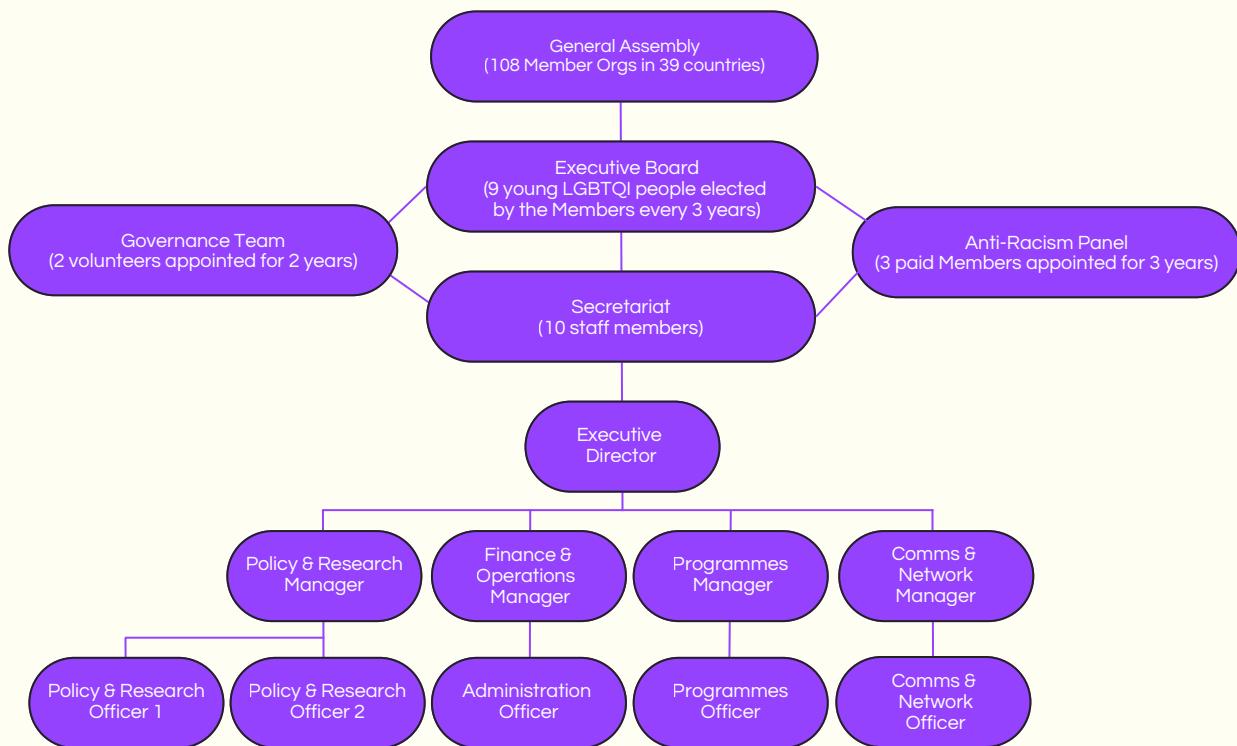


## Network

Maintaining and growing our membership, and facilitating international networking.

## Structure & Teams in 2023

IGLYO's structure and governance reflect the core mission of the organisation by being led by LGBTQI youth, for LGBTQI youth. In 2023, we merged the Communications and Engagement positions into a new Communications & Network team. Additionally, our Members voted to create a new body of the organisation; the Anti-Racism Panel, who will oversee IGLYO's anti-racism work.



## Members' General Assembly

Held during our Annual Membership Conference (AMC), our Members' General Assembly is the highest decision-making body of IGLYO. This is when all Members cast their vote upon important decisions such as changes in the Statutes, the progress report of the current year, the activity plan for the next year, finances and budgets, as well as new and terminated Members. This is also when the Membership elects new Board Members.

## Executive Board in 2023

A team of 9 young volunteers aged between 18-30 years old living across the Council of Europe Region, the Executive Board is the elected leadership of the IGLYO network. Board Members are mandated by our General Assembly for three years to oversee the governance of the organisation, represent our membership, and lead and contribute to the strategic direction of our network in collaboration with the Secretariat.



**Aida Marukyan** (She/Her), Armenia  
Board Member May 2022-2025



**Spyros Boviatsis** (He/Him), Greece  
Board Member May 2022-2025  
Secretary in 2023



**João Lopes** (They/He/She), Portugal  
Board Member Oct. 2022-2025



**Taj Donville-Outerbridge** (He/They),  
UK/Bermuda  
Board Member Oct. 2023-2026



**Hrefna Ósk Maríudóttir** (She/Her),  
Iceland  
Board Member Oct. 2022-2025



**Yasemin Bahar** (They/Them), Turkey  
Board Member Oct. 2023-2026



**Miha Satler** (He/Him), Slovenia  
Board Member Oct. 2022-2025  
Treasurer in 2023



**Yassine Chagh** (He/They), Cyprus  
Board Member May 2023-2026



**Ophélie Masson** (She/Her), France  
Board Member May 2022-2025  
Chair in 2023

We thank outgoing Board Members Natalia, Ralu and Toryn for their mandate up to 2023.



**Natalia Kallio** (She/They), Finland  
Board Member 2021-2023



**Ralu Baciu** (He/They), Romania  
Board Member 2021-2023



**Toryn Glavin** (She/Her), Ireland  
Board Member 2020-2023

## Secretariat in 2023

Based in Brussels, the Secretariat is responsible for implementing the work plan of the organisation on a daily basis. The IGLYO Secretariat consists of 10 employees from various countries and backgrounds.



**Ali Bodo** (They/them)  
Programmes Officer



**Lucille Colin de Verdière** (She/They)  
Finance & Operations Manager



**Amélie Waters** (She/They)  
Policy & Research Officer



**Maruschka** (She/her)  
Administration Officer



**Ahmed El-Salawy** (He/him)  
Policy & Research Officer



**Rú Ávila Rodríguez** (They/them)  
Policy & Research Manager



**Bella FitzPatrick** (She/her)  
Executive Director



**Viola Bianchetti** (She/her)  
Programmes Manager



**Jeremy Gobin** (He/him)  
Communications & Network Manager



**Toryn Glavin** (She/her)  
Communications & Network Officer

We thank outgoing Engagement Officer Petra, Programmes Manager Tudor, Programmes Officer Brian, and Policy & Research Officers Electra and Maria Aicha for their work for IGLYO up until 2023.



## Governance Team in 2023

The Governance Team is our valuable advisory body. Selected by the Executive Board and ratified by the Membership, they support the Board and the Secretariat on specific issues such as governance, finances, and the General Assembly. We thank outgoing Governance Team Member Jasna for her mandate up until 2023.



**Karoline Börner**  
(She/her), Germany/Belgium



**Jasna Magić** (She/her),  
United Kingdom

## Anti-Racism Task Force in 2023

Formally established in 2022, the Anti-Racism Task Force (ARTF) was a paid advisory body delivering us a series of recommendations to help us combat racism and xenophobia, and ensure IGLYO is committed to the specific needs and lived experiences of Black, Indigenous, People of Color (BIPOC) and racialised LGBTQI young people and students in Europe.



**Doug A. Graffeo**  
(They/them)



**Purity Tumukwasibwe**  
(She/her)



**Chouger Maria Doughramajian**  
(She/her)



**Anonymous Member**

Having successfully fulfilled its mission, the ARTF concluded its chapter at IGLYO, handing over its remarkable work and legacy to the newly established body, the Anti-Racism Panel, which inherits an even more robust mission to continue the vital work initiated by the ARTF.

## Advisory Panel for International Collaboration in 2023

The Advisory Panel for International Collaboration (APIC) is a paid internal working group of 4 LGBTQI young people ensuring that young people are leading the direction of IGLYO's international activities, such as our International Conferences and Study Sessions.



**Anonymous Member**



**Jens van der Duim** (They/them),  
The Netherlands



**Kerem Egilmez** (He/him),  
Turkey



**Tavares Ferreira** (They/them),  
Portugal



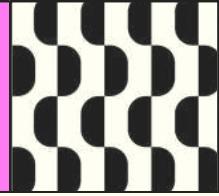
Various photos of IGLYO Board, team and working group members together throughout 2023.

# Membership & Network

IGLYO Member Organisations are the highest decision-making body of IGLYO. We involve them in all our activities: research, advocacy actions, mobilisation, events, training, and capacity building.

Since our establishment in 1984, IGLYO has grown steadily, with Member Organisations joining every year. Today, we count 108 Member Organisations from 39 Council of Europe Member States, as well as many friends and partners around the world.

# IGLYO Members



## Who are our Members?

Our Member Organisations based in the Council of Europe Region which either represent or support LGBTQI youth and students, comprise mainly of LGBTQI youth, work with LGBTQI youth or issues, or have a specific department working for or with youth. Overall, they are hard working organisations that contribute to building a world where LGBTQI young people can be their true and authentic selves without apology.

We warmly invite any organisation based in the Council of Europe Region (see full countries list [here](#)), which meets any of these criteria, to join IGLYO's Membership.

## New Members in 2023

Following our General Assembly in October, 9 new Member Organisations were ratified by the Membership and welcomed into the network in 2023. We extend them once again a warm welcome into our international family, and look forward to working with them in the future.

Organisation	Country
Circolo di Cultura Omosessuale Mario Mieli	Italy
Just Like Us	UK
Magen David Keshet Italia (Keshet Italia)	Italy
Nafas LGBTI Azerbaijan Alliance	Azerbaijan
"SPIRIT" Cultural NGO	Armenia
Tbilisi Pride	Georgia
Trans*parent & Queer and Trans Youth CZ	Czech Republic
University Student Queer Research and LGBTI+ Solidarity Association (UniKuir NGO)	Turkey

## Members List 2023

<b>Albania</b>	<b>Estonia</b>	<b>Italy</b>
PRO LGBT Albania	ECOM – Eurasian Coalition on Male Health	Arcigay
<b>Armenia</b>	Estonian LGBT Association	Cassero LGBTI+ Center
Queer Sista Platform		Circolo di Cultura Omosessuale
SPIRIT Cultural NGO		Mario Mieli
<b>Austria</b>	<b>Finland</b>	Gruppo Trans
HOSI Wien	Helsinki Pride Community	Keshet Italia
	Seta	
<b>Azerbaijan</b>	<b>France</b>	<b>Lithuania</b>
Gender and Development	Bi'Cause	Lithuanian Gay League
Nafas LGBTI Azerbaijan Alliance	MAG Jeunes LGBT+	Tolerant Youth Association
	Yes Akademia	University's LGBT Group
<b>Belgium</b>	<b>Georgia</b>	<b>Malta</b>
Çavaria	Equality Movement	LGBTI+ Gozo
Les CHEFF	Tbilisi Pride	MGRM — Malta LGBTIQ Rights Movement
Wel Jong Niet Hetero	WISG (Women's Initiatives Supporting Group)	
<b>Bos. &amp; Herz.</b>	<b>Germany</b>	<b>Moldova</b>
CURE Foundation	Jugendnetzwerk Lambda e.V.	GenderDoc-M
<b>Bulgaria</b>	Jugendnetzwerk Lambda	<b>Montenegro</b>
Crocus	Berlin-Brandenburg e.V.	Asocijacija Spektra
Deystvie	Jugendnetzwerk Lambda Nord e.V.	LGBT Forum Progress
Lespectra		Queer Montenegro
Single Step Foundation	<b>Greece</b>	<b>Netherlands</b>
	Colour Youth Athens	COC Netherlands
<b>Croatia</b>	<b>Hungary</b>	Rainbow Academy
kolekTIRV	Budapest Pride	Transgender Netwerk Nederland
Proces	Diverse Youth Network Assoc.	
Trans Mreža Balkan	Szimpozion Association	<b>Poland</b>
Za-Pravo		Fundacja Trans-Fuzja
<b>Cyprus</b>	<b>Iceland</b>	SPR (Diversity Workshop)
Accept LGBT Cyprus	Q (Association of Queer Students)	<b>Portugal</b>
Queer Cyprus	Trans Iceland	rede ex aequo
<b>Czech Rep.</b>	<b>Ireland</b>	<b>Romania</b>
Charlie	BeLonG To	Asociația Accept
Trans*Parent & QTY CZ	Chill Out	eQuiVox
	Gay Project	Identity.Education
	ITSA — Irish Trans-Support Alliance	MozaiQ LGBT
<b>Denmark</b>	Shout Out	The New Pagan Dawn
Sabah	Union of Students in Ireland (USI)	
	Youth Work Ireland	

**Serbia**  
CheckPoint Belgrade  
Citizen Association EGAL

**Slovakia**  
Saplinq

**Slovenia**  
DIH — Equal Under the Rainbow  
Legebitra  
My Rainbow Institute  
SKUC Magnus  
TransAkcija

**Spain**  
ACATHI  
FELGTB  
It Gets Better España

**Sweden**  
RFSL Ungdom  
SFQ — Swedish Federation of  
LGBTQIA+ Student Organisations

**Switzerland**  
Milchjugend Falschsexuelle Welten

**Turkey**  
FISA – The Workshop Association  
of Intellectuality and Artistics  
Free Colors Association  
KAOS GL  
Pink Life  
Social Policies, Gender Identity &  
Sexual Orientation Studies  
Association (SPoD)  
UniKuir Association  
Young LGBTI Youth Studies and  
Solidarity Association

**Ukraine**  
Fulcrum UA  
Gay Alliance Ukraine UPO  
Insight NGO

**United Kingdom**  
Inclusive Bangladesh  
Just Like Us  
LGBT Youth Scotland  
Mermaids  
METRO Charity  
NUS LGBT  
The Kite Trust

At the end of 2023, we count **108 Member Organisations**  
in 39 Council of Europe Member States



Group photo at the Annual Members' Conference Podgorica 2023. © Photo by Milica Pavlovic

## Friends of IGLYO

Friends of IGLYO are organisations which are aligned with IGLYO's mission but cannot become an IGLYO Member for various reasons, the most frequent one being that they are located outside the Council of Europe (CoE) Region. To stay united with our global family of young LGBTQI activists, we are building a strong network of IGLYO Friends reaching far beyond European borders.

In 2023, we were happy to welcome the following Friends of IGLYO:

- AZAD LGBTI, Azerbaijan
- Power Minds Youth Organisation, Uganda
- Seeds of Hope Madagascar, Madagascar
- Strike, Thailand
- Tooro Action For Vulnerability and Human Rights, Uganda
- Zanzibar Strategic Youth Development Organization (ZSYDO), Tanzania

[See our full list of Friends](#)

## IGLYO Partners

We believe that change happens through solidarity and partnerships. This is why we are proud to work closely with many other international organisations dedicated to human rights to help ensure we create the change we want to see.

These partners are organisations who fight for the same or similar missions to IGLYO and who are key partners in delivering our work and mission.



[See all our partners](#)

# Anti-Racism Task Force Work in 2023



Since its formal establishment in 2022, which built on the work that began in 2021, our Anti-Racism Task Force (ARTF) has played a pivotal role in addressing racism and xenophobia against LGBTQI youth and students in Europe.

In the summer of 2023, the ARTF reconnected and reassumed the lead on pending matters. Conducting a series of substantive meetings that served as a robust platform for Task Force members to deliberate on IGLYO's internal policies, statutes, structure, future plans, and more, the following was the outcome of this work:

- The ARTF proposed a set of statute changes, internal policies, and other recommendations with a heightened emphasis on fostering long-term and internalised anti-racism efforts within the organisation. This includes the establishment of a solid body within the organisation dedicated to this work, setting racial quotas to ensure diversity at the Board level, and proposing an organisational structure that embraces the internalisation of anti-racism work within the organisational operational agendas.
- The proposals were presented to and approved by IGLYO's Board, then submitted to the Membership at the AMC for ratification.
- The proposed motions were mostly voted on and passed by the Member Organisations, marking an important milestone for IGLYO, its network, and the ARTF in intersectionality and anti-racism work.
- During the AMC, the ARTF convened an enlightening anti-racism panel where members articulately shared their personal struggles, experiences, and tools to address racism, fostering a deeper understanding and solidarity within the queer communities.

The Anti-Racism Task Force has indelibly impacted IGLYO, significantly contributing to the organisation's commitment to the ongoing fight against anti-Blackness, anti-Semitism, anti-Roma, anti-Traveller, anti-Asian hate, and other discriminatory policies, sentiments, and attitudes against racialised and marginalised LGBTQI youth and students.

Having successfully fulfilled its mission, the ARTF concluded its chapter at IGLYO, handing over its remarkable work and legacy to the newly established body, the Anti-Racism Panel, which will hold an even more robust mission to continue the vital work initiated by the ARTF.



Photos of the Anti-Racism Task Force Panel at the IGLYO AMC Podgorica 2023. © Photos by Milica Pavlovic

# IGLYO Alumni Network



## Who are the IGLYO Alumni?

Launched at IGLYO's 35th Anniversary celebration in 2019, our Alumni Network consists of people who participated in, contributed to, or led IGLYO's work and activities some time over the last 39 years and still want to be in touch or involved with IGLYO (e.g. past event participants, former Board or staff members, previous project partners, etc.). The Alumni network includes an Alumni Working Group, which focuses on the development of the Alumni network itself, and the preparation of IGLYO's 40th Anniversary for 2024.

## Alumni Trip to the IGLYO Archives in Amsterdam | 21-22 November 2023

As a preparation for IGLYO's 40th Anniversary in 2024, our Communications & Network Manager Jeremy and two of our IGLYO Alumni Petra and Bo explored the IGLYO archives kept at the IISG — International Institute of Social History in Amsterdam. Over 2 days, they retraced the amazing history of IGLYO, notably through its flagship international conferences.

Thank you to the archives owner IHLIA — LGBTI Heritage for allowing us to walk down memory lane. Stay tuned for the exhibition at our 40th Anniversary celebration next year!



Photos of Jeremy, Petra and Bo searching the IGLYO Archives at the IISG in Amsterdam

# Events & Programmes

One of our key objectives at IGLYO is the Empowerment of LGBTQI young people. We aim to train, support, and build the capacity and skills of LGBTQI youth organisations, activists, leaders, and volunteers to represent, advocate on behalf of, and serve our communities more effectively, influencing sustainable societal change and increasing the visibility of our movements.

Concretely, we achieve this through our flagship international programme the Activist Academy (online and in person), the Annual Members' Conference (AMC), a yearly themed International Conference, various online capacity-building workshops, and a regranting programme for Members.

# Activist Academies 2023



Started in 2017, IGLYO's Activist Academy is our flagship skills-based training programme for young people between 18 and 30 years old, who are at the beginning of their activist careers, are passionate about activism, advocacy and learning, and have a strong interest in LGBTQI rights. The goal is to jumpstart younger activists into skill-demanding and leadership roles within LGBTQI organisations. Every year, we hold both an online and in-person edition.

## Global Online Activist Academy 2023 | 23 March - 9 April 2023

Another year over, another 55 graduates of our [Global Online Activist Academy!](#) Over the course of two weeks, participants took part in three expert-facilitated workshops on Digital Communications & Graphic Designs, Intersex Rights, Public Speaking, and Digital Security for LGBTQI Activists. After that, they completed two challenges to apply the skills they learned, while receiving feedback from the official Activist Academy judges.

Once again, we were a truly international group, with 55 worldwide participants from Brazil to Botswana, Kenya to Côte d'Ivoire, to name a few. Together, we explored what it means to be intersex, brushed up on public speaking skills, and fortified our digital activism with communications and safety training. Congratulations to all graduates!

## Activist Academy Tallinn 2023 | 9-16 July 2023

On 9-16 July 2023, the fifth in-person edition of our Activist Academy brought together an international group of 25 LGBTQI young people in Tallinn, Estonia, for six days of learning, practising new skills, networking, and building connections.

We were thrilled to co-organise the event together with our local Member Organisation [ECOM — The Eurasian Coalition on Health, Rights, Gender and Sexual Diversity](#), and to welcome for the first time participants from China and Indonesia in addition to participants from across the Council of Europe Region.

This year, the Activist Academy programme included Expert Workshops on Public Speaking, Workshop Design & Facilitation, Communications & Social Media, and Advocacy & Campaigning. We wish this year's graduates all the best in their many endeavours ahead!

[Event Page](#)[Programme](#)[Photos](#)[Speakers](#)



Various picture of the Activist Academy Tallinn 2023. © Photos by Jana Vorontsova

# Annual Members' Conference 2023

19-23 October 2023 in Podgorica, Montenegro



Our IGLYO Annual Members' Conference 2023 brought together over 70 LGBTQI young activists from more than 30 countries in Podgorica, Montenegro. After holding the AMC online in 2020 and 2021, and hosting it in the IGLYO office's home city of Brussels in 2022, this AMC was our first organised on the ground with a local host since the 2019 AMC in Helsinki.

After a number of years of disruption we were beyond excited to visit Podgorica, attend Montenegro Pride, and work with and get to know our host organisation Queer Montenegro. We are abundantly thankful to Queer Montenegro for joining us on this journey, welcoming us with open arms, and helping us deliver an unforgettable AMC experience for our participants.

From lively statutory discussions to the General Assembly and Board Elections, all the way to the Anti-Racism Task Force Panel, insightful Member-led workshops and fun social activities, these four days gave us food for thought and brought our international family of LGBTQI youth activists even closer together.

We thank our Members and all the delegates who joined us in Podgorica and contributed with their thoughts and experience. As we approach our 40th anniversary next year, it is beyond exciting to see how the IGLYO network has developed in these four decades, and we're excited for the future of our network and movement. We have a lot planned for our 40th anniversary, as well as a big celebration at AMC 2024, so keep your eyes on IGLYO!

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Various pictures of the Annual Members' Conference Podgorica 2023. © Photos by Milica Pavlovic



Various picture of IGLYO at the Montenegro Pride 2023. © Photos by Milica Pavlovic

## “Portraits of Queer Youth in Montenegro” Article Series

This year, to celebrate working again with a local host organisation to deliver our AMC, we met with three local young activists to hear their story, and learn more about the challenges they currently face, the achievements they are the most proud of, and the hopes they entertain for the future of our communities in the country.

Our Portraits of Queer Youth in Montenegro article series gives first-hand insights into the status quo of queer youth activism in Montenegro through the inspiring stories of Nikola Ilić (he/him, 23 years old) and Marija Jovanović (she/her, 26 years old) from IGLYO Member Spektra, and Enes Pucurica (he/him, 28 years old) from IGLYO Member Queer Montenegro.



### Nikola Ilić (He/him), 23 years old, Spektra

At the age of 23, Nikola is not only a proud trans activist, he is also one of the most visible trans people in Montenegro, currently working as Programme Coordinator for Community Building and Civic Activism at Spektra, one of our local IGLYO Member Organisations which promotes and protects the human rights of trans, gender diverse, and intersex people.

[Read Nikola's full portrait](#)



### Enes Pucurica (He/him), 28 years old, Queer Montenegro

The sense of community; this is what matters most to 28-year-old queer activist Enes, Project Coordinator at our Member Queer Montenegro, the local host of our Annual Members’ Conference Podgorica 2023 and one of the country’s lead organisations for LGBTQI rights in general.

[Read Enes' full portrait](#)



### Marija Jovanović (She/her), 26 years old, Spektra

A powerful young queer activist, Marija is one of the founders of Spektra, where she currently works as Programmes Coordinator. Starting activism at 16, she contributed to making the organisation one of the most important ones for our communities in the country.

[Read Marija's full portrait](#)

# International Conference on Hate Speech & Hate Crime

8-13 November 2023 in Ljubljana, Slovenia

Between 8 and 13 November 2023, our International Conference brought together around 20 young queer activists in Ljubljana, Slovenia, for four days of discussion, exchange and knowledge-building on the topic of hate speech and hate crime against LGBTQI youth.

The programme included informative sessions and panel discussions with experts, group discussions and exchange of knowledge, and capacity-building workshops. Every day ended with a reflection group guided by four young experts of IGLYO Advisory Panel.

Furthermore, thanks to our Member and host organisation ŠKUC Magnus, a founding member of IGLYO and the first LGBTQI organisation in Slovenia, participants and the IGLYO staff had the opportunity to learn more about the history and the present of the LGBTQI movement in the country, and get a glimpse of the queer scene of Ljubljana.

As a result of this Conference, a set of policy guidelines on preventing and tackling hate speech and hate crime against LGBTQI young people will be published by IGLYO in 2024.

[Event Page](#)

[Programme](#)

[Photos](#)

[Speakers](#)

International LGBTQI Youth Conference on Hate Speech & Hate Crime

9-12 November 2023 in Ljubljana, Slovenia

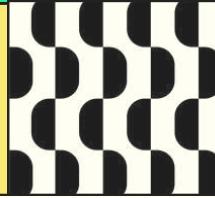
ORGANISED BY IGLYO HOSTED BY ŠKUC WITH THE SUPPORT OF EYF

Apply by 30 July on [iglyo.com](http://iglyo.com)



Various picture of the Internal Conference in Ljubljana. © Photos by Monika Zupin

# IGLYO Webinars 2023



## Open Webinars at the Global Online Activist Academy 2023

In 2023, IGLYO organised 4 online webinars open to the general public. Two were part of the programme of the Online Activist Academy:

- [Intersex: Our Lives, Our Issues and Intersex Children](#) by Erin Vlahović (he/him), Trans and Intersex Activist from Croatia, and Executive Coordinator of kolekTIRV
- [Digital Security for LGBTQI Activists and Communities](#) by Jean Linis-Dinco (she/her), Data Specialist, Human Rights Activist, and PhD Candidate in Cybersecurity and Human Rights

Moreover, we organised two additional workshops on topics of relevance for queer youth.

### Queer Identity, Socio-Economic Background & Employability | 26 Oct. 2023



This webinar provided participants with practical guidance and support, focusing on enhancing employability skills and empowering participants to overcome the unique challenges they face in the job market as LGBTQI youth.

More than 50 participants tuned in for the webinar and actively participated throughout the 90-minute session, demonstrating how much overcoming employment barriers is a challenging problem for queer youth.

[Event Page](#)

### Navigating Queer Youth Mental Health & Fostering Resilience | 6 Dec. 2023



This IGLYO webinar put the spotlight on the topic of mental health, with a specific focus on the challenges we face as LGBTQI young people. We provided a safe and informative space for discussion, sharing experiences, and learning about strategies to promote mental well-being within our community. Thank you to the more than 30 participants who joined us!!

[Event Page](#)

# IGLYO Grants Programme 2023



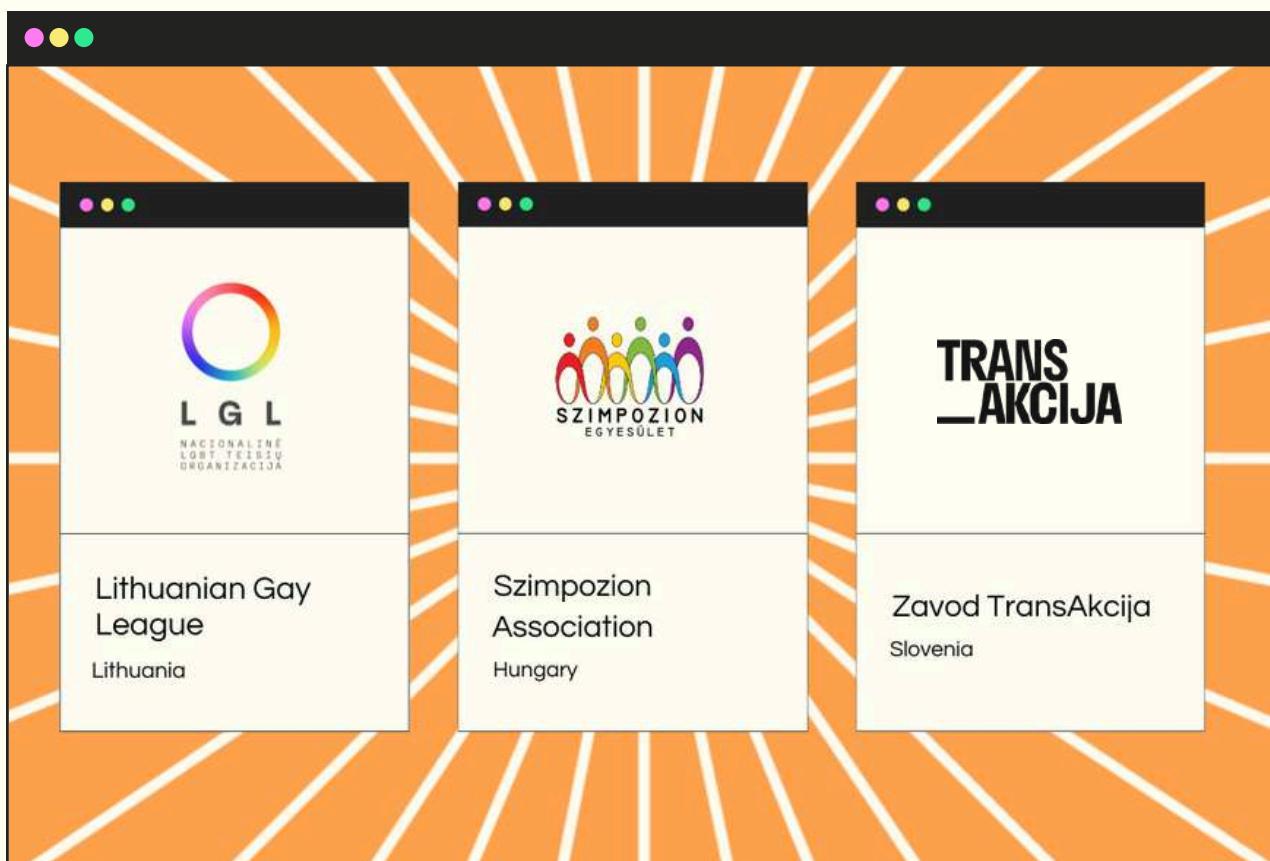
## About the IGLYO Grants Programme

In early 2023, we were thrilled to launch our new IGLYO Grants Programme, as a continuation of our Mentoring Project 2021/2022. The aim of the programme is to increase IGLYO's impact by supporting our Members' activities on the ground, as well as their work directly addressing the needs of local communities.

To this end, we awarded three grants of €10,000 each to three of our Member Organisations based in EU Member States. But financial assistance is not all: We also provided technical support by working closely with the selected organisations in the implementation of their projects. The selected Members project in 2023 were:

- Protecting LGBTI youth by Repealing the Discriminatory Provision of the Lithuanian Law on the Protection of Minors by the Lithuanian Gay League (Lithuania)
- Supporting Hungarian LGBT+ Youth and their Allies by Szimpozion Association (Hungary)
- Synchronised Voices: Cultivating Friendlier Communications by TransAkcija (Slovenia)

You can learn more about the three projects in the next pages.





### Protecting LGBTI Youth by Repealing the Discriminatory Provision of the Lithuanian Law on the Protection of Minors — Lithuanian Gay League (LGL)

Through this project, our Member the Lithuanian Gay League (LGL) took advantage of their strong research and awareness-raising background to engage in national and international advocacy efforts to make the Lithuanian Government aware of the direct negative impacts of the Lithuanian “Law on the Protection of Minors against the Detrimental Effect of Public Information” on the LGBTI students in Lithuania.

Active since 2009, this law has created a chilling effect when it comes to all efforts in LGBTI Inclusive Education. Yet, despite the criticism by human rights defenders and by International human rights bodies, the Law in question, and especially its article 4(2)(16), remains intact. This is why LGL believes that it is crucial to continue to build national and international pressure on the Lithuanian Government to remove the discriminatory clause of the so-called “anti-LGBTI propaganda Law”.

With the support of the IGLYO Grants Programme, LGL sent letters to national and international institutions to make policy-makers aware of the negative effects of the article 4(2)(16). They also built pressure by collecting petition signatures, as well as by organising a protest which IGLYO joined and a panel discussion involving policy-makers during an international conference in Vilnius.



### Supporting Hungarian LGBTQI Youth and their Allies — Szimpozion Association

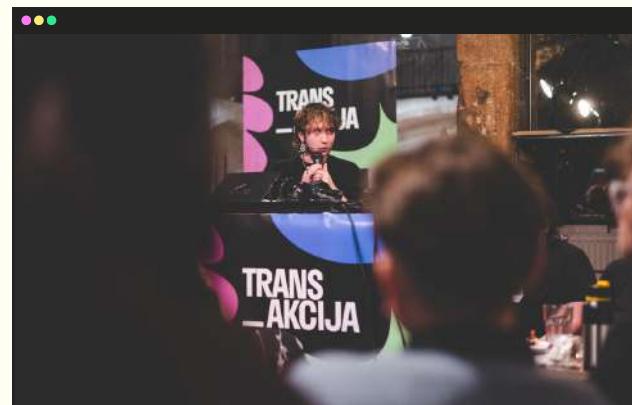
With this project, our Member Szimpozion Association set out to support LGBTQI youth in Hungary by contrasting the current anti-LGBTQI climate in the country. To achieve this, they offered training and capacity-building opportunities to new volunteers, and spread information and awareness among the broader public.

Szimpozion organised a training programme for future facilitators of their awareness-raising workshops. The training focused on how to support young LGBTQI participants, how to use non-formal education, facilitation and storytelling methods, as well as how to answer the most frequent questions about LGBTQI identities.

In addition, Szimpozion organised an internal training and team retreat for new volunteers and members of their organisation, where they introduced them to the structure, opportunities and projects of the organisation, created a strategic vision for its main projects, and improved internal organisation processes.

Moreover, Szimpozion organised public workshops for young LGBTQI people in order to build a community for them, create a safe space and platform for them to meet and interact, find and support resilience in the hostile anti-LGBTQI climate of Hungary. Finally, Szimpozion ran an online video campaign to support and promote their activities.

We congratulate them for the many achievements of this project, and are proud to have supported them along the way to complete this crucial mission!



### Synchronised Voices: Cultivating Friendlier Communications— Transakcija

Our Slovenian Member TransAkcija dedicated their IGLYO Grants 2023 project to creating a new visual identity and communication strategy for their organisation.

TransAkcija approached the redesign process as a community project. They wanted the new direction to reflect their individual and collective perspectives in the broadest yet most personal sense. By involving their team of staff, volunteers and expert collaborators from the trans community in the process, they aspired to also internally strengthen and empower their organisation.

In October 2023, TransAkcija launched their outstanding and cutting-edge [new website](#) and visual identity, which will allow them to have even more impact for our communities in Slovenia and beyond.

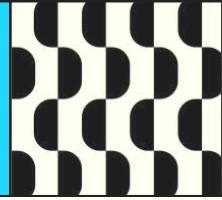
About the launch, TransAkcija said: "What we may be trying to show with our neat new outfit is how it is patched together with the creative threads of all of us who are part of this community. Inspired from within and in the flood of diversity, we have been looking for something that clearly defines us as an entity that doesn't like to define itself too much — except where and when it needs to. Thank you IGLYO for the opportunity and to the team for hacking the most hidden parts of our hard drives."

# Advocacy & Research

One of our key objectives at IGLYO is the advancement of LGBTQI youth rights through our advocacy and research work. We aim to protect and promote the rights of LGBTQI young people through participating and influencing decision-making bodies in Europe, as well as increasing the body of data and research on LGBTQI youth rights and experiences, with a focus on education, health, and bias-motivated violence and hate crimes.

Concretely, we achieve this through our research work, participating in European policy processes and consultations, liaising with other European civil society organisations to ensure the inclusion of youth in LGBTQI work and inclusion of LGBTQI people in youth work, and supporting our Members with their national advocacy efforts.

# Work with the Council of Europe



## CM/Rec(2010)5 Review — Thematic reviews on hate-crime and hate-speech, and health, and comprehensive review

We collaborated closely with the Steering Committee on Anti-Discrimination, Diversity, and Inclusion in preparation for the upcoming review of this [recommendation](#), scheduled for 2024. We have done so participating as experts in the thematic roundtables on hate crime, hate speech and health, and keeping the Council of Europe informed of the national situation for LGBTQI youth and children.

Concretely, in 2023 we provided input to the thematic review on hate crime and hate speech, and participated in the roundtable discussions on Sexual and Reproductive Health and Rights, Mental Health and the European Roundtable on the health review. We also worked closely with the Council of Europe to link them to activists and civil society organisations working on health with a youth and children's rights angle, to ensure they were also part of the conversation.

## European Governmental LGBTI Focal Points Network

Since last year, all INGOs were recognised full membership to this network, providing us the opportunity to engage with policymakers from all across the Council of Europe region working on LGBTQI equality. This year, we participated in several meetings organised by the network and discussed the advancement of LGBTQI rights in the region.

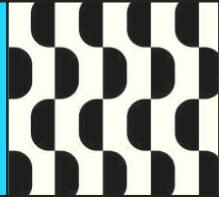
## European Commission against Racism and Intolerance (ECRI)

We have been actively engaged with the European Commission against Racism and Intolerance (ECRI) to support them in drafting [policy recommendations](#) to address intolerance and discrimination against LGBTI individuals. To do that, we engaged in stakeholder consultations and provided written comments on the guidelines.

## European Programme for Human Rights Education for Legal Professionals (HELP)

We were invited to participate in the HELP international training course launch and conference on LGBTI persons in the Asylum Procedure to talk about the specific challenges related to the reception and integration of young LGBTQI asylum seekers and refugees. The HELP module, titled "LGBTI persons in the Asylum Procedure", seeks to increase the capacity of legal professionals handling asylum claims based on SOGIESC, by explaining key concepts, stereotypes, or incorrect assumptions in adjudicating cases involving LGBTI persons.

# Work with the European Commission



## EU LGBTIQ Equality Strategy Review & Swedish EU Presidency High Level Conference on LGBTI Equality

During the High-Level Conference on LGBTI Equality under the Swedish EU Presidency, we presented our evaluation of the EU LGBTIQ Equality Strategy's implementation to assess to what extent it has been inclusive of LGBTQI young people. We also provided explicit recommendations on how both the EU Commission and Member States can align with their political aspirations to protect young people's rights. At the event, we also participated in a panel discussion on inclusive education and school bullying and discrimination.

In addition to our participation in the event, we provided input to the EU LGBTIQ Equality Strategy implementation mid-term review responding to the Commission's open consultation.

[Read the response to the open consultation](#)

## European Commission Working Group on Equality and Values

IGLYO is an active member of the European Commission's Working Group on equality and values in education and training. As part of this working group, IGLYO has contributed to the development of Guidelines to tackle different forms of discrimination in education and training, and Guidelines to address gender equality in and through education.

IGLYO has also actively participated in providing input to a thematic fiche on Education and LGBTIQ Diversity. Finally, IGLYO has contributed to the development of the 2024 Work Plan, where there will be space to discuss school bullying and harassment, and mental health in educational settings.

## Gender-Based and Domestic Violence Directive

Together with other key LGBTIQ networks (ILGA-Europe, OII Europe, TGEU and EL\*C), we engaged in discussions with the European Parliament and the Commission regarding the proposed text for a forthcoming directive addressing the prevention of violence against women and domestic violence.

Our primary focus has centered on providing recommendations to ensure that the legislation explicitly safeguards LGBTQI children from domestic violence, and LBTI women and girls. We've also advocated for the decriminalisation of sex work, together with ESWA.

## EU Youth Dialogue Platform, EU Youth Strategy Review, and EU Strategy on the Rights of the Child Review

With the Youth Action Plan in EU external action, the EU aims to enhance institutional youth engagement to promote young people's involvement in the design, implementation, and monitoring of EU external policies and actions; and ensure further accountability on youth issues through strategic, inclusive and participatory communication to reach out to young people, including children, in all their diversity.

To achieve this, the Directorate General for International Partnership (INTPA), is setting up a platform for regular dialogue with youth organisations, through the Policy Forum on Development (PFD). IGLYO has been an active member of the core group of this platform, attending regular meetings and providing feedback for their review of the Youth Action Plan.

In 2023, we have also followed up with the Commission on the implementation of the actions of the EU Youth Strategy and the EU Strategy on the Rights of the Child in relation to the protection of promotion of LGBTQI children and young people, and have submitted responses to the open consultations on the mid-term review of the EU Youth Strategy.



Photo of the IGLYO Policy & Research Team Rú, Ahmed and Amélie at the European Education Area Midterm Review Event organised by the European Commission and the European Parliament in Brussels.

# High-Level Events, Policy Meetings & External Representation



## IDAHOT+ Forum

As we have done over the last few years, we participated in the IDAHOT+ Forum. This year, we supported the organisation of a plenary session on inclusive education, bringing together national civil society organisations, UNESCO, the OECD and the Council of Europe to discuss a possible stagnation or backsliding in the advancement of inclusive education policies across the Council of Europe region. This event was hosted within the framework of Iceland's Presidency of the Council of Europe, in co-operation with the Permanent Representation of Iceland to the Council of Europe.

[Forum programme](#)



## High Level Conference on LGBTIQ Equality in the EU

In the framework of the Swedish EU Presidency, our Executive Director, Bella FitzPatrick, participated in a plenary session to review the implementation of the EU LGBTIQ Equality Strategy, and our Policy & Research Manager, Rú Ávila Rodríguez, in a breakout session on Knowledge based policymaking, with a focus on LGBTIQ youth and education.

[Conference Programme](#)

[Conference Statement](#)



## Europride and Human Rights Conference

This year, IGLYO was invited to participate in the Human Rights Conference organised by the government of Malta in the context of Europride. Our Policy & Research Officer, Ahmed El-Salawy, and our Board Member, Yassine Chagh, participated in two roundtables: One on LGBTIQ Migrant and Refugee Youth, and one in LGBTIQ Activism in the Middle East and North Africa.



## Other Events

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Besides participating in these events, the team has also been involved in other meetings, roundtable discussions, and conferences. Here is the list of the most relevant events we attended in 2023.

Event	Organiser(s)	Month
European Governmental LGBTI Focal Points Network	Council of Europe	January, May & Nov
Policy Dialogue with EU Commissioner Kyriakides on the Topic of Mental Health	European Commission	February
Event on EU Elections	COFACE Families Europe	February
Congress of Employment and Human Rights in Spain	FELGTBI+	February
Communication Capacity Building on Diverse Participation in the 2024 European Elections	COFACE families Europe	February
Anti-racism and Diversity Week Event	ENAR	March
Biphobia & Mental Health	European Youth Mental Health	March
European Capitals of Inclusion and Diversity Award	European Commission	April
Stakeholder Event: A Comprehensive Approach to Mental Health	European Commission	April
Addressing Intersex Genital Mutilation (IGM) in the Directive on Combatting Violence against Women and Domestic Violence	European Parliament's LGBTI Intergroup, OII Europe, ILGA-Europe and End FGM network	April
LGBTI+ Sensitive Justice System for Children in Europe	Child Friendly Justice European Network	May
Education International's 2nd ESP Conference	Education International	May
Safe, Seen and Included IDAHOBIT Event	UNESCO & IGLYO	May

Event	Organiser(s)	Month
IDAHOBIT Day Event	Directorate-General for Human Resources & Security	May
"Freally?" Talks	Amnesty International	May
LGBTIQ Rights ahead of the 2024 Elections: What Did We Achieve and What Is Still Missing?	European Parliament's LGBTI Intergroup	June
Advancing LGBTQI Rights in Europe	Spanish Presidency of the Council of the EU	July
Democratic Participation for Queer Youth	Social Platform	July
Proud Spaces	Youth Work Ireland	Sept.
Foreign Information Manipulation and Interference Targeting LGBTIQ+ People	EEAS	October
1st International Conference on LGBTIQ Children and Adolescents	C-Child project	October
European Education Area Midterm Review	European Commission	October
Online hearing: The Implementation of the European 'LGBTIQ Equality Strategy 2020-2025'	European Parliament	October
Advancing Healthcare Access for Trans People in Europe	Council of Europe	October
United 4 Diversity Kick Off Event	Forbidden Colours	October
Panel on National Action Plans at the ILGA-Europe Conference	ILGA-Europe	October
Inclusivity & Racial Sensitivity	Future Worlds Centre	October
Education Summit	European Commission	November
Sexual and Reproductive Health & Rights	Council of Europe	November
Advancing Healthcare Access for People in Europe	Council of Europe	November

Event	Organiser(s)	Month
YES Forum	Youth and European Social Work Forum	November
Conference on LGBTIQ+ youth Homelessness & Housing Exclusion in Europe	Ljubljana Pride Association, ILGA Europe and FEANTSA	November
Safe Spaces for Learners	European Association for the Education of Adults (EAEA)	November
Elevating Mental Healthcare for LGBTI People in Europe	Council of Europe	December
Legal Seminar on Gender Equality and Non-Discrimination	European Commission	December
European Commission Working Group on Equality and Values in Education and Training Meetings	European Commission	Across the year
Youth Dialogue Platform	European Commission	Across the year

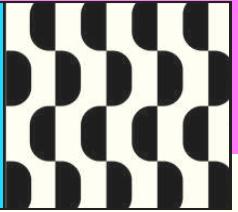


Various photos of the IGLYO team and Board representing IGLYO at events and consultations in 2023.



Various photos of the IGLYO team and Board representing IGLYO at events and consultations in 2023.

# Thematic Advocacy & Research



## IGLYO LGBTQI Youth Mental Health Survey

In November 2023, we widely circulated a crucial survey around mental health designed for LGBTQI young people between 14 and 30 years old based in the Council of Europe Region. We will use the results to inform our work with European and national authorities responsible for supporting LGBTQI youth and their mental health. We want to push for better services and legislation that is informed by the experiences of young people.



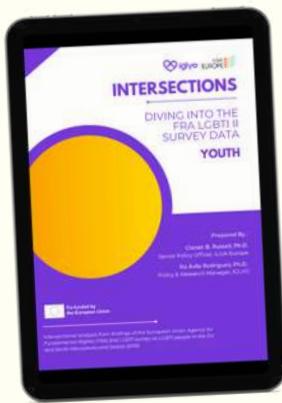
## Survey on the Needs of LBTQI Girls, Young Women & Non-Binary Youth with EL\*C

Together with our partner E\*LC — EuroCentralAsian Lesbian\* Community, we carried out a survey aimed at exploring the needs, challenges, and lived experiences of LBTQI girls and young women, as well as non-binary and gender diverse youth between the ages of 15 and 30, residing in the Council of Europe Region. We will release the results of this research in 2024.



## FRA's EU LGBTIQ Survey III Dissemination

IGLYO took part in the design and dissemination of the 3rd Edition of the European Fundamental Rights Agency's EU LGBTIQ Survey. The survey will allow IGLYO to analyse the results and put forward important policy recommendations aimed at improving the lives of LGBTIQ youth & students in Europe.



## Policy Brief on FRA's EU LGBTIQ Survey II

We at IGLYO have collaborated with ILGA-Europe to elaborate on the existing analysis of the FRA LGBTI Survey II, and summarise the most relevant data about the experiences of LGBTI youth in Europe. To understand the challenges faced by young people, we created sub-populations of respondents aged 15-24, 15-17 and 18-24, and compared them with all respondents to the survey.

[Download the Policy Brief](#)

## LGBTQI Youth Mental Health & Suicidality Awareness Research

In 2023, IGLYO partnered with [GAMIAN-Europe](#) and [IASP's LGBTQA+ Special Interest Group](#) for a project aimed at raising awareness on LGBTQI Mental Health and Suicidality, specifically focusing on young people. This partnership involved the organisation of two online workshops and the publication of a Joint Policy Statement and a Toolkit on the topic.

### Online Workshops

In July 2023, we orchestrated two online workshops, bringing together a diverse group of LGBTQI individuals from various backgrounds, all of whom grapple with severe mental health issues and suicidality.

The primary objective of these workshops was to delve deeply into the underlying risk factors, aiming to comprehend and analyse them comprehensively. Concurrently, the workshops sought to identify practical strategies for mitigating and preventing such risks.

As a result, on the occasion of World Suicide Prevention Day 2023 (10 September 2023), we released the two resources below.



### Joint Policy Statement

Our “Joint Policy Statement on LGBTQIA+ Mental Health & Suicidality” puts forward a set of actionable policy recommendations tailored for stakeholders invested in addressing the significant disparities in suicidality and severe mental health challenges that disproportionately affect LGBTQI youth.

[Download the Statement](#)



### Toolkit

Our “Toolkit on Mental Health & Suicide Awareness for LGBTQIA+ People” is meant as a resource for everyone interested in finding answers and solutions when it comes to LGBTQI youth mental health and suicide awareness. It also puts forward recommendations on what organisations can do to support suicide prevention among LGBTQI young people.

[Download the Toolkit](#)

## Policy Briefing Consultation for the EU Strategy on the Rights of the Child

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Together with ILGA-Europe, we produced a policy briefing to examine the data from the consultation conducted by UNICEF to inform the EU Strategy on the Rights of the Child. This briefing creates sub-populations for those who self-identify as LGBTQI and those whose gender identity is non-binary, comparing their results with people who are not LGBTQI.

[Read the Policy Briefing](#)

## Roundtable Discussion on Legal Gender Recognition for Minors

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Together with Transgender Europe, we organised a roundtable to discuss with our members their advocacy needs in the development of strategies towards legal gender recognition for minors in Europe. The discussion involved members from some Council of Europe Members States and was a starting point for coordinating work in this area.

## Access to Trans-Specific Healthcare for Minors

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IGLYO has been working with Trust Law to assess the extent to which governments have implemented restrictions to trans-specific healthcare for minors. We have conducted a comprehensive analysis of the current legal framework for access to gender-affirming healthcare for trans and non-binary youth across Europe. This work will be launched in 2024, and will review the existing legal framework and relevant case-law of access to gender-affirming healthcare for young people in some European countries.

## Trans, Gender Diverse and Intersex People in Sports

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IGLYO has drafted a report that serves as a background study on the regulatory frameworks governing the participation of trans and intersex children and youth in sports in Europe, including amateur sports, elite sports and physical education in schools. It is not comprehensive but provides a glimpse into the norms that regulate the access of trans and intersex youth and children to sports in Europe. The report will be published in 2024.

## LGBTQI Youth & Health Guidelines

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In November 2022, IGLYO convened an international youth conference in Zagreb, Croatia, uniting LGBTQI youth activists and experts. From this work, we have created guidelines on health, to highlight the specific needs of LGBTQI youth in the field of health. The Health Guidelines will be published in 2024.

# TUTOR Project Update



Since 2022, IGLYO is a proud Consortium partner of TUTOR, a 36-month project aiming to foster inclusivity among teachers and education.

The TUTOR project aims to create partnerships between teacher education and training providers to set up Teacher Academies, developing a European and international outlook on teacher education. These Academies embrace inclusivity in education, and contribute to achieving the objectives of the European Education Area.

Overall, the TUTOR project fosters a more inclusive environment, open to migrant, LGBTQI+, and socioeconomically disadvantaged students, with a particular focus on safeguarding the elements of tolerance, acceptance, and inclusion.

[Learn more about TUTOR](#)



## TUTOR Desired Status Report

In 2023, the TUTOR Project released a Desired Status Report, a comprehensive document representing the culmination of the TUTOR team's hard work and dedication, providing valuable insights and data that will contribute to the success of the TUTOR project.

[Download the Report](#)



## TUTOR Newsletters

The TUTOR Project newsletters invite you to reflect on the progress we've made thus far and provide a sneak peek into the exciting initiatives that lie ahead.

[Read Newsletter #1](#)

[Read Newsletter #2](#)



## Transnational Project Meeting | 30 November - 1 December in Vienna, Austria

At the end of 2023, our Programmes Manager Viola took part in the transnational meeting of the Tutor Project in Vienna, Austria. All Consortium partners gathered there to discuss the remarkable progress made so far and strategically planned the next steps for this transformative initiative.

### Consortium Partners

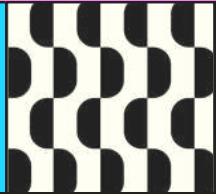
The TUTOR project is led by a Consortium composed of [iekAKMledu | AKMI International](#) | [Symplexis](#) | [EVBB](#) | [EVTA](#) | [Maynooth University](#) | [ÖJAB](#) | [die Berater Unternehmensberatungs GmbH](#) | [IGLYO](#) | [School of Pedagogical and Technological Education](#) | [SerGED Association](#).



Teachers' upskilling aiming at a holistic inclusivity in learning



# Country Visit to Portugal ahead of the UN's Universal Periodic Review



On 10-13 November 2023, our Comms & Network Officer Toryn and our Policy & Research Officer Ahmed travelled to Lisbon, Portugal, to support our IGLYO Member Organisation rede ex aequo in creating a coalition of Portuguese LGBTQI organisations, with the support of João, a Board Member at both IGLYO and rede ex aequo.

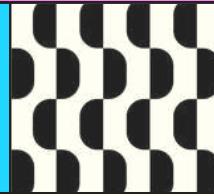
This coalition will create a report on the situation for LGBTQI youth in Portugal to submit to the UN's Universal Periodic Review of Portugal. On Sunday 12 November, they met to begin this process, mapping out the greatest challenges faced by LGBTQI youth and beginning to plan for the months ahead.

Many thanks to the incredible local activists who participated and best of luck on the road ahead. We look forward to the incredible work they will do!



Various pictures of our IGLYO Country Visit to Portugal.

# Statements, Articles & Comments



Throughout the year, we published several IGLYO Policy Statements, Articles and Comments on burning topics for the LGBTQI youth sector.

## Statement on the new Spanish Trans Law | February 2023



In February 2023, the Spanish Parliament adopted a law for the "effective and real equality of trans people, and the guarantee of the rights of LGBTI people". This law represented a key milestone for many trans activists, yet not including non-binary people, and minors under 16 with unsupportive families, who will have to wait to have their gender marker and name legally recognised. [Read our statement](#).



## Comment on Finland Allowing Gender Recognition Based on Self-Determination | February 2023

While we celebrated the advancement of the rights of trans people in Finland, the law doesn't apply to people under 18, intersex people, non-binary people, and any other person with a gender identity that falls outside the binary. [Read our comment](#).

## A Loving Message to our Neurodivergent Trans Siblings | March 2023



In this article, then Board Members Toryn and Ralu talk about their own experience as neurodivergent trans people, how autism and ADHD have respectively had a positive impact on their activism, and how the trans community and movement wouldn't be where it is today without neurodivergent trans siblings. [Read the article](#).

## On Ending Period Poverty for Trans, Non-Binary, Gender Fluid & Intersex People | May 2023



For Period Poverty Awareness Week (22-28 May 2023), our Board Member Yassine tackled the issue of period poverty affecting trans, non-binary, gender fluid, and intersex individuals, and attempted to provide solutions and best practice examples to work towards menstrual equity for all. [Read the article](#).

## Comment on the Cyprus Parliament Passing a Bill Criminalising Conversion Therapy | May 2023



As the Parliament of Cyprus passed a bill criminalising conversion therapy practices targeting LGBTQI individuals, we extended our heartfelt congratulations to the organisations and activists who tirelessly advocated for this significant milestone in the country. [Read our comment](#).



### World Refugee Day 2023: The Fight of the LGBTQI Community | June 2023

In this IGLYO article for World Refugee Day 2023 (20 June), our Board Members Spyros and Yassine delved into the struggles and challenges faced by LGBTQI refugees and provided potential ways to work towards fostering positive change and creating a more inclusive and equitable environment for LGBTQI refugees. [Read the article.](#)



### No, UK, Schools Should Not Out Trans & Non-Binary Young People to their Parents | July 2023

We were very concerned when the UK Education Secretary said schools must out trans and non-binary young people to their parents. This policy directly goes against the rights of the child, and results from an extreme anti-trans movement within the UK. [Read our statement.](#)



### Support with IGLYO Member LGL Facing Anti-LGBTQI Counterprotest | September 2023

In this statement, we stood in solidarity with our Member the Lithuanian Gay League and the entire LGBTQI community of Lithuania in the face of the hostile anti-LGBTQI counterprotest that disturbed their peaceful protest for our rights on 28 September 2023, held as part of their IGLYO Grants Project. [Read our statement.](#)



### IGLYO Comment on the ECRI Recommendation Against LGBTQI Discrimination | October 2023

In this IGLYO Comment, we welcomed the European Commission against Racism and Intolerance (ECRI)'s new Policy Recommendation to combat LGBTQI discrimination. We were pleased to see the policy document included key recommendations for protecting and promoting the rights of LGBTQI children and youth. [Read our comment.](#)



### IGLYO Comment on the EU Eurydice Report 2023 | November 2023

The Eurydice report highlights key findings on the challenges that LGBTQI people face, and the current status of educational policies aimed at bridging the gap and addressing such disadvantages and discrimination. Our IGLYO Comment on the report features some of its highlights regarding LGBTQI youth. [Read our comment.](#)



### Support with our LGBTQI Siblings in Russia | December 2023

Facing the appalling decision by the Russian Supreme Court that the "international LGBT movement is an extremist organisation", we expressed our most sincere support to our siblings in the LGBTQI community in Russia and renewed our commitment to keep on fighting for the rights of LGBTQI youth everywhere. [See our post.](#)

# Communications

Over the years, IGLYO has established steady communication tools and channels reaching audiences at the individual, organisational, local, national, international and EU level. Our communication work is transversal to all our activities, and crucial to the fulfilment of our missions.

The year 2023 was a big one in terms of comms as we completely rebranded IGLYO and launched a brand new website with many new features!

# New IGLYO Website & Visual Identity

In October 2022, we had embarked on an intensive journey to modernise our look and restructure our website. The goal was not only to give more visibility to the work of IGLYO and our Members Organisations, but also to make our international LGBTQI youth movement louder than ever.

On IDAHOBIT+ 2023 (17 May), we were thrilled to finally launch the new IGLYO website, hoping to establish it as a unique online platform where LGBTQI young people from across the globe can find international opportunities, resources and news, as well as a close-knit community that loves, supports, and protects them.

## New Visual identity

Our new visual identity now includes a wide array of vivid colours paired with geometric patterns that will brighten up your day. Our logo was also embellished to embrace and reflect the youth aspect that is inherent to our movement. [Watch the launch video](#).



Celebrating  
Queer Lives,  
Honouring  
Youth Voices.

 IGLYO The International LGBTQI Youth & Student Organisation



## New website features

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Here's in a nutshell what's new on the website:

### ■ Meet the world's largest LGBTQI youth & student organisation

Not everyone is familiar with the concept of "network" or "member-based organisation". Our new "About us" section provides clearer and more structured information on who we are, our wide array of activities, our amazing teams, and our proud history.

### ■ Network with our amazing Members

Our new Members' list allows for filtered search according to country and areas of work, and each Member Organisation has a dedicated page with their info, as well as the opportunities and resources published on the IGLYO website. In other words, this is networking from the comfort of your home!

### ■ Become a Member in a heartbeat

Becoming an IGLYO Member has never been easier! Our new Become a Member page now clearly explains the advantages, criteria and steps to join our network.

### ■ Find opportunities for LGBTQI youth

Our brand new opportunity finder offers the possibility to search for international events, open calls, campaigns and job offers that are relevant to LGBTQI young people. What's more is that our Members and partners can also submit their opportunities for publication on the IGLYO website through the opportunity publication form.

### ■ Browse our digital resource library

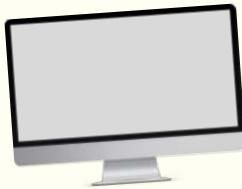
Our new resource library includes insightful publications, articles, research, and audiovisual content from IGLYO, our Members, and the global LGBTQI community. Just like for the opportunity finder, our Members and partners can submit their resources for publication on the website through the resource publication form.

### ■ Make an everlasting change in less than 5 minutes

Donations are crucial to help us to raise our voice among policy-makers and get more LGBTQI young people worldwide to take part in our activities. Our new donation page explains in detail what donations are used for, and provides an easy form to make a one-off or recurring donation in less than 5 minutes. See for yourself!



# Communications Channels



## IGLYO websites

IGLYO's main website is our main channel of communication, where we centralise all the information about our activities. Since the launch of the new website, the number of page views and engagement rate have significantly increased. IGLYO also manages a website for our LGBTQI Inclusive Education Research.



## Social media

IGLYO is active on Facebook, Twitter, Instagram, LinkedIn, and we're planning to develop our TikTok account in 2024. In 2023, we considerably increased our reach and followers base on Instagram and LinkedIn. The most popular posts were the photos of our events and activities, IGLYO Statements, and research outputs.



## Newsletters and mailings

We send our Members' and wider audiences a monthly newsletter, as well as targeted mailings about our core activities. Both our newsletters and mailings have a very good opening rate, and the numbers of contacts in our database significantly increased in 2023.



## Partners' channels

As a well-connected international network, we regularly send communication kits to our partners to invite them to disseminate our activities and messages to their wide audiences. We also take care of sharing their own opportunities on our channels so as to provide our Members and followers with continuous opportunities and information.



## Public speaking & External representation

As shown in the External Representation section of this report, one of our key and most impactful channels of communication is when our Board or staff members represent IGLYO at important international events. This allows us to share our expertise and activities first hand, while expanding our international connections. In 2023, the Board and staff represented IGLYO at over more than 55 international events.

# Sneak peek at 2024

In 2024 IGLYO celebrates 40 years of fighting for queer young people. As we prepare to say goodbye to 2023, here at IGLYO we are busy planning an anniversary celebration not to be forgotten.

From our flagship AMC, international conference and Activist Academy, to the 2nd cycle of our IGLYO Grants Programme, an exhibition to celebrate the history of IGLYO and an extra special 40th anniversary, 2024 will prove to be a memorable year.

Fasten your seatbelt and dive into this section for a small taste of what to expect for the year ahead. If you are interested in any of our upcoming activities, feel free to drop us a line at [hello@iglyo.com](mailto:hello@iglyo.com) for more information.

# Programmes & Events in 2024



## \* 40th Anniversary Annual Members' Conference (AMC) | September-October 2024, location TBA

Our next AMC aims to build the capacities of LGBTQI youth, consult with the membership, discuss and approve IGLYO's future direction, strategy and statutory documents, and elect new Board Members during a 3-day programme, with around 80 participants. Be sure to join us to celebrate 40 years of IGLYO!

## \* International Conference on Education

Following the work IGLYO has done in the field of inclusive education and school-bullying prevention, we will organise a conference to bring together researchers, national policy-makers, teachers and other educational experts, civil society organisations, and students globally. This will be a flagship event and will be shaped by the work done during the 2023 online study session on inclusive education (with young experts). Most of the work to hold our International Conference on Inclusive Education will be done in 2024. The final date is yet to be confirmed, but a 'save the date' invitation will be sent in early 2024.

## \* In-person Activist Academy and Online Activist Academy

Our flagship training programme the Activist Academy will be back in 2024 for both an in-person and an online edition! Participants will take part in an intensive training programme involving group development, skills modules, and real-life tasks to test the skills they learned. And just like in previous years, the online edition will be open to LGBTQI young activists from around the globe.

## \* 4 Online Interactive Workshops

We will organise 4 online interactive workshops to build the skills of young LGBTQI activists. We will consult with our Members and supporters to decide on the skills/themes which best support their activism.

## \* IGLYO Grants Programme 2024

Building on our first grant cycle in 2023, IGLYO will provide further grants for 3 new projects implemented by our Member Organisations in 2024. In addition to financial assistance, IGLYO will support the implementing organisations with expertise in the areas of building inclusive education systems, counteracting the anti-gender movement and building more inclusive organisations.

# Advocacy & Research in 2024



## \* Launch of the LGBTQI Education Best Practices Online Database

In 2023, we worked to produce a database that will include good practices on inclusive education legislation, policies and programmes. Next year, we will launch the database which will be translated into 6 different languages: Arabic, French, Serbian, Croatian, Russian, Spanish, and Turkish.

## \* Youth Toolkit on Hate-Crime and Hate-Speech Policy Making

Building on the work done in 2023 to assess the needs of LGBTQI youth in policymaking about hate crime and hate speech, we will produce a set of guidelines in this topic. These guidelines will provide policy-makers and civil society organisations with specific recommendations in this area of work.

## \* LGBTQI Youth & Health Guidelines

In November 2022, IGLYO convened an international youth conference in Zagreb, Croatia, uniting LGBTQI youth activists and experts. From this work, we have created guidelines on health, to highlight the specific needs of LGBTQI youth in the field of health. The guidelines will be launched in 2024.

## \* Thematic Research Publications

Next year, we will release several research publications covering a range of topics: our trans, gender diverse and intersex youth in sports research, our report on trans-specific health care for minors, our mental health research report, and the results of our survey on the experiences of LBTQI girls and young women.

## \* Working with the Council of Europe and the European Union Institutions

We will continue our advocacy work by participating in meetings and steering committees and representing IGLYO at key events, such as the IDAHOT+ Forum, or the EU Presidency events on LGBTQI rights. We will also mainstream youth and LGBTQI equality with our participation in institutional working groups, like the European Commission Working Group on Equality and Values in Education and Training Meetings, the Council of Europe Committee on Anti-Discrimination, or the European LGBTI Focal Points Network.

## \* Study Visit to the European Parliament

In 2024, IGLYO will organise one study visit to the European Parliament for 10 young queer activists. The objective is twofold: to build their capacities and reinforce their skills in policy and advocacy, and to give them the opportunity to practice these newly acquired competences firsthand.



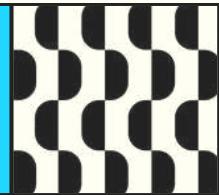
#### \* **Mapping Youth Equality Mainstreaming in LGBTQI National Action Plans**

We will be working with our Members to assess to which extent national LGBTQI Equality Strategies and Action Plans cover the specific needs of children and youth. This resource will be launched at the IDAHOT+ Forum and will highlight concrete best practices that could be used by policymakers in developing and monitoring their own strategies and action plans.

#### \* **Education Mentoring programme**

IGLYO wants to ensure our Member Organisations have the opportunity to have their voices heard even if they are small, local or volunteer-ran as many youth organisations are. With the education mentoring programme, IGLYO will support our Members in their work against SOGIGESC-based school-violence. This programme is intended to amplify cooperation between governments and civil society organisations. Although the core of this work will be done in 2025, IGLYO will launch an initial call to Members in 2024 and will hold an initial meeting to assess their particular advocacy needs.

## Network & Comms in 2024



#### \* **Continuing to Represent IGLYO at Key International Events**

As well as policy meetings and high-level advocacy events, members of the Board and Secretariat will represent IGLYO and the network at important conferences, meetings and events pertaining to LGBTQI rights.

#### \* **40th Anniversary Exhibition & Celebration**

The IGLYO staff and Alumni network have already visited the IGLYO Archive in Amsterdam to prepare a unique and engaging exhibition to celebrate our 40th anniversary. Be prepared for a walk down memory lane, and a fabulous celebration!

#### \* **Queer Youth Articles**

Following up on our "Portraits of Queer Youth in Montenegro" series of articles and in order to amplify the voices of LGBTQI young people, we will feature at least 4 articles on the work of LGBTQI youth activists from our Members and from outside our network.

#### \* **Informing on LGBTQI (youth) Rights Developments in Europe and Beyond**

We will keep on ensuring that our Members and our network as a whole are aware of significant developments in LGBTQI (youth) rights in Europe and globally through campaigns and posts on social media and in our newsletters.



# IGLYO

The International **LGBTQ!**  
Youth & Student Organisation



With the support of



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