

Working Plan 2008

Summary

In 2006 and 2007 GALE was founded formally and a website platform for collaboration was created. Also, strategy groups were started in Europe, Africa and Asia. In 2008, GALE will make her real start with recruiting members and developing concrete activities. A members recruitment campaign will be launched and two newsletters will be published regularly. After plans in Latin America and the Caribbean (and maybe in Australia and North America) have become more clear, GALE will develop a strategy plan for the organization as a whole. A decision on this document will be made in Colombo in October.

The mission of GALE is to *collect, enhance and share* learning experiences about LGBT education. Transnational, GALE will *collect* experiences by doing a quick scan on interventions and their contexts. The quick scan will in many cases be accompanied by the collection of life stories of LGBT people, which will illustrate human rights abuse and social exclusion. These stories will be published in the context of a Worldwide Information Campaign Against Prejudice and Ignorance and also be part of a basic body of educational materials. Together with the quick scan results, the stories will be analyzed and put forward to discussion to mainstream NGOs and authorities. It is hoped such contacts will lead to further collaboration and a need for training.

GALE will *enhance* storytelling by developing formats to collect stories and to train storytellers. This part of the GALE action plan focuses specifically on LGBT issues. In a series of mainstreaming initiatives, GALE will write an opinion article on an educational framework, develop a format for teacher training, collecting good practices of police training and exploring how to deal with LGBT issues in Islamic communities.

In addition, GALE strategy groups work locally or regionally. In Africa a group develops a tool and training for media workers, in Asia a group intends to work on training for feminist NGOs and on collaboration with UNESCO, in Europe, a group works on storytelling and teacher training and in Latin America a strategy group is being created. In Brazil, GALE will collaborate with the Ministry of Health in organizing an expert meeting on teacher training, sex education and safer schools.

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Introduction

In 2007, the Global Alliance for LGBT Education (GALE) launched her interactive website and started strategy groups in Europe, Africa and Asia. The strategy groups laid out the ground work on which concrete education project can be based. In 2008, concrete projects will be started in there 3 regions as well as in Latin America and the Caribbean. On the transnational level, GALE will start the development of a Worldwide Information Campaign Against Prejudice and Ignorance, apply to UNESCO to become an allied network and take a role in the World AIDS Conference in Mexico City.

Learning community

The learning community will start full swing only in 2008, due to the start of the website in October 2007 and the activation of the mailings lists in early 2008.

Recruiting campaign

Objective: GALE has 300 members

In 2007, GALE aimed to recruit 300 members. Due to delays in the development of the website, which allows educators to become members, the recruiting campaign could not start in 2007. On 31 December, GALE had 61 members, mostly people who are part of regional strategy groups and about 20 Brazilian educators who joined after a call of our Brazilian board member. The recruitment campaign will be launched in February. It will consist of a mailing to 500 contacts which were collected during the needs assessment, a call to the members of ILGA and calls through the Sexuality Resource Centers, the IPPF and UNESCO. Also, webmaster of related sites will be asked to exchange links and to publish news about GALE.

In addition, the quick scan (see under documentation) will have the recruitment of members as a secondary goal.

GALE Update

Objective: keeping the members updated; 12 issues

"GALE Update" is the digital newsletter for GALE members. It is planned to publish it once a month.

LGBT Education

Objective: keeping key partners updated and interested; 3 issues

"LGBT Education" is a paper PR newsletter for important transnational partners and donors of GALE. It will have a mailing list of about 100 and is send to these organizations when they don't object to this.

Strategic 4-year plan

Objective: a 4-year strategic plan has been developed

In 2008, the phase of creating the structure and basic working method of GALE is finishing. It is now necessary to create a framework for the activities and collaborative partnerships GALE will embark on in the next phase. This will be done by developing a 4-year strategic plan. The board made a beginning with this in 2007 by discussing the basic position of GALE. In 2008, this discussion will be taken further and will result in a 4-year strategy plan. This plan will position GALE relative to other organizations and will frame the activities. The members will be asked feedback on the development of the strategic plan. The GALE Advisory Board will make major decisions in October.

Board meeting in Colombo

Objective: a strategic plan for the next 3 years has been made

The GALE Advisory Board will meet in October in Colombo, Sri Lanka. The main topic of the discussion will be the strategic plan.

Website

Objectives: the website is kept updated and additional elements have been added

The overview articles have not been finished yet. They will be written, uploaded and translated. Discussion about education and LGBT issues show they is no common usage of terms, and many words are unknown. This confuses discussions. To improve this situation, a dictionary/glossary will be developed, uploaded and translated.

A translation group will be created to facilitate translations.

Quick Scan

Objective: to make a start with an overview of key legal and social issues, educational projects and good practices and possible partners

In many regions, sexual diversity is unacceptable and any non-heteronormative behavior is made invisible. Documentation of sexual diversity and human rights violations are often scarce, making any education very difficult. A first priority of GALE is therefore to document local situations both in a strategic sense (laws, the political and social situation, stakeholders, opportunities and challenges) and in a social sense (stories which illustrate the life situation of LGBT people and their struggle to survive). This ambitious priority is worked out in two projects: a worldwide strategic quick scan and a collection of stories which illustrate the Yogyakarta Principles (human rights standards applied to LGBT people) and which can function as resource for education and training.

In 2007, a quick scan format was developed to map the situation in as many countries as we can. The quick scan is a short online survey. The results are analyzed and summarized in country pages, which will be published on the GALE website in the shape of a clickable world map. In 2008, GALE will implement the quick scan in Europe, Asia and Latin America and the Caribbean (LAC). The extent of the survey will depend on the responses and the available resources to actively connect to stakeholders. This is especially important to reach out the stakeholder in mainstream organizations. GALE will try to acquire additional funds to do quick scans in countries we cannot cover from HIVOS funds. Small embassy grants and UNAIDS contributions may be available.

With ILGA World, exchange of information has been agreed, especially on documenting legal issues and the description of social situations. In 2008, GALE and ILGA will explore further if and how their databases may be connected and how to avoid double work.

Storytelling

LGBT organizations are already telling their stories for years, sometimes on websites, through books, in panel sessions or in informal dialogue. Such storytelling is never neutral; it has an educational mission. GALE notes that local storytellers and educators feel a need to develop their storytelling to be more effective in reaching this mission. GALE intends to support this by sharing and developing resources and training for storytellers and educators. In this field, GALE develops a sequence of projects: collecting stories, enhancing storytelling, organizing storytelling and training of storytellers. In 2008, a beginning is made to set up this sequence.

Story collection

Objective: to get examples of LGBT lives and human rights violations

Concrete stories which illustrate LGBT lives and human rights violations are crucial parts of educational content. GALE aims to collect such stories in Asia and Europe. The LAC strategy group may decide to do this also.

Enhancing storytelling

Objective: to assess how quality of storytelling can effectively be enhanced

There is a lot of experience with storytelling, but it is not shared. The effects of storytelling can be enhanced to exchanging experiences and tools, by providing a manual and by research on the effects. Since no-one has explored this before, we first need to assess how this can be done on a global scale. For this, GALE creates a development group and involves volunteers who are active in this. Good practices will be collected. In Europe and Asia, partnerships and exchange on how to do storytelling will be part of projects.

At the ILGA World conference, a workshop on storytelling will be done to explore how personal stories can enhance leadership and education.

Organizing storytelling

Objective: to create one or several frameworks to create platforms for storytelling

One problem about storytelling is that storytellers need access to an audience. In many countries such access (to schools, to villagers, to professionals) is limited because of legal prohibitions, social resistance or disinterest. Effective storytelling necessitates a strategy on how to get access. GALE will develop formats to do this. It will publish good practices on how this is done in Europe and Canada and it will create East-West European partnerships between volunteer organizations to peer educate and support each other in this area. In Asia, this will be explored within a combined quick scan-storytelling project.

Training of storytellers

Objective: exploring how training of storytellers can be organized globally

The good practices with training of storytellers will be collected. In the development group, it will be discussed how a start training may look like and what follow-up may be needed. A plan to develop a transnational format will be developed.

Worldwide Information Campaign Against Prejudice and Ignorance

Objective: to make LGBT lives visible to the public and raise support against human rights abuse
The Declaration of Montréal asks for a Worldwide Information Campaign Against Prejudice and Ignorance. If such a campaign is truly global, it needs to be culturally sensitive and supported by local organizations. GALE thinks storytelling is the answer to both challenges.

GALE will streamline her projects to result in a collection of stories and products which can be used in a worldwide campaign. A plan will be developed which links concrete and simple local activities to national and global activities and formats. Support will be sought to collaborate on this plan. Contacts with the Outgames Copenhagen will be updated and contact with Amnesty International will be made.

Mainstreaming

The ultimate ambition of GALE is to collaborate with the training institutes of professionals and with the authorities to anchor quality policy on sexual diversity in sectors. We call this "mainstreaming educational policies on sexual diversity". We regret this is still not possible in most countries. However, in some countries we can focus on offering guidance and training to start with mainstreaming policies. This happens for example in the educational sector (schools), the media sector (journalists and editors), the uniformed sector (especially police officers) and in the human rights sector (NGO's working on social development, HIV/AIDS, reproductive rights). In this area, GALE develops 5 transnational activities: an opinion article on an educational framework, a format for teacher training, collecting good practices of police training and exploring how to deal with LGBT issues in Islamic communities.

Start development of educational framework

Objective: to opionate how the gap between human rights, gay/lesbian, feminist and AIDS perspectives may be bridged

The views on how to educate about human rights differ widely across human rights NGOs, gay and lesbian NGOs, transgender NGOs, feminist organizations and AIDS Service Organizations (ASOs). This limits collaboration and the access and effect of the education about heteronormativity itself. In 2008, GALE with discuss in all her projects how these gaps can be bridged. We do not expect to find the key to this debate this year. Maybe it will be an ongoing discussion. However, GALE intends to write an opinion article on this and maybe create a separate platform for discussion.

Teacher training

Objective: to explore the criteria for an effective teacher training and develop a core for a global teacher training format

In several parts of GALE, teacher trainings are being developed. To support these local efforts, GALE will create a global think tank (development group), collect and describe good practices, organize an expert meeting, and will start to develop a core format for an teacher training. It will be explored if it is possible to provide effect research on this. These efforts will be a major focus in the collaboration of GALE with UNESCO.

Police training

Objective: to explore existing formats for police training and encourage discussion on criteria of an effective approach

There are several questions to GALE about police training. Due to priorities, GALE will limit itself in 2008 to collection of good practices and providing a platform for discussion.

Islam

Objective: to explore how education about LGBT issues and heteronormativity can be reconciled with Islam

A major challenge to the acceptance of any rights to people with LGBT feelings or practices is the conviction of same sex acts in the Quran, the Sharia and by local Islamic communities. There is a great need to exchange in formation on this and on the few existing good practices on how to deal with this. GALE will collect these good practices and organize and international think tank on this issue.

International collaboration

The international collaboration is managed by the working group international collaboration. In 2008, the focus will be on concrete collaboration with UNESCO, ILGA, Amnesty International and to be visible at the World AIDS Conference.

UNESCO

Objective: to become an allied network of UNESCO

GALE will apply to UNESCO to become an allied network. In the collaboration, GALE would like to focus on research on sex education, teacher training, intercultural dialogue (storytelling) and technical collaboration on information management and e-learning.

In October, the 4-annual World Conference of UNESCO takes place in Geneva. GALE intends to be there and present herself as an allied network.

ILGA World

Objective: exchange relevant information, support each others goals

The planned databases of GALE and ILGA are partly overlapping. It was agreed to collaborate on exchange and trying to prevent duplication of work. Information from the quick scan will be shared with ILGA. On the short term, this is especially relevant for the answers on the questions about laws. On the longer term, interventions by LGBT organizations and analysis of the social situations will become relevant. GALE prefers that the information on laws will be available from the ILGA database and automatically exported to GALE country pages. It will be explored if this can be managed by an XML-functionality.

GALE will be presented at the World Conference of ILGA. GALE will host a panel discussion on education and provide a workshop on leadership by storytelling.

Amnesty International

Objective: to get collaboration on the Worldwide Information Campaign Against Prejudice and Ignorance and onwards

The Montréal Declaration asked the Copenhagen Outgames Organization to organize the Worldwide Information Campaign Against Prejudice and Ignorance. Amnesty International is a key partner of the Outgames organization. GALE will connect to Amnesty to explore how a collaboration between her plans and the storytelling plans of GALE can be combined.

AIDS Service Organizations

Objective: to address the role of stigma towards sexual diversity within the battle against AIDS

GALE will take part in the World AIDS Conference in Mexico City to address the role of education against stigma. This will be done by submitting a paper-workshop and to organize a panel discussion in the global village. It will be considered to publish a manifesto about the importance of the role of anti-stigma education in the context of AIDS.

Implementation in the regions

Africa

Objective: to develop a media resource and training of media professionals

In southern Africa, GALE partners from both mainstream and LGBTI organizations will develop a media resource and training of media professionals. In this project, 5 countries will work together. A US donor is considering to fund this project. If the products are a success, it will be considered to expand this project to other African countries.

Asia

Objectives: get an overview and concrete stories, forge mainstreaming in feminist NGOs

In Asia, GALE partners will conduct a quick scan in combination with a story collection project. Country coordinators will ask volunteers to send out or fill in quick scan surveys and to collect stories. The results will be summarized in national papers. These will be sent to mainstream organizations and authorities for comments and discussed in national panels. The final versions of the analysis's will reflect the input of mainstream organizations and hopefully be a start of collaboration in 2009 and later.

The situation for LGBT organizations in Asia is difficult. Many are at a basic stage of capacity building. It would be beneficial if ILGA could play a role in enhancing this, but ILGA Asia is still in its early stages of development as well. GALE is interested to make a step towards a good collaboration effort in this by organizing a joint leadership training/meeting with the ILGA Asia Board. For this effort, extra funding needs to be found.

If we can get additional funding, GALE partners will start a mainstreaming project in women's organizations. The general plan for this was developed by the strategy group and will be worked out and carried out with ISIS International.

UNESCO South East Asia has asked GALE to collaborate on a project to develop standards for sexual diversity education. GALE will explore how this request can be managed.

Europe

Objectives: to get an overview of the situation, to develop activities in Eastern Europe, to develop teacher training and to enhance storytelling

The quick scan will be done in Europe and result in country pages.

It will be attempted to organize a summer school for storytellers and educators. The summer school is intended to promote exchange and to forge concrete partnerships. GALE prefers to collaborate in this with the Université d'Eté Contre l'Homophobie in Marseille.

GALE will try to establish East-West partnerships between volunteers and organizations that work on storytelling. The general idea is that such international partnerships can create support for Eastern European organizations and create an opportunity for reflection on their own work for Western organizations.

GALE will organize an strategy meeting in Eastern Europe to create a basis for activities. Storytelling and teacher training will be part of the agenda. In conjunction with this strategy meeting, GALE will organize a worldwide expert meeting on teacher training.

Latin America and Caribbean

Objective: to get an overview of the situation and to create a fundament for concrete activities

GALE will start a quick scan in Latin America and the Caribbean (LAC). Just before the World AIDS Conference in Mexico City, there will be a first strategy meeting to explore what can be done in the region.

In Brazil, developments have already started. A explorative visit in December 2007 to several government agencies, UNAIDS and UNESCO Brazil created a basis for some activities in Brazil. The first activity is the organization of a national expert meeting on safer schools and teacher training in June. This meeting will be visited by LGBT experts and government officials. The meeting will be jointly organized with the Ministry of Health and held in conjunction with the national conference on health issues in schools.