

## GALE Report 2017

This is the 2017 GALE Report. This was the 11th year of GALE's existence and the 7th year as an independent Foundation.

### Strategic context

In the strategy plan 2012-2016, GALE set out to support UNESCO in its global strategy to combat homophobic bullying, to help start strategic committees in countries and to start 3 European projects to build a European network of educators. GALE assisted UNESCO, developed a monitoring system for the implementation of the right to education for LGBTI students, published 2 versions of a world map, carried out series of national strategic workshops, proposed 5 own European proposals and took part in 3 European projects. Regrettably, we did not manage to get funding for a peer educators project or network, because GALE did not have enough experience to get a project funded and because there is too little research to proof the need for a European peer educators network on sexual diversity. It was also difficult to make an in-depth (evidence-based) analysis during strategic workshops and to sustain national strategic cooperation.

Although the strategic plan ended in 2016, GALE decided to prolong her activities for one year and make a new strategy plan which starts in 2018. The year 2017 was a transition year where GALE would have to find ongoing support of the Dutch government or other sources. During the past 7 years, GALE had a small core funding by the Dutch Ministry of Education and a new 5-year funding period would start in 2018.

### Overview 2017

The global UNESCO strategy against homophobic bullying (2011-2017) ended in 2016. Over 2017, UNESCO developed a new [strategy for education on health and well-being](#), in which previous strategies to promote sexual education and to combat homophobic bullying are combined in one strategy. As far as we can see, governments are not spending additional funding on this. Although the new strategy does not explicitly mention homophobic bullying (except as a reference to a report), the strategy contain some integrated attention to sexual diversity. GALE had to look for a way to relate itself to this situation.

The GALE Foundation does not have core funding or own income. In the past 10 years, it became clear that the commitment to promote attention for sexual diversity in education lies mainly with LGBT NGOs, and these do not have adequate funds to hire GALE Foundation services. Therefore, GALE can only develop substantial support when funded by global donors. Since the banking crisis, this has become very difficult. Global donors offer smaller budgets and prefer to fund local grass roots organizations and avoid "re-granting".

The main way GALE can operate in this context of insecurity is to work more intensively on organizing a system of support of local organizations through help with the establishment of local strategic "GALE" committees and offering training. The draft GALE strategic guide, that was developed in 2016, was tested and improved with the comments. The [GALE Committee Guide](#) was published in may 2017.

A GALE Association Committee was elected with the hope this would increase the members participation in GALE. A global review was started to assess what the opportunities are for future work on the international level. Also, work on a World Report was started. This took much more than expected, but in December 2017, at least a European Report could be published. Meanwhile, through participation in the European Anti-bullying Network (EAN), GALE contacts in Europe strengthened and the increased capabilities of GALE in developing (European) project proposals led to the granting on one proposal in which GALE is a leader and two other proposals in which GALE is a partner.

## **The Right to Education Project**

In 2015 and 2016 this project that has been implemented in several project phases since 2011 had become financially part of the budget of the Dutch Education Alliance for Sexual Diversity. This [project](#) is financed by the Dutch Ministry of Education. This project phase 2015-2016 was extended (without extra budget) to May 31, 2017, and an additional budget was allocated for the period between May 31 and December 31. In the accounts, the budget for the period 1 January 2015 - 31 May 2017 will appear as the "Dutch Education Alliance for Sexual Diversity project" ("Project Onderwijsalliantie") and the budget for the period 31 May 2017 - 31 December 2017 will appear as the "Dutch Education Alliance for Sexual Diversity project extension" "Project Onderwijsalliantie-verlenging".

### **Finalizing the 2015-2017 part of the project**

In the beginning of 2017, the GALE Committee Guide, which offer a format for how national or local cooperation committees can develop a high impact LGBTI education strategy, was evaluated by Youssuf Abdelnour (intern). The guide was improved with the feedback and published in May.

GALE carried on to monitor the right to education by stimulating NGOs to fill in the checklist and organize meetings and workshops to assess their national situation. From the summer on, GALE worked a World Report on the State of LGBTI Education. This turned out to be more time-consuming than expected, and it cost more research quality than expected. GALE tried outsourcing part of the work, but the results were below quality expectations. The director had to spend a lot of time on reviewing and improving the outsourced work to an acceptable quality level. When it became clear in October that GALE would not be able to develop a full World Report in 2017, we decided to focus on European countries because in January 2018, there will be a European government representatives conference. The Dutch ministry allowed GALE to shift hours from strategic meetings to finalizing the report and to participation in the development of UNDP indicators (see later).

A workshop on the report during the ILGA Europe conference was rejected and only a short preliminary overview could be presented during a workshop with research presentations.

The [European Report](#) contained 412 pages and was published in December 2017.

A very successful 5-day training was given to 50 teachers, researchers and politicians in April, in Curitiba, Brazil. This training was part of a week's activities of the new Brazilian Institute for Sexual Diversity (IBDSEX) and the celebrations of the 25th year of the Curitiba LGBT organization Dignidade.

GALE visited the [World Anti-bullying Forum in Stockholm](#) in May, did a presentation on the bullying in the context of the GALE World Report, and facilitated an EAN workshop on the potential of certification. The Forum sparked a debate about how the current definition of bullying is insufficient to capture homophobic bullying. This inspired the director to do a speech at the EAN European conference in September, in which he [proposed a reviewed definition](#).

In May, GALE did a presentation during the IDAHOT celebrations in Barcelona, and used the visit to make connections for future projects in Catalonia.

Also in May, GALE attended the European expert conference on sex education in Berlin, which was convened by the German national health center BZgA in collaboration with IPPF. Together with Doortje Braecken, recently retired senior officer of IPPF, the GALE director facilitated a workshop on sexual diversity.

Project plans were developed for European projects on the intersection of schools, sexual diversity and religion (in cooperation with the European Platform of LGBT Christian groups) and on anti-bullying (in cooperation with the European Anti-Bullying Network EAN). The EAN project, which aims to develop an anti-bullying certification procedure, was accepted by the Dutch Erasmus+ authority and will start in 2018. The proposal for the Religion & Diversity project could not be submitted because GALE could not find enough reliable partners: the Christian LGBT movement is still in a very basic stage of self-organization. GALE attended the annual conference of the European Platform of LGBT Christian groups in Gdansk in May and did a [workshop](#) on the project idea to explore interest for a proposal next year. At the end of 2017, GALE found enough partners to submit a proposal in March 2018.

GALE kept looking for cooperation with ETUCE, the European federation of teacher unions, as it had been since 2014. However, ETUCE decided that attention for sexual diversity again was not a priority in 2017.

At the closing conference of the UNESCO anti-homophobic bullying project (May 2016), GALE worked with the support of other global LGBT organizations to organize a civil society meeting. The representatives of civil society decided it was necessary to do an assessment of the impact of the UNESCO strategy and the opportunities for a follow-up. A global [No-Bullying-Coalition](#) was created to support this assessment, which was carried out by GALE. The format of the assessment was developed in 2016 and its implementation started the summer of 2017. The research proved to be slow, because some of the international stakeholders - notably of UNICEF, could not be reached. Also, the number of NGOs replying on the survey was lower than expected. The draft report was finalized in December 2017. In 2018 the report and recommendations will then be presented to the No-Bullying-Coalition. The results will also inform the strategic choices of GALE itself.

In August, UNDP and UNESCO were making calls to participate in the development of international indicators on SOGIESC<sup>1</sup> in the context of the Sustainable Development Goals (SDGs). GALE made an offer for the UNESCO tender, but it was rejected because UNESCO preferred a "neutral, academic" partner on this. However, Outright International did involve GALE in the online discussion on the UNDP indicators on education, first in online discussions with NGOs and later - under the guidance of UNESCO - with experts. GALE had substantial influence on the indicators, which originally were quite limited to bullying and sex education only. A disappointment was that GALE could not convince other experts to include the right to quality teachers, which is an important parts of the GALE indicators (the GALE Checklist). GALE did decide to slightly alter the GALE Checklist after the UNDP/UNESCO discussions on indicators. From 2018 on, the checkpoint about the right to an appropriate curriculum will be split into the right to a curriculum on diversity (skills) and the right to inclusive sex education. The checkpoint about right to psycho-social support will merged with the right to such support by school staff, by expanding "support by teachers" to "support by school staff" and including the ability to refer to outside school support.

## **HOMBAT project**

In January, GALE was asked to be partner in several projects. One of these was funded in August. The "HOMBAT" project ("Combating Homophobia") is focused on developing and delivering teacher training on sexual diversity in South-Cyprus, Greece and Lithuania. The role of GALE is to function as expert, to train trainers and to facilitate strategic workshops in each of the three countries. A kick-off meeting was held in October 2017. In December, GALE assisted with the development of needs assessment surveys.

## **Training**

GALE tried to offer the European course on "Combating homophobia in schools", but did not succeed in this. The e-courses that were developed in 2016 and were for free until the end of that year, were transferred to another server "sexualdiversityacademy.org" and offered for a fee that covers the costs.

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<sup>1</sup> sexual orientation, gender identity, gender expression or sex characteristics

## **Fundraising**

In 2017, fundraising focused on securing core funding and on developing European projects. The Dutch government (Ministries of Education and of Foreign Affairs) was be approached for a continuation of the Right to Education project. Both inquires were met with negative responses: the Ministry of Education said no funding will be given to international projects anymore and the Ministry of Foreign Affairs said all funds were already invested until 2020. In Europe, the focus was on projects on the intersection of schools, sexual diversity and religion (in cooperation with the European Platform of LGBT Christian groups) and on anti-bullying (in cooperation with the European Anti-Bullying Network EAN). As already mentioned, the Anti-Bullying Certification project (EAN) was granted and the Religion & Diversity project will be submitted in 2018.

A long standing wish of GALE was to acquire funding for a European or even global project to support volunteer peer education. However, the funding opportunities for such a project are limited until now. In Europe, an earlier GALE proposal on this was rejected because we could not show a needs assessment that proofs the need of such a network or international support. We could not find an intern to carry out such a needs assessment.

GALE was asked to be a partner in five other European projects. Two of these projects were funded. One project HOMBAT is already mentioned. The other project, "Alice", will start in 2018.

At the end of 2017, GALE inquired with the partners of the [ARES-project](#) (2013-2015) if they were interested to resubmit the failed proposal we made in 2016. GALE is considering a shift of this project from adult education to vocational education.

## **Internal policy**

### **GALE Structure**

In essence, GALE is an informal Internet platform which is supported by a foundation under Dutch law. The legal entity of GALE is the GALE Foundation. Formally, the director of the GALE Foundation is also the Board. He is responsible for day to day decisions and making strategic proposals. The Supervisory Council advises the director and has final supervision of the budget. The Council meets about 3 times a year and works closely with the Supervisory

Council of the EduDivers ("diversity education") Foundation, a sister organization in the Netherlands with whom we share the office and staff. The GALE Foundation also takes care of the salary administration for EduDivers.

The platform members form an association which has no legal entity. The GALE members elect a GALE Association Committee, which advises the Board/director.

### **The GALE Foundation Supervisory Board**

The GALE Foundation Supervisory Board has a minimum of 3 members. In the end of 2016, 3 new members have been registered: Irene Hemelaar (chair), Hanneke Felten (secretary) No side functions and Jeroen Bron (treasurer).

Irene Hemelaar: unpaid functions: FNV - Adviseur / trainer Kaderacademie, Heavenly Creature Producties – ondernemer; paid functions: Stichting OndersteBoven – bestuurslid, Doetank Peer (Stichting Peer) – voorzitter bestuur, Wo=Men, Dutch Gender Platform – lid RvT

Hanneke Felten: paid function: senior consultant at MOVISIE (Dutch national institute for social work), Utrecht.

Jeroen Bron: paid function: senior consultant at the Dutch Institute for Curriculum Development SLO, Enschede; member of the Supervisory Board of the RSG Alvinus Magistus high school, Sneek.

The Supervisory Board met 3 times in 2017. It worked on improving information between the Supervisory Board and the Director and on clarifying procedures and [transparency](#). For this, we follow the Model Governance Code of the Dutch Well-being sector. The Supervisory Board adopted reviewed Rules of Procedure and a Directive of Executive Powers and will soon adopt a Child Protection Policy, which is already in use in the Foundation's work.

It was agreed the Supervisory Board will get project proposal outlines before they are worked out into full proposals. The Supervisory Board discussed a draft strategic plan 2018-2022, advised on it and decided the next draft will be put forward to the Association Committee, after which a final version will be decided upon in May 2018.

### **GALE Association Committee**

In the beginning of the year, the GALE platform members GALE chose a GALE Association Committee. There were ten candidates. Only 10% of the members voted, and only [two](#)

[candidates](#) passed the threshold. In November, the Committee was asked for feedback on the strategic plan 2018-2022.

### **GALE membership**

At the end of 2017, GALE had 882 members from 93 countries. Most countries have between 1 and 16 members. Colombia, India, Mexico, Netherlands, Peru, Spain and the United Kingdom have between 20 and 45 members. Brazil leads with 125 members. There was a small growth with 27 members in 2017.

#### **GENDER**

male	338	38%
female	297	34%
transgender	22	2%
I do not identify with these categories	35	4%
not filled in	185	21%
	<b>877</b>	99%
missing	5	

#### **SEXUAL PREFERENCE**

same sex attracted	367	42%
other sex attracted	135	15%
attracted to both sexes	70	8%
I do not identify with these categories	73	8%
not filled in	233	26%
	<b>878</b>	100%
missing	4	

## **Financial Report**

The GALE Foundation had a turnover of €110,000 in 2017, which was more or less cost-covering. About €40,600 of the turnover was salary costs of our sister organization EduDivers, for whom our Director is part-time detached.

A more detailed explanation of the accounts is forthcoming (expected December 2018)