

GALE Work Plan 2018

This is the 2018 GALE work plan. This was the 12th year of GALE's existence, the 8th year as an independent Foundation and the first year of the 2018-2022 strategic plan.

Strategic context

The grant of the Dutch government for GALE to work on the global level has ended in 2017. This forces GALE to reconsider her global strategy. Until 2018, this strategy evolved towards a focus on the education system, making a World Report which reviews the education policies of States, and offering local partners assistance in making their own analysis, developing strategy and on capacity building on strategies and interventions.

GALE intend to keep her focus on the education system and focuses on:

1. the development of World Reports
2. stimulating strategic committees
3. organizing conferences
4. quality development and benchmarking
5. cooperation on global politics
6. capacity building (training and e-learning)

The fundraising strategy is to both aim for larger projects to realize these aim with donations from global funders and smaller scale participation in local projects (each with a global component relating to innovation, sharing of good practices and global advocacy).

In 2017, GALE applied for a European grant to develop an Anti-Bullying Certification, which was granted. This project will run in 2018 and 2019. In addition, GALE became partner in two other European projects which focus on teacher training and strategic action in Cyprus, Greece and Lithuania, and on developing inclusive Educational Caring Communities (action 1 and 5). Furthermore, in 2017, GALE is developing two new EU proposals, one on religious schools and one on vocational training.

Summary 2018

GALE has budget for three European projects which link into the strategic plan. These projects will be carried out and new projects on religious schools, vocational education and benchmarking of educational interventions will be sought. On the global level, GALE will attempt to acquire budget for the finalization of the World Report and awareness campaigns. GALE will also focus on this in South America and the Caribbean. GALE will start preparing a project in MENA.

The PR of GALE will be improved, hopefully leading to more GALE members and subscribers to "LGBT Education".

The World Report

In 2017, GALE finished a the European part of a World Report on the State of LGBTI Education. The director hoped to finish the full World Report in volunteer time, but after a serious calculation of the needed time investment (about 1000 hours) this appears to be impossible in one year. It would also be better when local activists would be better involved in the development of country reports.

GALE will look for funding for local conferences where activists and researchers from (a section of) a continent will be invited for an international meeting which is in part a training and in part concrete work on developing a country report. The conference will also function as a strengthening of the GALE network and involvement of organizations in the strategy plan. The prime focus in 2018 will be on Latin America and the Caribbean. The reason for this is that the enthusiasm and level of development in this continent is higher than elsewhere.

In addition, GALE will develop a short e-course on how to make a country assessment.

Anti Bullying Certification Project

The Anti Bullying Certification project starts on January 1 and end in December 2019. Its aim is to develop a certification system to benchmark the anti-bullying quality of a secondary school. The certification system consists on a time plan for the certification procedure and criteria for or levels of quality, surveys for students and staff, teacher and student training, guides for school visitations by teachers and students and a toolkit with selected interventions that a school can use to improve the quality.

In 2018, the project will have two meetings: a kick-off meeting in January in Amsterdam and an exchange meeting in April in Palermo. In February and March, the draft products will be developed. In the school year 2018-2019, the products will be tested in schools.

HOMBAT project

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.

In 2018, GALE will organize a training for the trainers (May) from the three countries, an exchange meeting and strategic workshops in each of the countries. In the context of this project, GALE will also have the opportunity to make a reviewed European report.

Alice project

The "Alice" project aims to experiment with Education Caring Communities of students and staff and create a European network of such communities. The role of GALE is to bring in expertise about diversity and pilot the method in the Netherlands.

In 2018 there will be a kick-off meeting and an exchange meeting. The method will, be developed and in the school year 2018-2019, the products will be tested in schools.

Training

GALE will promote the use of the e-courses and aim to make the Sexual Diversity Academy cost-efficient. This will require an effort to market the courses.

Fundraising

Global

GALE will focus on fundraising a global project to finish the World Report, organize a World Conference and offer assistance to create strategic committees.

Europe

In Europe, GALE will seek to apply for two projects in early 2018. One project is REDIV, which is on sexual diversity and religion. The other project will focus on method development for vocational schools.

In late 2018, GALE will begin to plan acquisition of a European project for review and benchmarking of educational interventions.

In addition, GALE will start to explore cooperation opportunities with universities under the Horizon program.

South America

With local activists, GALE will explore the possibility to find funding for a Latin America and the Caribbean project to review countries, do strategic workshops and start a strategic effort to improve education. This plan could include an awareness campaign.

MENA

GALE will start to explore the possible resubmission of the proposal it made a few years ago for cooperation with Islamic countries on storytelling and low-level advocacy.

Asia and Africa

Due to limited resources, GALE will not focus on Asia and Africa this year but collects contacts and correspond about feasible ideas to develop strategies in 2019.

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 Association Committee currently has two members. In 2018, these will advise on this plan and the strategic plan 2018-2022. GALE will also seek ways to involve the members in a better way.

The GALE Foundation Supervisory Board

The GALE Foundation Supervisory Board has a minimum of 3 members. At the first meeting of the GALE Supervisory Board, we have 5 members: Irene Hemelaar (chair), Hanneke Felten (secretary), Jeroen Bron (treasurer), Leila Lohman and Isolde de Groot. Next to their function in the Supervisory Board, the members have the following additional functions:

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.

Leila Lohman: unpaid function: Board Member, European Lesbian* Conference

Isolde de Groot: paid functions: Assistant Professor, University of Humanistic Studies, Utrecht; Guest Lecturer Citizenship Education, Marnix Academie (Teacher Education Institute), Utrecht; Research Affiliate (Nov and June), Institute of Education, University College London, UK.

The Supervisory Board will meet 3 times in 2018. The focus will be on adopting the final version of the strategic plan, a Child Protection Policy, and recruiting (up to 5) new members of the Board.

GALE Association Committee

In the beginning of 2017, the GALE platform members GALE chose two members for a GALE Association Committee. The Committee will advise on this work plan and on the strategic plan 2018-2022. It will also discuss how to increase the involvement of GALE members.

GALE membership

At the end of 2017, GALE had 882 members from 93 countries. The strategic plan aims to raise the number of members to 1300 in 2022. This means we aim for 100 new members in 2018. We will do this by increasing our visibility by publishing more issues of "LGBT Education" and to involve members in possible and real projects, and by encouraging active members of projects to become GALE members.

Budget

GALE has a secured budget for 2018 of € 99,429. The total turnover will be about € 45,000 more because GALE detaches its staff part time to the Dutch organization EduDivers (Edu-Diverse). Erasmus+ staff rates are lower than the real rates of the GALE staff. This means there will be a deficit, which will have to be corrected by co-financing on higher rates in other projects or working unpaid overtime or donations.

GALE	budget
NETTO OMZET	
Opbrengsten	€ 117.363,51
Kosten van de opbrengsten	€ 201.157,21
Netto omzet	€ -83.793,70
SPECIFICATIE OPBRENGSTEN	
Doorberekende kosten aan EduDivers	€ 37.000,00
HOM: HOMBAT (Combat homophobic bullying)	€ 27.128,84
ABC: Anti Bullying Certification	€ 22.560,00
ALI: Alice	€ 30.674,67
SDA: Sexual Diversity Academy	€ -
Overige projecten	€ -
Overige opbrengsten	€ -
Giften	€ -
Totale opbrengsten	€ 117.363,51
SPECIFICATIE KOSTEN	

Loonkosten	€	76.000,00
Pensioen	€	14.000,00
Overige onkosten loon	€	-
Doorberekende loonkosten door Empowerment	€	-
HOM: HOMBAT (Combat homophobic bullying)	€	5.000,00
ABC: Anti Bullying Certification	€	102.531,91
ALL: Alice	€	1.000,00
SDA: Sexual Diversity Academy	€	2.625,30
Kleine projecten	€	-
Totale kosten	€	201.157,21

WINST & VERLIESREKENING

Opbrengsten

Omzet	€	117.363,51
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Bedrijfslasten

Pensioenlasten	€	14.000,00
Loonkosten	€	76.000,00
Projectkosten (activiteiten)	€	111.157,21

OVERHEAD

Administratie/advieskosten	€	2.500,00
Bankkosten	€	150,00
Communicatie	€	2.650,00
Contributies/abbonementen	€	375,00
Hardware/software	€	1.200,00
Huisvesting	€	1.800,00
Kantoorkosten/porto	€	150,00
Niet declarabele reiskosten	€	500,00
Overige kosten	€	100,00
Public relations	€	-
Raad van toezicht	€	280,00
EAN	€	500,00
Rente	€	-
Secretariaat/boekhouding	€	4.898,40
Stage/vrijwilligersvergoedingen	€	-
Training/cursuskosten	€	500,00
SPAWW	€	100,00
Verzekeringen	€	1.700,00
Totaal bedrijfslasten	€	218.560,61

Diverse baten

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Bestaande reserve GALE € **148.075,00**

Toevoeging reserve GALE € **46.877,90**

Approved by the GALE Supervisory Council on 16 March 2018

Irene Hemelaar, Raad van Toezicht

A handwritten signature in blue ink, appearing to read 'Irene Hemelaar', is written over a rectangular box.

(mandated member)