

## **GALE Work Plan 2019**

This is the 2018 GALE work plan. This is the 13th year of GALE's existence, the 9th year as an independent Foundation and the second 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 intends 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 aims 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).

### **Summary 2019**

GALE has budget for four European projects:

1. ABC: Anti-Bullying Certification (2018-2019)
2. HOMBAT: Training teachers to combat homo/transphobia in Lithuania, Greece and Cyprus (2017-2019)
3. ALICE: Development of School-based Prosocial Learning Communities (2018-2019)
4. SENSE: Integration of LGBT-sensitivity in Vocational Training (2019-2020)

Possibly, if we find funding, we will be able to carry out:

5. Sexual & Gender Diversity in Schools Training
6. Sexual Diversity Academy Courses
7. Empowering girls, transsexual children and effeminate boys in Nepal

In Europe, GALE will attempt to acquire budget for an update for the GALE European Report and support and exchange of partners who aim to improve the national policy on LGBTI-  
emancipation in schools.

On the global level, GALE will attempt to acquire budget for the finalization of the World Report and awareness campaigns.

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. 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.

## Projects

### 1. ABC-project

The Anti Bullying Certification project started on January 1, 2018 and ends in December 2019 (Erasmus+ KA2). 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 has two meetings: a kick-off meeting in January in Amsterdam and an exchange meeting in April in Palermo. Draft products were developed. In 2019, the products will be tested in schools and in October and November, they will be published and discussed.

### 2. HOMBAT-project

The "HOMBAT" project ("Combating Homophobia", EU REC Program) focuses 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 organized a training for the trainers from the three countries, an exchange meeting and strategic workshops in each of the countries.

In 2019, the role of GALE will be to help disseminate the results and assist in the implementation of an awareness campaign.

### 3. ALICE-project

The "ALICE" project (Erasmus+ KA3) 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.

#### **4. SENSE-project**

The “SENSE” project (Erasmus+ KA2) aims to develop a method to trigger sensitivity about LGBTI-issues in social work vocational training, to train teachers, to develop a teacher competence assessment tool and to develop a manual for consultancy of vocational schools. The method was tested in the Netherlands and highly successful and will now be redeveloped in one Dutch vocational school (ROC of Amsterdam) and in Greece, Italy and Spain.

#### **5. Sexual Diversity in Schools Training**

GALE will offer the training “Sexual & Gender Diversity in Schools” once more in Barcelona. This is a five-day training in the first week of April (1-5). The participants can (through their organization) apply for an Erasmus+ KA1 mobility budget which, when granted, will pay their expenses.

#### **6. Sexual Diversity Academy Courses**

GALE will promote the use of the e-courses and aim to make the Sexual Diversity Academy cost-efficient.

#### **7. Empowering girls, transsexual children and effeminate boys in Nepal**

In 2018, GALE applied for a budget of the Sexual Violence Research Initiative and the World Bank Group to redevelop the Edu-Diverse “My-ID” method in Nepalese secondary schools. The “My-ID” method consists of research on well-being of students in schools, a teacher training, student’s participation and the creation of a spiral curriculum which is a combination of social-emotional training, antibullying, prosociality, sexual education and the protection and empowerment of girls and gender nonconforming youth.

The project, if granted, will be carried out in cooperation with the University of Pokhara and the Chetana (a teacher group fighting transphobia and homophobia). It will run from June 2019 until May 2021.

## **Fundraising**

Due to limited available staff time and challenges to finance the required co-funding of projects. GALE will be careful in committing to new projects that may pose financial risks or are not financially sustainable enough.

Despite this, we would like to list our original ambitions, which should be read with the above caution.

## **Global**

GALE aims to fundraise a global project to finish the World Report, organize a World Conference and aid to create strategic committees.

## **Europe**

In Europe, GALE seeks to apply for two projects in early 2019. One project aims to organize a European conference, to develop a new edition of the GALE European Report and to support local organizations to implement follow-up policy actions. Another project aims to implement the “My-ID” method in Europe.

GALE proceeds on its exploration of cooperation opportunities with universities and teacher training institutions

## **Central America**

With local activists, GALE is developing a project “Queer Young People Promoting Safer Families and Schools in Central America”. This project mobilizes LGBTIQ young people to lay the basis for such a long-term strategy and at the same time give young people the opportunity to make connections, to feel safer and to raise their voice right now. The method we use links into the way young communicates. We will create online safe spaces where young people can share their stories. We will support the more empowered young people to also re-tell their stories in such a way that they will have an educational effect on families and school mates and school staff. Finally, we will coach young people to use their stories not only for education and training, but also to advocate structural change in their school, municipality, region and country, and to make the connection with international human rights institutions.

## **MENA, 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 and proposals.

## **Internal policy**

### **GALE Structure**

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 2 members: Leila Lohman and Isolde de Groot. Next to their function in the Supervisory Board, the members have the following additional functions:

1. Leila Lohman: Board Member, European Lesbian\* Conference
2. Isolde de Groot: 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.

Irene Hemelaar has stepped down on 1-1-2019 as a member due to personal reasons. We will be looking for 2 or 3 new members. The Supervisory Council will meet 3 times in 2019.

## **GALE Association Committee**

In the beginning of 2017, the GALE platform members GALE chose two members for a GALE Association Committee. The Committee advised on the strategic plan 2018-2022 which will be published in early 2019. It will also discuss how to increase the involvement of GALE members.

## **GALE membership**

At the end of 2018, GALE had 913 members from 93 countries. The strategic plan aims to raise the number of members to 1300 in 2022. This means we want to aim for 170 new members in 2019. 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 an expected turnover of €170.769. The costs will be €233.548, resulting in a deficit of €62.779. The deficit is due to three project funders paying their prepayments or final payments (€55.904) in 2020, while the costs will be made in 2019. To cover these costs, loans must be secured. In the budget, loans of €32.000 by Edu-Diverse and Empowerment Lifestyle Services have been foreseen to cover the cost to maintain liquidity. The remaining deficit is covered by the €6.659 liquidity of 2018.

## Detailed budget

### TURNOVER

<b>Gross Income</b>	€	<b>170.768,67</b>
Costs of the income	€	233.573,18
Net income	€	-62.804,51

### SPECIFICATION INCOME

Detachment Edu-Diverse	€	-
HOM: HOMBAT-project (prepayment)	€	20.346,78
ABC-project: Anti Bullying Certification (prepayment)	€	84.006,26
ALI: ALICE-project (prepayments)	€	33.915,63
SEN: SENSE-project (prepayment)	€	-
SGT: Sexuality & Gender Diversity in Schools (act.)	€	-
SDA: Sexual Diversity Academy	€	-
Small assignments	€	500,00
Other income (loans)	€	32.000,00
<b>Total Income</b>	<b>€</b>	<b>170.768,67</b>

### SPECIFICATION COSTS

Salaries	€	81.599,01
Pensions	€	14.214,61
SPAWW (mandatory employee insurance)	€	120,60
Staff costs for GALE by Empowerment	€	-
HOM: HOMBAT (activities)	€	4.073,76
ABC: Anti Bullying Certification (activities)	€	17.351,54
ABC: Prepayments to partners	€	67.086,06
ALI: ALICE (activities)	€	25.125,61
SEN: SENSE (activities)	€	9.124,00
SGT: Sexuality & Gender Diversity in Schools (act.)	€	-
SDA: Sexual Diversity Academy (activities)	€	962,00
Small assignments	€	-
Overhead	€	13.916,00
<b>Total costs</b>	<b>€</b>	<b>233.573,18</b>

### PROFIT & LOSS ACCOUNT

<b>Income</b>		
Turnover	€	170.768,67
<b>Costs</b>		
Pensions	€	14.214,61
Salaries	€	81.478,41
SPAWW	€	120,60
Project costs (activity costs)	€	123.722,97
<b>OVERHEAD</b>		
Administration/accountancy	€	5.000,00
Bank costs	€	150,00
Communication	€	3.118,00
Membership fees	€	600,00
Hardware/software	€	1.200,00
Office rent	€	-
Office costs	€	150,00

Non-declarable travel costs	€	600,00
Other costs	€	188,00
Public relations	€	50,00
Supervisory Council	€	150,00
European Antibullying Network	€	-
Rent	€	-
Secretariat/internal bookkeeping	€	-
Volunteer & intern costs	€	-
Training costs	€	500,00
Salary administration costs	€	510,00
Insurances	€	1.700,00
<b>TOTAL OVERHEAD</b>	<b>€</b>	<b>13.916,00</b>
<b>Total costs</b>	<b>€</b>	<b>233.331,99</b>
<b>Diverse income</b>	<b>€</b>	<b>-</b>
<b>Current reserve GALE</b>	<b>€</b>	<b>6.659,00</b>
<b>Expected addition to GALE-reserve</b>	<b>€</b>	<b>-55.904,32</b>
<i>delayed payments 2019 in 2020</i>	€	55.904,32
<i>balance</i>	€	-0,00

## Signatures

The undersigned approve this work plan.

Isolde de Groot, Raad van Toezicht / Supervisory Council

Leila Lohman, Raad van Toezicht / Supervisory Council

Peter Dankmeijer, bestuurder / Board & Director