

GALE Work Plan 2020

This is the 2020 GALE work plan. This is the 14th year of GALE's existence, the 10th year as an independent Foundation and the third year of the 2018-2022 strategic plan.

Inhoud

GALE Work Plan 2020	1
Strategic context	2
Summary 2020.....	2
The World Report.....	3
Projects	3
1. ABC-project.....	3
2. ALICE-project.....	3
3. SENSE-project.....	3
4. Gender and Teen Boys Toolkit.....	4
Fundraising	4
Internal policy	4
GALE Structure.....	4
The GALE Foundation Supervisory Council	5
GALE Association Committee	5
GALE membership.....	5
Budget.....	5
Summary	6
Detailed budget.....	6
Signatures.....	8

Strategic context

The core grant of the Dutch government for GALE to work on the global level ended in 2017. In 2018 reconsidered her global strategy to focus on 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 intended 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)

However, a lack of global opportunities for funding forced the GALE foundation to focus on a few European projects. When in 2019 co-financing for such project through GALE's sister organization Edu Diverse stopped, even doing European projects became financially unfeasible. The year 2020 will therefore be a transition year with a review of the strategic plan and possible dissolution of the foundation.

Summary 2020

GALE is currently engaged in four European projects:

1. ABC: Anti-Bullying Certification (2018-2019)
2. ALICE: Development of School-based Prosocial Learning Communities (2018-2019)
3. SENSE: Integration of LGBT-sensitivity in Vocational Training (2019-2020)
4. Toolkit on Gender and Teen Boys (2020-2022)

These European projects will be finalized according to plan. No new projects will be acquired to prevent financial risks.

On the global level, GALE will have contact with ILGA World to explore if a cooperation is possible to secure the GALE heritage. If so, a plan will be developed and agreed upon. If not, the Supervisory Council will be proposed to close the foundation down.

The World Report

In 2017, GALE finished a the European part of a World Report on the State of LGBTI Education. Making and checking a country assessment costs at average 3 days' work, for which GALE did not find funding until now. In 2020, GALE will try to add country assessments where possible on a voluntary basis.

Projects

1. ABC-project

The Anti Bullying Certification project started on January 1, 2018 and was supposed to end in December 2019 (Erasmus+ KA2). It January 2020 the closing date was postponed until 31 May 2020. Its aim is to develop a certification system to benchmark the antibullying 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 2020, the project will close with a student and teacher exchange and a small conference in Brussels. In the participating countries, presentations will take place to present the final products. It will be attempted to start national and European discussions about the need to raise the quality of antibullying policies.

2. 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 2020 the project will be closed with a final conference in Heraklion (January).

3. 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 to redeveloped in one Dutch vocational school (ROC of Amsterdam) and in Greece, Italy and Spain. In 2020, the developed products will be piloted in VET institutions and later in the year the products will be presented.

4. Gender and Teen Boys Toolkit

This project aims to develop a toolkit for teachers and youth workers on how teen boys can learn more about gender. GALE is responsible for developing a module about sexual diversity. In 2020, the toolkit will be developed, while in 2021 the kit will be tested and disseminated.

Fundraising

Most international funders require beneficiary organizations to have a substantial financial buffer and/or to have 20-50% co-funding available. In 2019 it turned out that GALE was not able to meet such criteria any more. The Supervisory Council had to confirm that the financial risk had become too big to function as an independent organization. Acquiring new funding would pose too much risk.

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 Edu Diverse ("diversity education") Foundation, the Dutch sister organization in the Netherlands with whom we share the office and staff. However, the Edu Diverse Foundation will be dissolved in 2020 due to opposition against its policy of LGBTI mainstreaming in the Dutch education sector.

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 Council

The GALE Foundation Supervisory Council has a minimum of 3 members. In 2020, these are: Leila Lohman, Isolde de Groot and Hans van Dinteren. Next to their function in the Supervisory Council, 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.
3. Hans van Dinteren: trainer/consultant at Van Dinteren Consultancy, member of the Geschillencommissie Stichting Zorggeschil, member Commissie Burgerkracht Gemeente Arnhem.

The Supervisory Council will meet 2 times in 2020.

GALE Association Committee

In the beginning of 2017, the GALE platform members GALE chose two members for a GALE Association Committee. In 2020 it will discuss the scenarios for future cooperation of GALE or the possible dissolution.

GALE membership

At the end of 2019, GALE had 904 members from 104 countries.

Budget

Summary

GALE has an expected turnover of €311.795. This amount largely consists of payments the foundation receives for partners in European projects where GALE is project leader and receiver of the total funding.

The costs will be €374.856, resulting in a deficit of almost €53.000. The deficit is mainly due to loans which keep GALE solvable until late payments of projects are reimbursed in 2020 and 2021.

Detailed budget

TURNOVER

Gross Income	€	311.795,46
Costs of the income	€	324.909,43
Net income	€	-13.113,97

SPECIFICATION INCOME

HOM: HOMBAT-project (post payment)	€	6.782,26
ABC-project: Anti Bullying Certification (inc for partners)	€	153.396,74
ALI: ALICE-project (post payment)	€	23.830,36
SEN: SENSE-project (prepayment incl for partners)	€	105.463,60
GTB: Gender & Teen Boys-project (prepayment)	€	18.822,50
SDS: Course Sexuality & Gender Diversity in Schools	€	-
SDA: Sexual Diversity Academy	€	-
Small assignments	€	3.500,00
Gifts	€	-
Loans	€	-
Total Income	€	311.795,46

SPECIFICATION COSTS

Salaries	€	46.116,54
Pensions	€	4.971,35
SPAWW (mandatory employee insurance)	€	53,36
GTB: Gender & Teen Boys-activities	€	760,00
ABC: Anti Bullying Certification (activities)	€	6.280,00
ABC: (partner payments)	€	134.715,94
ALI: ALICE (activities)	€	4.492,00
SEN: SENSE (activities)	€	9.385,62
SEN: SENSE (partner payments)	€	105.463,60
SDS: Sexuality Diversity in Schools (course costs)	€	-
SDA: Sexual Diversity Academy (activities)	€	962,00
Small assignments	€	-
Overhead	€	11.709,02
Total costs	€	324.909,43

PROFIT & LOSS ACCOUNT

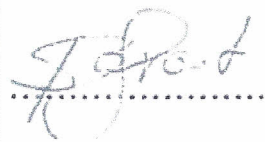
Income

Turnover	€	311.795,46
Costs		
Pensions	€	4.971,35
Salaries	€	46.116,54
Project costs (activity costs)	€	262.059,16
Repaid loans	€	50.000,00
OVERHEAD		
Administration/accountancy	€	5.400,00
Bank costs	€	150,00
Communication	€	1.530,00
Membership fees	€	450,00
Hardware/software	€	-
Office rent	€	500,00
Office costs	€	300,00
Non-declarable travel costs	€	300,00
Other costs	€	172,02
Public relations	€	-
Supervisory Council	€	150,00
Sexual Diversity Academy	€	962,00
Secretariat/internal bookkeeping	€	-
Volunteer & intern costs	€	-
Training costs	€	-
Arbo costs	€	45,00
SPAWW	€	50,00
Insurances	€	1.700,00
TOTAL OVERHEAD	€	11.709,02
Total costs	€	374.856,07
Current liquidity GALE	€	10.308,00
Expected addition to GALE-reserve	€	-52.752,61

Signatures

The undersigned approves the GALE Work Plan 2020.

Isolde de Groot, Raad van Toezicht / Supervisory Council

A handwritten signature in blue ink, appearing to read 'Isolde de Groot', is written over a horizontal dotted line. The signature is contained within a rectangular box.


The undersigned approves the GALE Work Plan 2020.

Leila Lohman, Raad van Toezicht / Supervisory Council



The undersigned approves the GALE Work Plan 2020.

Hans van Dinteren, Raad van Toezicht / Supervisory Council

A handwritten signature in black ink, appearing to read 'Hans', enclosed within a rectangular box.

The undersigned approves the GALE Work Plan 2020.

Peter Dankmeijer, bestuurder / Board & Director

