

Report GALE 2016

The number of GALE members grew slightly with 29 members from 838 to 867. The slow growth had to do with the new website which is divided between a part for the GALE Foundation and a part for the GALE Association. Members can register at the GALE Association part, but much of the year, the front page showed the GALE Foundation part first. In October this has been reset to show Association part first.

The Right to Education Project

In 2015 and 2016, GALE cooperated with the Dutch Gay/Straight Education Alliance, and the budget for the Right to Education project was integrated in the budget of the Dutch alliance. GALE planned the following products and activities:

1. Four strategic workshops
2. Publication of an updated version of the GALE World Map on the implementation of LGBT sensitive education
3. Publication of a toolkit for local GALE activists
4. 10 issues of GALE Update and of LGBT Education
5. elections of a new GALE Association Committee
6. Participation in the UNESCO presentation of the State of the Art Report on Homophobic Bullying
7. Participation in the ILGA World Conference
8. Develop a cooperation with ETUCE
9. Develop European cooperation in the area of religion and education

The proposal for the project took quite some time due to negotiations within the Dutch Alliance, which has been enlarged with 3 partners. The final submission took place in the middle of 2015 and the budget was approved in November 2015. This proved a challenge for the work plans 2015 and 2016 of GALE: the director did not agree to activities as long as there was no confirmed budget. In practice this meant that 2015 was a low year for this project and we started planning from November on. In 2016, we Dutch alliance realized that all her activities were threatened by this late start of the project and asked the Dutch Ministry

of Education an extension of the project period. The extension was granted until May 31st 2017, and late in 2016, the Ministry decided to grant a further extension with additional budget until 31 December 2017. From 2018 on, a new funding structure will be established in the Netherlands.

UNESCO strategy and follow-up

In May, [UNESCO organized a global conference on homophobic bullying](#). This was the final event of a four year project which was largely funded by the Dutch government, after GALE advised the Dutch government to make this funding available. In consultation with IGLYO, ILGA, and GATE, [GALE organized a meeting for the civil society participants](#) of the conference. The participants were happy with the UNESCO funding for studies in their countries and the increased attention for homophobic bullying, but disappointed about a lack of political cooperation and having no voice in the "[Call for Action](#)", which States published at the end of the conference. GALE suggested to pass a critical resolution, but this was rejected because most civil society participants were unaware of global politics and cooperation. However, it was agreed to found a "[No-Bullying Coalition](#)" (now with over 100 NGOs) that is going to explore the impact of the UNESCO strategy and strategies of other UN agencies, how to proceed and whether and how NGOs should support a follow-up project under UNESCO. This exploration is led by GALE. A research proposal was made in October and questionnaires were set up in December. The exploration will start in January 2017.

Strategic workshops and presentations

In the spring there was a strategic workshop in Puglia, Italy and a presentation by GALE ambassador Joseph Akoro (from Nigeria/France) in New York at a conference following up the UN-DPI world conference. This is the annual conference of UN affiliated NGOs. Joseph Akoro should have gone to the UN-DPI conference in Seoul itself, but could not get a visa in time. GALE collaborating partner, the , organized a follow-up conference in New York where Akoro did his presentation.

In August, GALE did a workshop during Euro Pride in Amsterdam at the Workplace Pride Conference. This workshop was very well received.

In the autumn there were training workshops in Croatia (a training hosted by the lesbian organization LORI) and in Ukraine (in the context of the 2nd International Conference of Parents of LGBTQI Citizens an hosted by TERGO, an organization of parents of LGBTQI children).

GALE attended the ILGA Europe (Cyprus), ILGA World (Bangkok) and the annual UNESCO NGO Conference (Paris). GALE submitted workshop proposal for each conference, but all of the proposal were rejected. At each conference, GALE distributed leaflets which called for cooperation on monitoring the right to education, organizing a national strategic workshop and to help evaluate the strategic guide. At the ILGA World conference, GALE attended the pre-conference on education, which was mainly a first brainstorm of what ILGA could do in the area of education. The pre-conference offered no information on what was already happening on the global level, apart from a few presentation of studies that were done under the UNESCO strategy. Due to this lack of information, many of the brainstormed suggestions were activities and strategies that are already implemented by other organizations. GALE hopes that the board of ILGA World is able to make a critical assessment of the brainstorm and make strategic decisions about her potential role.

In October a GALE intern visited a Latin American conference for "key stakeholders on LGBT education" in Montevideo, Uruguay. This strengthened the links with the Latin American and Caribbean movement.

Making the voice of NGOs heard in UNESCO standard setting mechanisms

GALE had been attempting to organize NGO voices in several consultations on standard setting mechanism. These are reviews of the implementation of Conventions and Recommendation that are done every few years. GALE discovered that the role of NGOs in these UNESCO consultation processes is virtually absent and initiated discussions with UNESCO staff and with other "right to education" organizations to explore how this role can be improved. At the UNESCO NGO Conference, GALE submitted an amendment to the Joint Recommendations of the UNESCO affiliated NGOs to the UNESCO Board. This amendment was not taken into account by the Liaison Committee. GALE is going to discuss this further with the Liaison Committee to make sure this issues will be discussed next year.

The GALE Committee Guide

In September, the new brochure "[The GALE Committee Guide](#)" was written. This brochure gives suggestions how LGBT organizations can operate more strategically. These intern, Youssuf Adelnour then the GALE Committee Guide tested by letting him proofread by activists. There is still on schedule to complete the "No Bullying-Coalition" research and advice, the GALE world map update, organize GALE elections do two European applications and to finish the GALE Committee Guide pretest research and publishing the upgraded version.

EAN - the European Anti-Bullying Network

In 2015, GALE became member of the European Anti-Bullying Network (EAN). This network promotes exchange of good practices and stimulates a higher priority for bullying on the European political agenda. GALE went to the European anti-bullying conference in Malta and to the annual meeting of EAN (European Anti-Bullying Network) and gave presentations on both days. In addition, GALE director Peter Dankmeijer was elected secretary of the EAN board. In this position, GALE hopes to sustain the integration of sexual diversity in the more general anti-bullying strategy. Later in 2016, GALE took the initiative to strengthen EAN by developing a proposal to the Erasmus+ budget with some of its members. The proposal will focus on the development of an anti-bullying certificate and training for schools.

Youth

GALE participates in a new European LGBT youth project "Be The Change" which is initiated by the French Youth organization Mag Jeunes. It organized a preparatory meeting for the advisory group of this network and agreed to co-facilitate the 4 day meeting, which would be the kick-off of the network. However, the meeting was deferred several times during 2016, without the facilitators even being informed. This forced GALE to write a critical formal letter to Mag Jeunes about the management of the project.

GALE also had consultations with IGLYO about the civil society meeting at UNESCO and the IGLYO campaign to make a database of laws and regulations related to education.

Public relations

Eight issues of GALE Update (member's newsletter and six issues of LGBT Education (newsletter for external contacts) were published (see <http://www.gale.info/en/news>). The issues of LGBT Education were also disseminated through social media. In 2016, GALE also

used Facebook and Twitter more than before. The GALE Facebook page grew from 1.262 to 1.342 likes. The GALE Twitter account has 567 followers.

Elections of a new GALE Association Committee

In December, [preparations have been made to elect a representation of the GALE members.](#)

We call this the "GALE Association Committee". Currently, this committee will have an advisory status to the GALE Foundation, which is the legal body of GALE. The GALE Association Committee will be set up to:

1. strengthen the GALE platform
2. to increase the participation of GALE members in the global strategy
3. to advise on the strategy of the GALE Foundation.

The GALE Foundation has a "supervisory" model. This means that Peter Dankmeijer is the director and board, and there is a Supervisory Board with 3 or more (Dutch) members. In the Dutch legal system, supervisory boards are not involved in the operational management of the foundation. Their function is to monitor the foundation strategy from a distance and their main task is to check whether the financial and formal management is done according to proper procedures while not taking unacceptable risks.

New projects

Part of the project was to develop two new project proposals: one to involve ETUCE (the European teacher trade union federation) in LGBTI strategy, and one to develop European cooperation in the area of religion and education. For the first project, contact was made with ETUCE. The staff was willing to cooperate but the internal planning was slow and not in pace with the project period. To avoid an impasse, GALE decided to in the mean time to move forward with a project to support EAN.

For the second project, an outline was made and contact was made with the European Platform of LGBT Christian Groups. The aim is to develop a proposal for the Erasmus+ tender in early 2017. If this does not succeed in time, we will try to adapt the proposal for submission to the Daphne program.

Wrap-up of the project

A large part of the project plan has been realized. Three of the four strategic workshops have been given, in 2017 another workshop will be done in Brazil. Work has been done on the GALE World Map, but more work has to be done and we expect a next publication to be in late 2017. The research on the impact of the UNESCO strategy is an additional task to support the international advocacy and cooperation. The result of this exploration will also offer valuable insights in the position GALE can take from 2018 on.

The LeGoP project

"LeGoP" is an acronym for "Learning Good Practices". With a 2-year grant from the Erasmus+ (KA2) program (the European Community education program), GALE cooperates in 2015 and 2016 with 2 schools and 2 disability organizations in Italy and Spain (Basque country). The project ended in September 2016. GALE planned to:

1. Publish an e-course on sexual diversity in companies and an e-course on sexual diversity in schools
2. Take part in an exchange week in San Sebastian (March)
3. Take part in the final meeting and conference in Bari (June)

E-courses

The e-course were published gradually over the period of June-September. The courses are available on a Moodle platform (<http://www.lgbt-learning.org/?lang=en>) and participants could register for free on the GALE website (<http://www.gale.info/en/projects/ecourses>). The schools course was made in English and has been translated into Spanish, Basque, Italian and Dutch. The company course is available in English, Italian and Dutch. Between June and December, 174 users registered for the courses. In 2017, GALE will ask a fee for the sustainability of the courses.

Exchange week in San Sebastian

In March, the third exchange week of the project took place in San Sebastian. The GALE director took two interns to Spain to take part. We did a work visit to the LGBT organization GEHITU.

Final meeting LeGoP project

In June, the final meeting of the LeGoP project took place in Bari, Italy. GALE organized a strategic workshop with students, teachers and officials from the Puglia region. This was the first time GALE organized this type of workshop on the local level. It seemed to work well, with the recommendations focusing on making a strategic distinction between actions in the urban and rural areas.

Other activities

In addition to planned projects, GALE undertook some smaller trainings and workshops.

European teacher training course at Mounts Bay

GALE planned a European teacher training again in Sitges in June. Due to limited applications, this could not be planned, while some schools from the Netherlands and the UK urged GALE to offer a course in May for their specific schools. This course took place 23-28 May at the Mounts Bay Academy in Penzance, UK.

Kurdish Voices of Diversity

In November, GALE facilitated a workshop for "Kurdish Voices of Diversity", a platform of Kurdish people living in Europe and working for integration of Kurdish people in European societies. This was a mixed group of German/Dutch Kurds. For most of them, discussing sexual diversity was new. The quiz format of the workshop and the sensitive discussion was highly valued.

Financial report

The GALE Foundation works closely together with the Dutch EduDivers Foundation. The two foundation share an office. The salary administration is done by GALE and staff costs for EduDivers are passed by GALE to EduDivers.

The total turnover of GALE in 2016 was € 135,584. Normally, the turnover more or less covers the running costs because GALE only carries out projects which do not result in

profits. However, unpaid overwork by the director may sometimes result in a positive balance and the opportunity to build a reservation for long term debtors and legal obligations to make payments to departing employees.

GALE had a small positive balance of € 23,487.

The overhead cost were € 20,559 (15% of turnover, 10% of this is secretarial and bookkeeping costs).

In 2016, the financial management was confronted with a challenge. In the main project of GALE, the "Dutch Gay/Straight Education Alliance" project, there was confusion about the daily rates. These discussions cost a long time and as long as the rate was not fully clarified, the project coordinator was making payments. This situation lead to a large sum of debtors, which was almost completely due to EduDivers not being able to pay GALE salary costs. Early 2017, the daily rates were finally approved by the accountant.