

GALE Work Plan 2021

This is the 2021 GALE work plan. This is the 15th year of GALE's existence, the 11th year as an independent Foundation and the fourth year of the 2018-2022 strategic plan.

Strategic context

The core grant of the Dutch government for GALE to work on the global level ended in 2017. In 2018 GALE 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 the development of World Reports, stimulating strategic committees, organizing conferences, quality development and benchmarking, cooperation on global politics, and capacity building (training and e-learning). However, the implementation of this strategy was dependent on available funding.

Global funding turned out to be challenging to raise. This forced the GALE foundation to focus on a few European projects. When in 2019 the possibility for co-financing for such projects through GALE's sister organization Edu-Diverse stopped, even doing European projects became financially challenging. The year 2020 was seen as a transition year to review the strategic plan and consider possible dissolution of the foundation. However, during the year the priority shifted to properly finalize current projects, to liquidate the Edu-Diverse Foundation and to cope with the COVID-19 epidemic. An opportunity arose to structurally cooperate with ILGA World, but this did not yet come to full fruition. Therefore the decision to liquidate the GALE foundation was postponed.

Summary 2021

In 2021, GALE will be engaged in five projects: one global project, three European projects, one Dutch project:

1. FREE LGBT: Mapping the Right to Education based on own experiences of LGBTIQ (currently without budget)
2. SENSE/ My-ID: Integration of LGBT-sensitivity in Vocational Training (2019-2020, extended to May 2021)

3. G.EDU: Toolkit on Gender for Teen Boys (2020-2022)
4. UNIQUE: EqUal iNclusIon of LGBTIQ stUdents in VET (2021-2022)
5. GSA: Development of e-learning for Dutch local health authority school advisors on supporting schools during adoption of sexual education (2021-2022)

No new projects will be acquired if they pose financial risks.

On the global level, GALE continues to maintain contact with ILGA World to explore if a cooperation is possible to merge. If this does not seem to be feasible, a decision has to be made on how to maintain GALE as an international foundation or to liquidate it.

World Mapping

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 took part in an online workshop of ILGA Europe on how to develop a short video clip for online campaigning. This workshop inspired to make a video clip to encourage LGBTIQ people to fill in the survey to help mapping the right to education in their country. In the end of 2020, the GALE developed a second version of the world map survey. This is a questionnaire that can be filled in by individuals and of which the results of feed directly into the GALE mapping checklist. The first version was developed in 2013, and based on internationally recognized question batteries, but the type of questions were not translatable enough to the GALE checklist, which is about government policy.

The world map survey is being pretested in December 2020 in January 2021.

1. Free LGBT campaign: mapping

A renewed mapping campaign will start in February 2021. The "Free LGBT in schools: help map the LGBTIQ Right to Education" clip will be used to invite LGBTIQ people to help map the right to education in countries. Local activists will be invited to cooperate with this by initiating local recruiting campaigns and to use the data for presentations and follow-up awareness campaigns. Formats will be developed for such local campaigns to be implemented without budget or with small budgets.

European projects

2. SENSE-project: LGBT sensitivity in VET

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 is now being redeveloped in one Dutch vocational school (ROC of Amsterdam) and in Greece, Italy and Spain. The project started in 2019 and in late 2019 and 2020, the developed products were piloted in VET institutions. This piloting was challenging because in most countries schools were partly closed due to COVID-19, or very busy replacing their life curriculum with online learning. Because of this, an extension until May 2021 was asked and granted. The piloting will be finished in early 2021 and the project will be evaluated and presented in May. Part of the presentation of this project is initiating a discussion on the national and European need to have specific requirements for competences of vocational students and teachers in the area of sexual diversity.

3. G.EDU: Toolkit for Teen Boys on Gender

The G(ender).edu project aims to develop a toolkit on how teen boys can learn more about gender. The project is an Erasmus+ KA2 cooperation between four partners from Cyprus, Spain and the Netherlands (GALE). The main body of the toolkit is an e-learning website and a mobile app version for 15-16 year old boys. Another part is a guide for teachers and youth workers on how to use the toolkit online and in life training. GALE is responsible for developing the introductory module which sets out basic gender concepts. In 2020-2021, the toolkit will be developed, while in 2021 the kit will be tested and disseminated.

4. Unique-project: Inclusion of LGBTIQ in VET

The Unique project (“EqUal iNcluslon of LGBTIQ stUdents in VET”) focuses on developing on training of VET (vocational training) teachers in Europe. This Erasmus+ KA3 project has 9 partners from Greece, the Netherlands, Poland, Cyprus, Croatia and Germany. The project will be implemented in 2021 and 2022. The project undertakes the following activities:

1. Mapping non-discriminatory educational strategies in VET, taking into account discrimination levels related with gender-based diversity in VET institutions
2. Developing e-learning training for VET teachers which promotes using gender-based diversity curricula
3. Pilot testing of the training material
4. A promotion campaign to advocate the use of the e-learning

5. Health Authorities Advising on Sex Education

The Dutch government initiated a large program to train local health authority advisors on how to approach and advise schools to adopt and implement sexual education. The project started in 2020 and will last until the end of 2022. GALE was invited to participate because of its extensive expertise on implementation of sensitive attention to sexual diversity in schools. The main focus of the project is to develop e-learning and online and life exchanges and specialist workshops.

Fundraising

Most international funders require beneficiary organizations to have a substantial financial buffer and/or to have 20-50% co-funding available. Because of its reduced budget, GALE can currently not meet such criteria. New fundraising can therefore currently only take place when there is no co-funding or financial guarantee required.

Internal policy

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 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 2021, these are: Isolde de Groot, Hans van Dinteren and one vacancy. Next to their function in the Supervisory Council, the members have the following additional functions:

1. 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.
2. 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 3 times in 2021 to discuss the 2020 report, the work plan 2021, the accounts of 2019 and 2020, and to discuss the revised strategy of GALE.

GALE Association Committee

In the beginning of 2017, the GALE platform members GALE chose two members for a GALE Association Committee. In 2021 it will discuss scenarios for the future of GALE.

GALE membership

At the end of 2020, GALE had 938 members from 104 countries. In the context of the mapping, it will be attempted to expand the number of members and the representation from countries, especially from the poorer countries.

Budget

After a period of needing large loans to sustain the liquidity of the foundation, GALE is coming back to a more stable situation. This is partly due to cutting the staff costs (paying the director a minimum income) and because European funders made back-payments for finished projects.

Over half of the loans have been paid off in 2020, and it is expected the remainder will be paid off in 2021. New projects require no co-funding and have higher rates than the KA2 projects of the last two years. A longer term projection of liquidity shows that GALE can end 2022 with a positive balance.

Summary 2021

GALE has an expected turnover of €209,068. 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 €263,281, resulting in a formal deficit of about €54,213.

A projection of the ongoing liquidity shows that GALE will be able to pay off her loans in 2021 and her other creditors in 2022.

If we only look at the real own income of GALE (apart from payments to partners), we see this will be €81,600 and the own costs will be €91,700. 97% of the available hours are planned.

Detailed budget

GALE 2020	budget
TURNOVER	
Gross Income	€ 209.068,40
Costs of the income	€ 263.281,04
Net income	€ -54.212,64
SPECIFICATION INCOME	
UNI: Unique-project (prepayment)	€ 19.294,40
SEN: SENSE-project (pre- and final payment incl for partners)	€ 159.378,00
GTB: Gender & Teen Boys-project (prepayment)	€ 11.654,00
GSA: Gezonde School Adviseurs e-learning	€ 16.892,00
Small assignments	€ -
Gifts	€ 1.850,00
Loans	€ -
Total Income	€ 209.068,40
SPECIFICATION COSTS	
Salaries	€ 35.117,42
Pensions	€ 12.072,00
SPAWW (mandatory employee insurance)	€ 162,00
GTB: Gender & Teen Boys (activities)	€ 3.855,00
ABC: (partner payments)	€ 30.868,80
UNI: Unique (activities)	€ 2.550,00
SEN: SENSE (activities)	€ 10.145,62
SEN: SENSE (partner payments)	€ 125.515,20
GSA: Gezonde School Adviseurs (activities)	€ -
Small assignments	€ -
Repaid loans	€ 30.000,00
Overhead	€ 12.995,00
Total costs	€ 263.281,04

PROFIT & LOSS ACCOUNT

Income	
Turnover	€ 209.068,40
Costs	
Pensions	€ 12.072,00
Salaries	€ 35.117,42
SPAWW (mandatory employee insurance)	€ 162,00
Project costs (activity costs)	€ 172.934,62
Repaid loans	€ 30.000,00
OVERHEAD	
Administration/accountancy	€ 5.400,00
Bank costs	€ 150,00
Membership fees	€ 300,00
Hardware/software	€ 150,00
Office rent	€ 2.000,00
Office costs	€ 200,00
Non-declarable travel costs	€ 100,00
Other costs	€ 300,00
Public relations	€ 2.285,00
Supervisory Council	€ 150,00
Sexual Diversity Academy	€ 165,00
Secretariat/internal bookkeeping	€ -
Volunteer & intern costs	€ 150,00
Training costs	€ 500,00
Arbo costs	€ 45,00
Insurances	€ 1.100,00
TOTAL OVERHEAD	€ 12.995,00
Total costs	€ 263.281,04
Balance	€ -54.212,64

PROFIT & LOSS ACCOUNT

Income	
Turnover	€ 209.068,40
Costs	
Pensions	€ 12.072,00
Salaries	€ 47.965,42
Project costs (activity costs)	€ 172.934,62
Repaid loans	€ 30.000,00
OVERHEAD	
Administration/accountancy	€ 5.400,00
Bank costs	€ 150,00
Membership fees	€ 300,00
Hardware/software	€ 150,00
Office rent	€ 2.000,00
Office costs	€ 200,00
Non-declarable travel costs	€ 100,00
Other costs	€ 300,00
Public relations	€ 2.285,00
Supervisory Council	€ 150,00
Sexual Diversity Academy	€ 165,00
Secretariat/internal bookkeeping	€ -
Volunteer & intern costs	€ 150,00
Training costs	€ 500,00
Arbo costs	€ 45,00
SPAWW	€ 162,00
Insurances	€ 1.100,00
TOTAL OVERHEAD	€ 13.157,00
Total costs	€ 276.129,04
Formal loss	€ -67.060,64

Signatures

The undersigned approve this work plan.

Isolde de Groot, Raad van Toezicht / Supervisory Council

Hans van Dinteren, Raad van Toezicht / Supervisory Council

Vacancy, Raad van Toezicht / Supervisory Council

Peter Dankmeijer, bestuurder / Board & Director