

GALE Work Plan 2022

This is the 2022 GALE work plan. This is the 16th year of GALE's existence, the 12th year as an independent Foundation and the fifth and final 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 years 2020-2021 were also limited in scope because of the COVID-19 epidemic and used to reflect on the future of the foundation. It was attempted to forge a structural cooperation with another globally operating organization, like ILGA World, Outright Action International, Amnesty International or with UN organizations like UNICEF, but these attempts failed.

Summary 2022

In 2022, the GALE Foundation will finish current projects and prepare it's dissolution or transition to a non-funded format. At the time of this work plan, it is as yet unclear if 4 European projects in which the foundation is partnering will be awarded. If these are awarded, the Supervisory Council will postpone the transition of the foundation until these projects are finished. If they are not awarded, the activities of the foundation will cease after the current projects finish and are financially closed in 2023.

The director intends to keep furthering the core objectives of GALE's work through a not-for-profit private entity or another form of the foundation. This entity will maintain the GALE network and focus on the mapping of the right to education on training, the development of innovative practices and on academic publications. The Supervisory Council support this transition to maintain some continuity.

In 2022, GALE will be engaged in five projects: one global project, three European projects, and one Dutch project:

1. MAPPING the Right to Education based on own experiences of LGBTIQ (currently without budget)
2. G.EDU: Toolkit on Gender for Teen Boys (2020 - January 2022)
3. UNIQUE: EqUal iNcluslon of LGBTIQ stUdents in VET (2021 - January 2023)
4. RAINBO: developing digital support for service providers who offer services to LGBTIQ+ in times of COVID-19 (2021 – May 2023)
5. Training Dutch municipal health SCHOOL ADVISORS: Development of e-learning for Dutch local health authority school advisors on supporting schools during adoption of sexual education (2021 - June 2022)

Possible additional projects are listed under "Fundraising". There is no intention to acquire new projects.

Projects

1. 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 was pretested in December 2020 and January 2021.

In early 2021 a video clip “Free LGBT in schools: help map the LGBTIQ Right to Education” was developed. 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. The intention is to develop a format for such local campaigns without budget or with small budgets.

2. 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 was developed, and tested. In January 2022, the final conference will be held (online).

3. 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 education and training) teachers in Europe. This Erasmus+ KA3 project has 9 partners from Greece, the Netherlands, Poland, Cyprus, Croatia, Bulgaria and Germany. The project will be implemented in 2021 and 2022, and end in January 2023.

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 face-to-face and 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

The ambassadors are recruited, trained and supported to work in Greece, Poland, Cyprus and Croatia (not in the Netherlands). The role of GALE in this project is to coordinate the

dissemination of the project and to organize the training of the ambassadors. In 2022, this involves a transnational training in Amsterdam and the coordination of a students' contest in developing art on the topic of how to include LGBTIQ+ students in VET.

4. Rainbo project

The [RAINBO project](#) aims to equip professionals in Europe with the necessary resources as to be able to cope with the online technologies and social distancing to better serve the excluded LGBTIQ population as a result of the new situation that emerged from COVID-19 crisis. This is an Erasmus+ KA2 project and it is coordinated by Career Change Wales and has another 6 partners: AKMI and Symplexis (Greece), NOVEL GROUP (Luxemburg), SPEL (Portugal), HIP (Romania) and GALE.

GALE has an important role in the needs analysis, which largely took place in 2021 and will be finalized early 2022. In the remainder of the project, GALE will mostly advise on the development of the online resource. The online resource will not be tested and implemented in the Netherlands.

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 June 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. In 2022, the focus will be on finalizing specialist e-modules on gender and sexual diversity, on cultural diversity, on the sustainability of adequate sexual education in schools and the long term sustainability of municipal health advising to schools.

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.

In 2021, GALE participated in 4 proposals; in December 2021, it was not yet clear if these had been awarded.

1. Connecting Letters: a non-violent communication project which encourages students to write connecting letters to their school to become more sensitive to LGBT issues.
2. My-ID in high schools: a project which aims to integrate LGBTI issues in vocational high schools, using the GALE “My-ID” methodology.
3. MUSE: a project which aims to support museums in offering LGBT related content.
4. TEASE: a project aimed at supporting early school leavers coming from LGBTI backgrounds and attracting them to Adult Education programs, creating updated curricula and properly cultivating educators’ competences to make adult education as meaningful and effective as possible.

In 2021, GALE explored if an earlier (2016) attempt to develop a proposal on connecting Christian LGBT groups to religious schools would get enough support to be submitted in 2022. This exploration did not result in enough enthusiasm to create a strong enough partnership. We will keep looking for opportunities to realize such an initiative.

In 2021, GALE also explored the possibility to redevelop a proposal from 2009 to create a European network of LGBTIQ+ peer educators and to enhance their work. It may be that this attempt results in more support and that it could be submitted in 2022.

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.
2. Hans van Dinteren: trainer/consultant at Van Dinteren Consultancy, member of the disputes committee Stichting Zorggeschil, member of the disputes committee Kwaliteitsinstituut Mondzorg, member of the disputes committee Wet Zorg en Dwang, member of the objection committee job evaluation of Stichting Sint Josephscholen, member Commissie Burgerkracht Gemeente Arnhem.

The Supervisory Council will meet 2 times in 2022 to discuss the 2021 financial report, the transition of the GALE foundation and if necessary the plan for 2023.

GALE membership

At the end of 2021, GALE had 960 members from 104 countries. It is currently not a priority of GALE to expand the membership.

Budget

It is expected that GALE will have a positive balance throughout 2022. This is mainly due to the director having reduced his salary to 50% since 2020 and doing paid work in unpaid hours.

Summary 2022

GALE has an expected turnover of € 48.897. The costs will be € 59.968, resulting in an expected technical deficit of about € 11.071. The deficit is caused by € 16.111 staff costs that will be back-paid in 2023.

A projection of the ongoing liquidity shows that GALE will be able to pay off her last delayed invoice of 2015 in 2022 and still be left with a positive bank balance.

Detailed budget

TURNOVER

Gross Income	€	48.897,20
Costs of the income	€	59.968,57
Net income	€	-11.071,37

SPECIFICATION INCOME

UNI: Unique-project (prepayment)	€	9.647,20
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GTB: Gender & Teen Boys-project (final payment)	€	5.827,00
GSA: Gezonde School Adviseurs e-learning	€	16.500,00
RNB: RAINBO (prepayments)	€	16.923,00
Small assignments	€	-
Gifts	€	-
Loans	€	-
Total Income	€	48.897,20

SPECIFICATION COSTS

Salaries	€	34.600,67
Pensions	€	5.280,48
SPAWW (mandatory employee insurance)	€	132,00
GTB: Gender & Teen Boys (activities)	€	2.520,00
UNI: Unique (activities)	€	3.900,00
GSA: Gezonde School Adviseurs (activities)	€	-
RNB: RAINBO (activities)	€	4.575,00
Small assignments (activities)	€	-
Repaid loans	€	-
Overhead	€	8.960,42
Total costs	€	59.968,57

PROFIT & LOSS ACCOUNT

Income

Turnover	€	48.897,20
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Costs

Pensions	€	5.280,48
Salaries	€	34.600,67
SPAWW (mandatory employee insurance)	€	132,00
Project costs (activity costs)	€	10.995,00
Repaid loans	€	-

OVERHEAD

Administration/accountancy	€	2.000,00
Bank costs	€	150,00
Membership fees	€	300,00
Hardware/software	€	250,00
Office rent	€	-
Office costs	€	150,00
Non-declarable travel costs	€	-
Other costs	€	50,00
Public relations	€	2.165,42
Supervisory Council	€	150,00
Secretariat/internal bookkeeping	€	-
Volunteer & intern costs	€	-
Training costs	€	2.000,00
Arbo costs	€	45,00
Insurances	€	1.700,00
TOTAL OVERHEAD	€	8.960,42

Total costs	€	59.968,57
Balance	€	-11.071,37

Signatures

The undersigned approve this work plan.

Isolde de Groot, Raad van Toezicht / Supervisory Council



Hans van Dinteren, Raad van Toezicht / Supervisory Council



Peter Dankmeijer, bestuurder / Board & Director

