

GALE Work Plan 2023

This is the 2023 GALE work plan. This is the 17th year of GALE's existence and the 13th year as an independent Foundation.

Strategic context

In the past 5 years, it has been very challenging for GALE to acquire funding for its activities. Despite its sensitivity to work worldwide, activities have mainly been restricted to Europe because of the available funding there. However, European funding limited to the scope of GALE not only to one continent but also in scope because the defendant corporation projects were not always key focal points of GALE. The lack of funding resulted in the failure of implementation of the GALE global strategic plan.

This strategy complex has raised the question whether the existence of GALE is sustainable as a separate organization. In 2021-2022, 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. In 2022 it was decided to end the ambitions of GALE to be a global network. In the end of 2022, the foundation studies were reformed into a one-staff legal body without Supervisory Council.

Summary 2023

In 2023, the GALE Foundation will finish current projects. From November on, the foundation will function as a legal body for mostly unpaid activities of its director, Peter Dankmeijer. He 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.

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

1. UNIQUE: EqUal iNcluslon of LGBTIQ stUdents in VET (2021 - January 2023)
2. RAINBO: developing digital support for service providers who offer services to LGBTIQ+ in times of COVID-19 (2021 – May 2023)
3. MY-ID: LGBTIQ+ education program for high schools (2022-October 2023)

4. 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)

Projects

1. 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 2023, this involves the coordination of the dissemination and recommendations of the project and co-organization of the final conference.

2. 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 LGBTQI 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 had an important role in the needs analysis, which was published in 2022. In 2023 GALE will be engaged in the development of some online training modules and the participation in the final conference in May in Cardiff.

3. My-ID in High Schools

“My-ID” is a project which aims to integrate LGBTI issues in high schools, using the GALE “My-ID” methodology. The My-ID technology was earlier developed in the Netherlands for vocational schools and taken to the EU level in the “SENSE” project. The “My-ID for high schools” project is an elaboration of the “My-ID” VET educating technology to the high school sector. The “My-ID” method is based on an analysis of heteronormativity and evidence-grounded methods to educate in a way which really changes negative attitudes and the underlying negative emotions towards gender and sexual diversity. The project employs three key strategies to support high schools in implementing the My-ID method:

1. Developing concrete classroom activities to integrate in a spiral curriculum
2. Training to empower teachers
3. Guidance on how to inform and cooperate with parents

The project runs from November 2021 until 1 November 2023 and is implemented by 10 partners: Hallgarten-Franchetti Foundation, study centre Villa Montesca (Italy, Città di Castello; coordinator), CESIE Italy, Palermo), GALE (international, based in the Netherlands, Amsterdam), Iedersland College (Netherlands, Amsterdam), EUROTraining (Greece, Athens), Doukas College (Greece, Athens), DEFOIN (Spain, Málaga), Jaume Viladoms College (Spain, Sabadell), Scuola Alighieri Pascoli Città di Castello (Italy, associated partner), I.I.S. Liceo Città di Piero Sansepolcro (Italy, associated partner).

In 2023, the partners will develop classroom activities on sexual and gender diversity for different subjects and they will train their own teachers to be able to implement these materials. Also, materials will be developed for informing and cooperating with parents.

3. Training 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 ran from 2020-2022 and has been extended to 2023-2024. 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 2023, the focus will be on strengthening the online training and making the ongoing implementation of the project more sustainable.

Fundraising

GALE will not focus on fundraising anymore in 2023.

Internal policy

The GALE membership forms an informal Internet platform which is supported by a foundation under Dutch law. The legal entity of GALE is the GALE Foundation. The director of the GALE Foundation is also the Board and only employee.

GALE-website

In the second half of 2023, the currently elaborate website of GALE will be replaced by a more simple one that reflects the reduced ambitions. The new website will focus on country reviews and on publications about GALE innovations in teaching and educating.

GALE membership

It is currently not a priority of GALE to expand the membership.

Budget

GALE has an expected turnover of € 60,193. The costs will be € 68,603, resulting in an expected technical deficit of € 8,410. The deficit is caused by a final payment of € 9,000 for the My-ID project, which will be back-paid in 2023. However, the current liquidity and the liquidity prognosis for 2023 predicts GALE will remain liquid throughout the year.

In the budget, the income for the Healthy School Project has been estimated to be € 5,150. This budget has not been agreed upon yet.

Detailed budget

GALE 2023	budget	
TURNOVER		
Gross Income	€	60.193,20
Costs of the income	€	68.602,86
Net income	€	-8.409,66
SPECIFICATION INCOME		
UNI: Unique-project (prepayment)	€	9.647,20
GSA: Gezonde School Adviseurs e-learning	€	5.150,00
RNB: RAINBO (prepayments)	€	16.923,00
MID: My ID (prepayment)	€	28.473,00
Small assignments	€	-
Gifts/sponsoring	€	-
Total Income	€	60.193,20
SPECIFICATION COSTS		
Salaries	€	45.434,22
Pensions	€	7.040,64
SPAWW (mandatory employee insurance)	€	132,00
UNI: Unique (activities)	€	600,00
GSA: Gezonde School Adviseurs (activities)	€	-
RNB: RAINBO (activities)	€	4.575,00
CON: Connecting Letters (activities)	€	-
RDY: Ready (activities)	€	-
MU: Muse (activities)	€	-
MID: My-ID (activities)	€	760,00
Small assignments (activities)	€	-
Donation Iedersland	€	1.305,00
Overhead	€	8.756,00
Total costs	€	68.602,86
PROFIT & LOSS ACCOUNT		
Income		
Turnover	€	60.193,20
Costs		
Pensions	€	7.040,64
Salaries	€	45.434,22
SPAWW (mandatory employee insurance)	€	132,00
Project costs (activity costs)	€	5.935,00
OVERHEAD		
Administration/accountancy	€	2.200,00
Bank costs	€	150,00
Membership fees	€	300,00
Hardware/software	€	500,00
Office rent	€	700,00
Office costs	€	100,00
Non-declarable travel costs	€	500,00
Other costs	€	50,00

Communication	€	1.961,00
Training costs	€	400,00
Arbo costs	€	45,00
Insurances	€	1.850,00
TOTAL OVERHEAD	€	8.756,00
Total costs	€	67.297,86
Balance	€	-7.104,66