

Overview

1. Development of Strategy
2. Power of this Workshop
3. Structure of the Strategy
4. Content of the Strategy

Development of the Strategic Plan

May 3rd 2014

WS 18: TGEU Strategic Plan

April 2013: SC evaluates in live meeting former Strategy (2010-2013) and establishes a working group

November 2013: Questionnaire to members for first input

May 3rd 2014

WS 18: TGEU Strategic Plan

January 2014: SC and staff discuss and agree on structure of first draft version in live meeting

until February 2014: SC and staff write, discuss and approve first draft version

Feb/March 2014: Membership consultation on first draft version

until April 2014: SC and staff write, discuss and approve proposed version

April 19th, 2014: Proposed version sent to the membership

May 3rd 2014

WS 18: TGEU Strategic Plan

May 3rd, 2014: Workshop on Strategic Plan discusses and proposes to GA

May 3rd, 2014: General Assembly approves Strategic Plan

2016: Evaluation and eventually decision to prolong the Strategic Plan until 2018

May 3rd 2014

WS 18: TGEU Strategic Plan

Power of this Workshop

May 3rd 2014

WS 18: TGEU Strategic Plan

1. Ask questions and discuss

2. Propose approval of the unchanged strategy

or

Propose amendments to the General Assembly: by consensus or majority of the WS

Structure of the Strategic Plan

May 3rd 2014

WS 18: TGEU Strategic Plan

1. Introduction, incl. Vision and Mission
2. Areas of Advocacy Work
3. Capacity Building for the European Trans Community
4. TGEU in the Global Framework, especially TvT Project
5. Organisational Development of TGEU

The draft strategy as presented to the Council workshop in Budapest 2014

Introduction



This TGEU Strategy for the years 2014 – 2016 (2018) has the following functions:

defines goals and strategic objectives of TGEU

provides guidance for TGEU's work

provides areas of work for TGEU's annual workplan



Explanation of terms used in this Strategy:



Goal: when a goal is achieved TGEU would stop working in the area

Objective: something that TGEU wants to achieve within the timeframe of the strategy in each of the topics of the four areas of work

Strategic objective: something that TGEU wants to achieve which is likely to only be achieved beyond the timeframe of the strategy.



The Vision



Transgender Europe envisions

- a Europe free from all discrimination – especially including discrimination on grounds of gender identity and gender expression
- a Europe where trans people and their families are respected and valued
- a Europe where each and every person can live freely according to their own gender identity without interference and based on self-determination
- a Europe where each and every person can freely express any gender without interference, with the full support of society.



The Mission



The mission of TGEU is to work for the improvement of the situation of trans people and their families across Europe.

TGEU implements its mission by:

representing trans people in Europe

advocating for the fulfilment of trans people's human rights

being the primary source of information and advice on transgender issues on a European level

having a leading role in raising awareness within European and international institutions of transgender issues

supporting a strong trans movement and enabling trans persons at all levels of organisation

working together with academic researchers who study issues relevant to trans lives and putting this research to use for the benefit of trans people

supporting the international trans movement.



2. Advocacy



Goal: Trans people in Europe can live openly according to their gender identity without interference, enjoy their human rights and share full equality in all spheres of life.

In order to achieve the above goal TGEU works towards improving the legal, medical and social situation of trans people across Europe, especially in the fields of:

1. legal gender recognition
2. health care, and de-pathologisation of trans identities
3. trans people's safety
4. protection from discrimination in all areas of life
5. trans visibility and counter stigma and backlash
6. vulnerable groups within the trans community and intersectionality with other personal characteristics
7. rights for trans families
8. protection of privacy

TGEU will give special attention to increasing the visibility of trans people and trans respect and address the needs of vulnerable groups within the trans community taking an intersectional approach.



2.1. Legal Gender Recognition



TGEU's goal is it to ensure that every person in Europe can change their name and/or gender in official documents without any interference based on self-determination.

In the next three years TGEU will work towards the following objectives:

quick, accessible and transparent legal gender recognition based on self-determination in an increased number of states

stakeholders on the national level are supported and empowered to instigate legislative change

advocate for political support for quick, accessible and transparent legal gender recognition based on self-determination at the level of European Institutions

privacy protection throughout and after the process of legal gender recognition has improved

To this end TGEU will:

campaign and raise awareness

provide legal analysis, advocacy material and tools

work together with TGEU member and other trans rights organisations as well as other stakeholders

advocate for political support for quick, accessible and transparent legal gender recognition based on self-determination at the level of European Institutions



2.2. Access to general healthcare, trans-related care, and depathologisation



TGEU's goal is it to ensure that trans people attain the highest standard of trans related health care, have equal access to general healthcare and that trans identities are no longer considered mental health conditions.

In the next three years TGEU wants to work towards the following objectives:

The awareness in European and national healthcare institutions regarding trans issues and specific barriers trans people face in accessing general and trans related health care services has increased

The current classifications of trans identities are removed from the mental health section of the International Classification of Diseases

TGEU's members and other trans rights organisations are empowered and supported in their work to depathologise trans identities on a national level

To this end TGEU will

build TGEU's capacity in the field of trans related and general health care

engage with European Institutions and other stakeholders in addressing gaps in access to healthcare for trans people

feed the TGEU policy into relevant processes regarding the ICD reform and support TGEU member and other trans rights organisations in working on national depathologisation

support the development of non-stigmatising access models to trans related health care



2.3. Trans people's safety



TGEU's goal is that trans people are no longer targeted by prejudice-based violence and hate speech.

In the next three years TGEU will work towards the following objectives:

public authorities, decision makers and other stakeholders have an improved understanding of the specific violence trans people face in order to develop and implement effective responses

Member states increase their explicit commitment under international agreements targeting violence and hate crime and supporting victims such as the Istanbul Convention, the Committee of Minister Recommendation (2010) 5 and the EU Victims' Rights Directive.

To this end TGEU will

support its members and other stakeholders in advocating for the effective protection of trans people from violence and hate speech in their national context

support its members and other stakeholders in monitoring violence against trans people and in establishing support for trans survivors of violence

advise and inform public authorities, decision makers and other stakeholders of the specific violence trans people face, measures to protect trans people from violence and on effective responses

advocate towards a EU legal framework that is inclusive of gender identity and gender expression to address the issue of hate crime and hate speech in the member states



2.4. Equality and Protection from Discrimination



TGEU's goal is to achieve full equality and explicit protection from discrimination for transgender people in all spheres of life.

In the next three years TGEU will work towards the following objectives:

There is an increase in the explicit protection on grounds of gender identity and gender expression in European and national level anti-discrimination legislation

A comprehensive strategy of the European Union to fight discrimination and work towards equality for LGBTI people in Europe has been adopted

In order to achieve these objectives TGEU will

advocate for an explicit reference to gender identity and gender expression in relevant policy and legislative documents at the Council of Europe, the European Union and at a national level

advocate for a comprehensive EU anti-discrimination framework and contribute to the joint efforts for a comprehensive LGBTI strategy of the European Union



2.5. Fighting invisibility, stigma and backlash



Goal: Trans people are respected and valued in their gender identities and expressions and can comfortably be visible in their every-day lives.

In the next three years TGEU will work towards the following objectives:

public figures increasingly promote positive attitudes towards, and respect of, trans people

positive representation of trans people has increased on a European level

TGEU has a strategy for how to counter political backlash

To this end TGEU will

strive to be the primary source of information regarding trans issues on a European level

further develop its media work

develop a strategy for how to counter political backlash



2.6. Vulnerable Groups and Intersectionality



Goal: Vulnerable groups of trans people are visible and represented within the trans community and enjoy equal rights and respect in general society.

In the next three years TGEU will work towards the following objective:

TGEU has mainstreamed that takes full account of the needs and perspectives of vulnerable groups and takes an intersectional approach to its work.

To this end TGEU will:

develop a policy on trans people in sex work

develop co-operation with organisations working on migration and asylum

continue and intensify collaboration with intersex groups and organisations

identify the needs of different age groups such as children, youth and elderly

identify barriers trans people with disabilities face in their access to respect and recognition.



2.7. Trans family rights



Goal: Children in trans families and their parents enjoy equal rights, including having documentation of their family status that reflects their and their parents every day realities. No person's parenthood or parental rights are restricted or denied on the basis of their gender identity or gender expression.

In the next three years TGEU wants to achieve the following objectives:

TGEU has gained insight into the different challenges trans families face in Europe

parental and next of kin issues are included in TGEU's work

To this end TGEU will

collect information on the situation of trans parents and their children in Europe, including the collection of positive cases, in order to effectively advocate for their rights



2.8. Privacy



Goal: Trans people and their families enjoy full privacy.

In the next three years TGEU wants to achieve the following objective:

TGEU has gained sound knowledge of the right to privacy and how it relates to gender identity and gender expression

To this end TGEU will

consolidate its knowledge of the right to privacy

improve its argument for the right to privacy



3. Capacity of the European trans community



Goal: Trans organisations in Europe are well and sustainably resourced and empowered to advocate effectively for the rights of transgender people and to support the trans community in Europe.

In order to work towards this goal TGEU seeks

1. to support trans organisations in improving their resources and organisational structures
2. to help develop sustainable trans organisations on a national and local level
3. to support trans organisations in their national or local advocacy work



3.1. Funding and resources of trans organisations



Goal: Trans organisations across Europe have the necessary financial and human resources to effectively advocate for trans rights and support the trans community.

In order to work towards the above goal, TGEU will

support its member organisations in gaining relevant skills in fundraising and grant writing

connect European trans organisations with donors and funders



3.2. Increasing sustainability of organisations and community organising



Goal: There is a strong and sustainable trans organisation in every state in Europe.

In order to work towards the above goal, TGEU will

support national and local trans organisations in developing their organisational skills

identify countries in which no or few trans organisations exist and support self-organisation

provide opportunities for the European trans community to meet, exchange and learn



3.3. Access to national governments and development of policy skills



Goal: Trans organisations across Europe are respected partners of national governments in advancing the rights of trans people.

In order to work towards the above goal, TGEU will

provide training for trans activists and their organisations on advocacy and engagement with stakeholders and decision makers

support national advocacy by providing advocacy resources and direct support to engage with national governments



4. TGEU in the global framework



Strategic objectives:

A strong and well-connected global trans and gender variant community advocates effectively on an international level.

Knowledge of the human rights situation of trans and gender variant people is well established in international community frameworks and institutions

In the next three years TGEU wants to achieve the following objectives:

Knowledge regarding the human rights situation of trans and gender variant people at regional and global UN bodies has increased

TGEU learns from the experiences of trans and gender variant communities across the globe

TGEU's partner organisations in the Global South and East are supported in their fact based advocacy work

The European trans community are represented in global level processes



TGEU in the global framework cont.



In order to achieve the above objectives TGEU will

in the framework of the TvT project provide data and analysis regarding significant aspects of the human rights situation of trans and gender variant people

together with its partners in the Global South and East carry out research on the experiences of trans and gender variant people, develop country-specific advocacy tools and provide capacity building trainings

advocate for the protection of the human rights of trans and gender variant people through the usage of the EU external action policies

increase TGEU's knowledge and educate the trans and gender variant community on relevant UN mechanisms and how to use those for the benefit of the community

Proposal of the workshop:

work in partnership with other civil society ngos engaged in advancing the rights of trans and gender variant persons on global level



5. Organisational development of TGEU



Strategic Objective: TGEU is recognised as the primary European level trans organisation both by the European trans community, other NGOs and decision makers. TGEU has stable and sufficient resources as well as the operational procedures and structures in place to allow the implementation of several large size projects simultaneously.

In order to achieve the strategic objective TGEU will develop the organisation in the following areas:

1. Financial Resources
2. Communication
3. Governance
4. Management and Staff development
5. Policy framework
6. TGEU membership



5.1. Financial Resources



Strategic Objective: TGEU strives to acquire sufficient and stable financial resources.

In order to achieve this Objective TGEU will

strive to obtain operational and project funding

strive to diversify its financial resources, both by increasing the number of donors and increasing its non-donor based income

build a financial buffer to counter cash flow difficulties more effectively



5.2. Communication



Strategic Objective: TGEU has effective internal and external communication.

In order to achieve the above strategic objective TGEU will

develop a strategy for internal and external communication, covering areas such as providing information on the organisation's activities, important legal and policy development, advocacy resources, facilitating membership engagement.

improve the media coverage of TGEUs work in quantity and quality

improve internal transparency by clear communication with members



5.3. Governance



Strategic Objective: TGEU's governing bodies, staff and volunteers are well-aware of their roles and responsibilities and have access to transparent and well-documented procedures. The Steering Committee is committed and skilled and maintains sustainable leadership.

In order to achieve this objective TGEU seeks to

Stabilise and document the organisation's internal procedures, including the operational manual

develop annual work plans for the Steering Committee and the staff

manage the organisation's risks in a systematic way

introduce concepts of organisational learning

improve the long-term recruitment of Steering Committee members



5.4. Management and staff development



Strategic Objective: TGEU has a management and staff able to take the organisation successfully forward.

In order to achieve this objective TGEU will

introduce concepts of organisational learning
strive to increase the number of staff persons
regularly train members of staff in their fields of work
to maximise staff performance



5.5. Policy framework



Strategic Objective: TGEU has policies in relevant areas which guide members of the Steering Committee and staff.

In order to achieve the objective TGEU will
establish a Policy Advisory Group
develop policies in key areas of work
educate and train Steering Committee members and
staff in TGEU's positions



5.6. Membership



Strategic Objective: TGEU seeks to increase its membership, in terms of numbers and regional representation as well as members' engagement with the organisation.

In order to achieve this objective TGEU will

promote the benefits of TGEU membership

seek to engage more volunteers in TGEU's work

regularly train TGEU's volunteers

