

# **Strategic Plan 2016 – 2017**



**ΚΟΙΝΟΤΗΤΑ  
LGBTQ ΝΕΩΝ  
ΑΘΗΝΑΣ**

## **Introduction**

Colour Youth - Athens LGBTQ Youth Community focuses on the empowerment of, and the support and advocacy for, the lesbian, gay, bisexual, trans, queer and intersex youth of Athens.

This strategic plan sets the guidelines for the organisation for the two-year period 2016 - 2017. It includes the vision, the mission, the values, the objectives and the sub-objectives that constitute Colour Youth's priorities. It has been developed based on the needs of the members of the organisation, as well as on the needs of the LGBTQI youth community.

## **Structure and Function of Colour Youth**

Colour Youth consists of regular, associate and honorary members. Each individual aged between 18 and 30 years who has fulfilled their financial obligations towards the organisation is a regular member. Individuals older than 30 years can take part as supporting (associate) members of Colour Youth.

Colour Youth consists of the following bodies:

- General Assembly
- Management Team
- Working Groups
- Financial Control Committee

And the following positions:

- Communications Officer
- Human Resources Officer
- Trainings Officer

The General Assembly is the highest body in the organisation, and is responsible for the organisation, approves the annual budget, shapes Colour Youth's political positions and expresses the members' will. In addition, it elects the Manager, the Treasurer and the Secretary. The remaining members of the Management Team are elected by each of the working groups, which are sub-groups of Colour Youth. The working groups serve the basic needs of the organisation. The Management Team is the governing body of the organisation, works on a voluntary basis, and is responsible for the implementation of the annual plan, which emanates from the strategic plan. Finally, time-bound project groups can be created for the implementation of specific actions.

Colour Youth is a proud member of the Racist Violence Recording Network, which was established by the National Commission for Human Rights and the Office of the United Nations High Commissioner for Refugees. On an international level, Colour Youth is a member of the International LGBTQI Youth and Student Organisation (IGLYO), the European Region of the International LGBTQI Association (ILGA-EUROPE), and Transgender Europe (TGEU).

## **Vision**

Colour Youth envisions a world in which sexuality, gender identity, gender expression, sexual characteristics and bodies in all their varieties can be expressed without the fear of criticism, marginalisation or violence. In this world, all young individuals will have the right to self-determination regarding their sexualities, their genders and their bodies, and will be free to take part in communities without discrimination, so that they can reach their full potential, enjoying respect and positive recognition.

## **Mission**

Colour Youth - Athens LGBTQ Youth Community's mission is:

1. The creation of an active and united LGBTQI youth community based on our values and solidarity against discrimination,
2. The support, empowerment and mutual help of LGBTQI youth through training, interaction and mutual support so that personal development and socialisation are achieved,
3. The representation of the LGBTQI youth at official and unofficial institutions,
4. The advocacy and promotion of the rights of LGBTQI youth, and
5. Informing society about the issues of LGBTQI youth, such as equality, the effects of discrimination, mental and sexual health.

## **Values**

Colour Youth promotes and supports the following values:

- Respect for diversity
- Absolute respect for human rights
- Democracy, transparency and dialog
- Active participation of young people and responsibility towards duties and commitments.

Colour Youth is against and fights:

- Homophobia, lesbophobia, biphobia, transphobia and any negative feeling based on the sexuality, the gender or the body of a person
- Heteronormativity, heterosexism, sexism, cis-normativity and cis-sexism
- All forms of exclusion, hatred and discrimination.

## **Objective I: Social Change**

### **Strategic Objective**

*One of Colour Youth's objectives is the visibility of the LGBTQI community and the positive change in society for the LGBTQI youth, especially in the education sector, as a competent body representing the LGBTQI youth of Athens.*

### **Objectives and Sub-objectives**

#### **A. Empowerment of LGBTQI individuals, with emphasis on trans individuals, women and individuals who question their sexual orientation or/and their gender identity.**

1. Regular empowerment meetings.
  - a. Continuation of meetings for young women for both years
  - b. Creation of an empowerment group for young trans individuals in 2016
  - c. Creation in 2016 of an empowerment group for young individuals who question their sexual orientation and/or gender identity.
2. Trainings on sexual orientation, gender identity, gender expression and sexual characteristics.
  - a. Continuation of the closed seminars. It is suggested that nine seminars take place per year.
3. Regular group meetings under professional psychological supervision
4. Provision of individual psychological support
5. Creation of printed resources:
  - a. Advice for young trans individuals
  - b. Advice on coming out

#### **B. Addressing and showcasing hate crimes**

1. Continuation of the monitoring and reporting of violence based on sexual orientation, gender identity and gender expression.
2. Promotion of the problem of violent incidents based on sexual orientation, gender identity and gender expression to institutions that provide services for hate crime management.
3. Creation of an evaluation mechanism for the services provided by Colour Youth, and the creation of action plans based on the results.
4. Continuation of the networking with organisations that provide services for hate crime victims in order to provide better services.
5. Creation of information packs, addressed to young LGBTQI people, addressing forms of violence and discrimination, as well as possible reactions to such incidents, in 2016.
6. Conduct of proper trainings so that young LGBTQI people know their rights and what they can do in case of incidents of violence and discrimination (Tell Us and other institutions), in 2016.

7. Informing actions for the encouragement of reporting incidents of violence and discrimination (for both victims and witnesses) to proper institutions (Tell Us and other institutions)

**C. Recognition of discrimination based on sexual orientation, gender identity or expression and sexual characteristics in secondary education, and the empowerment of students.**

1. Conduct research on discrimination based on sexual orientation, gender identity/expression and sexual characteristics in secondary education.
2. By the end of the two-year period, Colour Youth should be in a position to support a student initiative in schools. This can be achieved by lobbying at different levels of the Ministry of Education, as well as by creating alliances with other institutions that work in the field of education.
3. Attempt to organise an educational seminar, addressed at secondary education teachers, in cooperation with other institutions that work in the field of education.

**D. Attempt to inform students about and involve them in specific professional fields.**

1. Training on sexual orientation, gender identity and expression and sexual characteristics for students in at least two of the following fields:
  - a. Health
  - b. Mental Health
  - c. Elementary Education
  - d. Law
2. Creation of specifically adapted training materials for students in at least two of the above fields.

## **Objective II: Organisational Development**

### **Strategic objective**

*The development of the organisation's viability with regards to material, financial and human resources, so that it can act in an effective and timely way, and can consist of informed, active and willing members.*

### **Objectives and Sub-objectives**

#### **A. Visibility and Transparency**

Colour Youth aims at being an organisation that is open to society, and which demonstrates its actions, including its financial actions.

- Information about its actions is distributed through newsletters, annual reports, specific events and the like
- Innovation and improvements are included in the above, and are communicated appropriately
- Annual financial reports are easily available to the management team and to donors/funders

#### **B. Financial viability**

Colour Youth actively seeks financial viability and the proper and transparent financial administration thereof.

- The number of important funders/donors must be increased in order to reduce the dependence on individual funders/donors
- Creation and use of instructions and guidelines for
  - ◆ the creation and approval of budgets
  - ◆ the approval and control of costs
  - ◆ the documentation and reporting of financial information
- Regular (quarterly) internal reports are given to the management team, the financial control committee and the members.
- Ensuring the viability of our headquarters (offices and training/meeting spaces) through the purchase of adequate equipment and the finding of funding for 2017 and beyond.
- Ensuring the viability of the project that documents and reports incidents of hate crime and discrimination through finding funding for 2017. The continuation of the project beyond 2017 should be examined.
- Finding of funding during 2016 and 2017 for
  - ◆ activities regarding secondary education.
  - ◆ activities regarding student training.
  - ◆ activities regarding empowerment.

### **C. Supervision and assessment**

Colour Youth continuously pursues the improvement of its administrative procedures. Periodic assessments are part of the organisation's self-assessment.

- For the measurement of progress regarding its aims, Colour Youth will develop a monitoring system with an adequate number of indicators, until the end of 2016. It will include clear and realistic monitoring procedures (which data are collected, how often and by whom)
- There will be regular (quarterly) internal financial checks, starting in the first quarter of 2016. Their results will be shared with the management team and the members.

### **D. Member engagement**

- The responsibilities, including the decision-making responsibilities, of the General Assembly, the Management Team and the Project Groups are known by the personnel, the members, the volunteers and any directly associated party.
- Assessment of the working groups and the organisational chart until the General Assembly in December 2016. An action plan should be created based on the assessment.
- Actions for the improvement of the engagement and the empowerment of women and trans people at all levels of the organisation (volunteers, members, project groups, positions of responsibility, project managers and the management team).
- More active volunteer engagement, and promotion of taking active responsibility.

### **E. Skill development by members/volunteers and the management team**

Colour Youth actively supports the skill development of its members and volunteers, including the management team.

- The organisation will develop a human resource policy, as well as a training and skill-development plan, until the end of 2017. This policy and the regulations will be recorded in a manual that will be available to members and volunteers. After the end of the two-year period, this policy should be applied effectively, regulated regularly and modified when necessary.

After the end of the two-year period, the above should be applied effectively, monitored regularly and modified when necessary.

- The management team, from the moment it is elected, will be trained in managerial skills so that its members can develop and maintain their leadership skills.

### **F. Personnel supervision**

Colour Youth actively supports its personnel's skill development.

- Colour Youth will develop a training and skill-development plan for its personnel.
- Policy and regulations will be created for the personnel (always in accordance with the relevant labour legislation) emphasising the creation of a pleasant working environment, the promotion and recognition of their results and the creation of motivations

The aforementioned will be noted in a booklet available to the personnel.

- Indicator: The personnel has motivation (this is checked by the quality and the quantity of improvements, suggestions, the number of absences, the amount of complaints, the rhythm of change, and so on)

After the end of the two-year period, the above should be applied effectively, monitored regularly and modified when necessary.

## **Z. Project management**

For projects that are managed by the personnel and those that are managed by volunteers, the involved individuals should have the appropriate skills and be supervised to ensure quality:

- Projects and actions are relevant to the issues and problems of LGBTQI youth.
- Objectives are specific, measurable, attainable, realistic and time-bound.
- Budgets are created for all project groups, are approved by the management team, and are modified if necessary.
- Action results correspond to the corresponding objectives (qualitatively and quantitatively)
- Communication between the remainder of the organisation is regular and is done in a spirit of cooperation and mutual respect.