



NELFA's Action Plan 2017-2018

(Approved at the Annual General Meeting in Naples, on 25 March 2017)

Introduction

To fulfil the aims stated in its bylaws (3.1.-3.14.), NELFA has to develop:

Advocacy work by:

- *Promoting change in general attitudes towards rainbow families in Europe*
- *Influencing European policies through European institutions such as the European Union (EU), the Council of Europe (CoE), The European Union Agency for Fundamental Rights (FRA) and the Organisation for Cooperation and Security in Europe (OSCE)*
- *Encouraging European states to adopt new legislation*
- *Promoting equal access to reproduction techniques*

Capacity building work by:

- *Helping to start LGBTIQ* family groups and associations in European countries*
- *Enhancing communication between European groups*

Cooperate with:

- *European LGBTIQ* associations;*
- *European family and children organisations*

Proposed Actions

In order to fulfil the above aims, the following actions are proposed:

1. Administration

The Board

The Board would like to meet in person three times per year, coinciding with the AGM in March of each year, according to the current bylaws¹. We will also aim to meet in person in October of each year, coinciding with ILGA-Europe's Annual Conference as happened in Dublin (2012), Zagreb (2013), Riga (2014), Athens (2015) and Nicosia (2016). ILGA-Europe's Annual Meeting 2017 will take place in Warsaw (1-4 November).

¹ The Belgian notary has confirmed that the general assemblies - which are compulsory - must be organised six months after the end of the 'exercice social', i.e. fiscal year. Our fiscal year ends in December, so this means that we can hold AGMs until the end of June of the following year, and no later than that.



The Board will meet via Skype every first Wednesday of the month at 20:30 CET in line with practice to date. Modifications may occur (day, time, IT means).²

Annual General Meetings

Annual General Meeting in March 2013 in London, UK.
Annual General Meeting in March 2014 in Maastricht, the Netherlands.
Annual General Meeting in March 2015 in Konstanz, Germany.
Annual General Meeting in March 2016 in Barcelona, Spain.
Annual General Meeting in March 2017 in Naples, Italy.

Finances

Collection of membership fees.
Targeted campaigns to increase number of members and donations.

European Families Meetings

So far, we were able to organise Rainbow Families Meetings in France (Paris 2010), Spain (Lloret de Mar, 2012), Germany (Cologne, 2014) and Portugal (Oeiras, 2015).

We would like to realise a next Meeting in 2018.

2. Communication

Members, friends and possible members:

We aim to continue our communication through NELFA mailing list (exclusive for members), NELFA committee list (inclusive for allies), Facebook and Twitter (volunteer helpers from member organisations are desirable!). An aim remains a ‘member area’ within the website.

We want to improve Email letters to and targeted contacts with potential members (Poland, Croatia, Czech Republic, Slovakia, Serbia, Bulgaria, Turkey, Ukraine, Estonia, Latvia).

NELFA Board members will continue to reach out to potential members and other family groups in 2017 (*in particular to Croatia, Cyprus, Slovenia, Czech Republic, Slovakia and Lithuania where our Network has already established contacts*).

Outbound communication:

Continue to improve our new website with photos, videos and press releases (etc.).

² The principle remains: one “digital meeting” per month, but other IT means may be used and the day of the meeting may be changed in accordance with Board members’ availability.



Continue to feed our Facebook page and Twitter account.
Attendance to relevant (LGBTIQ*) seminars and conferences.
Notice Board of ILGA-Europe and the Newsletter.

3. Strategic priority for 2017

1. NELFA needs to professionalise its organisational development. We want to review processes, systems, structures and outputs. Where are we now? What has been achieved to date? Where are we heading to and how (objectives, strategies)? What has to change with the name change (integration of “Q” and “I”)? We must consider different possibilities of evaluation (internal/external). For this a review with an external facilitator may be appropriate, as well as face-to-face meetings for internal team building.
2. NELFA wants to improve its contact with its members, include them better in our work and reach out to new members in different countries. A questionnaire for the members with information about their needs in order to adapt our strategy should be sent out.
3. NELFA wants to revive the European Rainbow Family Meetings, because of their paramount importance to strengthen the network and to make us and the topic rainbow families visible.
4. NELFA wants to refine its contributions for the International Family Equality Day, IFED (to find a clear understanding of roles and to improve the communication campaign)

4. Advocacy

- Awareness and visibility campaigns (new cooperations?)
- International Family Equality Day 2017 in cooperation with IDAHOT
- Family, children and reproduction seminars and conferences
- European Parliament LGBTI Inter-group events
- ILGA-Europe events
- Family relevant networks (e.g. COFACE, Eurochild)

European Union (EU):

European Commission: improve contacts inside DG Justice and Home Affairs (legal initiatives on free circulation of civil law documents and recognition of effects of civil law documents in the EU; implementation of freedom of movement directive).

EU Fundamental Rights Agency (FRA) (members since 2014, use the opportunities offered for networking and capacity building).

European Ombudsman Office and equality bodies (eg. Equinet).

Council of Europe (CE) and European Court of Human Rights (ECHR)
Follow family cases in the ECHR.



UN Human Rights Council Submissions and Statements (side events)

Resolution Protection of the family. Coordinated with other ESOCOC consultative status.

National law reforms:

Finding ways in which we can help each other to bring positive law reforms at national level (e.g. sharing knowledge and best practice on strategic litigation).

5. Capacity building

NELFA should try to expand its network to countries that are not involved yet.
Geographic focus: Balkans and Eastern Europe.

We want to contact other LGBTIQ* groups that might wish to start a family group and encourage others to start a family group.

NELFA wishes to keep on having a presence at ILGA-Europe's Annual Conference through workshops. Furthermore we could explore be more visible with a stand, video or other means.

OTHER tasks remain:

- Sharing good practices and strategies between our members
- Providing workshops in NELFA's (bi-annual) conferences

NELFA wants to develop training events for members, schools, teachers, governments, public authorities and other organisations. One aim is to look for new opportunities to **launch another Grundvig/Erasmus+ project** (like 'Adequate and equal legal protection for rainbow families' in the last period 2016-2017. NELFA has recently applied for a new project in 2017-2018)

Other possible training events:

- How to be out as a family in kindergarten and elementary school
- Workshop on social mothers (roles and coping with the outside world) in certain country contexts
- Workshop for divorced lesbians in patchwork families
- Workshop on conspicuous families
- Challenges of trans families and ways to address them
- LGBTIQ* parents and their children – an engine for social change
- How to build a LGBTIQ* family movement
- International Family Equality Day - an international day for diversity and recognition of all families



6. Publications

The **NELFA leaflet** was updated in 2016 and will require updating as new members join the Network of LGBTIQ* Families Associations (colouring the map).

International Family Equality Day **IFED Annual Report**, launched one time per year.

NELFA Annual Report. To be prepared each year and presented at the AGM.

Publication on possible future **Rainbow Family Meetings**, to be edited by NELFA.

Develop bibliography of **Rainbow Families Resources for children** (European focus).

7. Cooperation with external partners

ILGA-Europe:

- Workshops in ILGA-Europe's Annual Conferences (as done in 2013, 2014, 2015 and 2016). Plan to keep doing this at the 2017 Conference in Warsaw, Poland.
- Follow up with the strategy meetings with ILGA-Europe and explore support for organisational development.

COFACE:

- Goal - membership by the end of 2017
- Attending their events and working groups (if invited)

Targeted International Cooperation:

Family Equality Council (USA)

LGBTQ Parenting Network (Canada)

UNICEF (discrimination based on SOGI)

UNESCO

UN Human Rights Council

CSW (Commission on the Status of Women)

Embassies (Advocacy for rainbow families: sensitise stigma multiplied / intersectionality discrimination and opportunity to invest to strengthen the rainbow families movement with new forge alliances)