

PROPOSAL 1: ILGA Secretariats

BACKGROUND

At the ILGA World Conference in Mexico City in 2014, the Board was given a directive by the membership to:¹

- ***Defer any further decision about the continuation of the secretariats to the next ILGA World Conference.***
- ***Direct the Board to implement a review of the functions of the secretariats.***

About the Secretariats

Presently, the ILGA Executive Board includes three secretariats, including an intersex secretariat, a trans secretariat, and a women’s secretariat. These positions are elected from the full membership during the World Conference for a term of 2 years, and report to the World Conference. The World Conference in 2014 voted for the addition of a Bisexual Secretariat, which shall be elected during the World Conference in 2016.

Secretariats are tasked with being ILGA’s representatives and experts on issues related to Women, Trans, Intersex and Bisexual issues, respectively. This is accomplished through the provision and development of research, advocacy and civil society engagement. Secretariats are also expected to work closely with the ILGA Executive Board as necessary.

Specific Secretariat tasks, as outlined in the ILGA Constitution, include:²

Women’s Secretariat	Trans Secretariat	Intersex Secretariat	Bisexual Secretariat
a) Collect and co-ordinate information/visibility world wide on lesbians and bisexual women, in close co-operation with the Executive Board;	a) Collect and compile information world-wide on trans people, in close co-operation with the Executive Board;	a) Collect and compile information world-wide on trans and intersex people, in close co-operation with the Executive Board;	a) Collect and compile information world-wide on bisexual people, in close co-operation with the Executive Board. b) Develop actions in

¹ Plenary Three, Friday 29th October 2014, Proposal number 16

² *Constitution of ILGA*, (approved at XXVII ILGA World Conference, Mexico City, October 27-31, 2014); clause C6; see: http://old.ilga.org/documents/ILGA_Constitution_Oct_2014.pdf

<ul style="list-style-type: none"> b) Initiate articles world wide on women’s issues for ILGA publications; c) Attend relevant conferences within and outside ILGA and make policy inputs to international organizations and agencies; d) Co-operate with other international women’s organisations; e) Co-ordinate and arrange women’s caucuses and workshops in co-operation with the group planning for a World Conference; f) Carry out tasks allocated to it by ILGA World Conferences 	<ul style="list-style-type: none"> b) Develop actions in order to highlight trans issues; c) Initiate and request articles world wide on trans issues for ILGA publications; d) Attend relevant conferences within and outside ILGA and make policy inputs to international organizations and agencies; e) Co-operate with other international organizations on LGBTI rights and gender identity issues; f) Co-ordinate and arrange trans caucuses and workshops in co-operation with the group planning for a World Conference; g) Carry out tasks allocated to it by ILGA World Conferences; 	<ul style="list-style-type: none"> b) Develop actions in order to highlight intersex issues; c) Initiate and request articles world wide on intersex issues for ILGA publications; d) Attend relevant conferences within and outside ILGA and make policy inputs to international organizations and agencies; e) Co-operate with other international organizations on LGBTI rights and bodily diversity issues; f) Co-ordinate and arrange intersex caucuses and workshops in co-operation with the group planning for a World Conference; g) Carry out tasks allocated to it by ILGA World Conferences; 	<ul style="list-style-type: none"> order to highlight Bisexual issues c) Initiate and request articles world wide on bisexual issues for ILGA publications. d) Co-ordinate and arrange bisexual caucuses and workshops to create a wide dialogue and with the Organizer of the World Conference. e) Attend relevant conferences within and outside ILGA and make policy inputs to international organizations and agencies. f) Co-operate with other international organizations on rights and sexuality. g) Carry out tasks allocated to it by ILGA World Conference.
--	--	--	--

Members' Survey

A survey was sent out to members to get feedback regarding the future direction of the Secretariats. Out of over 1200 members, only 43 replies were received. (In Question 5, respondents could select more than one answer.)

Questions	Responses	
	No	Yes
1. Are you aware of what the Secretariats do?	16	23
2. Do you believe the Secretariats are effective? If yes, please explain.	15	27
3. Do you think the Secretariats are a good use of ILGA's resources?	15	26
4. Would you support replacing ILGA's Secretariats?	16	25
5. If yes, would you support allocating Secretariat funding to:		
a) Strengthening ILGA's head office to assist global human rights monitoring and advocacy? (eg – through deeper engagement with UN bodies)		14
b) Develop and launch advisory Working Groups on specific thematic issues (eg – the politics of homophobia, strengthening transgender rights at the UN)		20
c) Create scholarship program for ILGA members to attend and speak on issues relevant to their constituencies at multinational forums, such as the UN, Organization of American States (OAS), or the Association of Southeast Asian Nations (ASEAN)		24

The Executive Board discussed the World Conference recommendations and the survey outcome, and is proposing the following.

PROPOSAL BY THE ILGA BOARD

The ILGA Board recognises

- the importance of representation of women, trans, intersex and bisexual people and issues on the Board and across all ILGA work, and
- that LGBTI people live at the intersections of several identities, experiences and contexts.

Addressing the limitations of the current Secretariats' structure and the very low response rate of the members' survey, the ILGA Board has decided to look at ways to strengthening ILGA's Head Office to assist global human rights monitoring and advocacy, and develop and launch advisory Working Groups / Committees on specific thematic issues.

The Board believes this is best done through strengthening ILGA's funding and organisational capacity by increasing the number of staff members who can support the proposed new structure.

The ILGA Board proposes that the Secretariats be replaced with new processes that will allow increased representation.

In summary, the Board is proposing that:

- The current structure of the Secretariats be replaced.
- The World Conference elects five (5) representatives to chair **Working Committees** one for each - Women, Trans, Intersex, Bisexual and Youth. All representatives should be coming from ILGA member organisations.
- Regional Boards appoint one representative from the region to each committee.
- The Working Committees report to the Executive Board.
- Working Committees are supported by dedicated staff person from the ILGA office.
- This structure shall be reviewed and evaluated in (to be agreed) number of years, so as to determine its efficacy and impact.

PROPOSAL BC1 (PROPOSED WORDING FOR THE ILGA CONSTITUTION)

	Current Wording		Wording proposed by the ILGA Board
			Remove the current text under C6 of the Constitution and replace with the following:
C6	SECRETARIATS	C6	WORKING COMMITTEES
C6.1	WOMEN'S SECRETARIAT	C6.1	WOMEN'S COMMITTEE
C6.1.1	The World Conference shall elect a Women's Secretariat from the full members.	C6.1.1	The World Conference shall elect a person identifying as a woman to chair the Women's Committee and be a member of the World Board
		C6.1.2	Each regional board shall appoint a person identifying as a woman to sit on the Women's Committee.
C6.1.2	It is the responsibility of the Women's Secretariat to: a) Collect and co-ordinate information/visibility world wide on lesbians and bisexual women, in close co-operation with the Executive Board; b) Initiate articles world wide on women's issues for ILGA publications; c) Attend relevant conferences within and outside ILGA and make policy inputs to international organisations and agencies; d) Co-operate with other international women's organisations; e) Co-ordinate and arrange women's caucuses and workshops in co-operation with the group planning for a World Conference; f) Carry out tasks allocated to it by ILGA World	C6.1.3	It is the responsibility of the Chair of the Women's Committee to: a) To chair and coordinate the work of the Committee b) Collect and co-ordinate information/visibility worldwide on lesbians and bisexual women, in close co-operation with the Executive Board; c) Initiate articles world wide on women's issues for ILGA publications; d) Attend relevant conferences within and outside ILGA and make policy inputs to international organisations and agencies; e) Co-operate with other international women's organisations;

	Conferences.		<ul style="list-style-type: none"> f) Co-ordinate and arrange women’s caucuses and workshops in co-operation with the group planning for a World Conference; g) Carry out tasks allocated to it by ILGA World Conferences.
C6.2	TRANS SECRETARIAT	C6.2	TRANS COMMITTEE
C6.2.1	The World Conference shall elect a Trans Secretariat from the full members.	C6.2.1	The World Conference shall elect a person identifying as trans to chair the Trans Committee and be a member of the World Board
		C6.2.2	Each regional board shall appoint a person identifying as trans to sit on the Trans Committee

C6.2.2	<p>It is the responsibility of the Trans Secretariat to:</p> <ul style="list-style-type: none"> a) Collect and compile information world-wide on trans people, in close cooperation with the Executive Board; b) Develop actions in order to highlight trans issues ; c) Initiate and request articles world wide on trans issues for ILGA publications; d) Attend relevant conferences within and outside ILGA and make policy inputs to international organizations and agencies; e) Co-operate with other international organizations on LGBTI rights and gender identity issues f) Co-ordinate and arrange trans caucuses and workshops in co-operation with the group planning for a World Conference; g) Carry out tasks allocated to it by ILGA World Conferences 	C6.2.3	<p>It is the responsibility of the Chair of the Trans Committee to:</p> <ul style="list-style-type: none"> a) To chair and coordinate the work of the Committee b) Collect and co-ordinate information/visibility worldwide on trans issues, in close co-operation with the Executive Board; c) Initiate articles world wide on trans issues for ILGA publications; d) Attend relevant conferences within and outside ILGA and make policy inputs to international organisations and agencies; e) Co-operate with other international trans organisations; f) Co-ordinate and arrange trans caucuses and workshops in co-operation with the group planning for a World Conference; g) Carry out tasks allocated to it by ILGA World Conferences.
C6.3	INTERSEX SECRETARIAT	C6.3.	INTERSEX SECRETARIAT
C6.3.1	The World Conference shall elect a Intersex Secretariat from the full members	C.6.3.1	The World Conference shall elect an intersex person to chair the Intersex Committee and be a member of the World Board.
		C.6.3.2	Each regional board shall appoint an intersex person to sit on the Intersex Committee
C6.3.2 I	<p>It is the responsibility of the Intersex Secretariat to:</p> <ul style="list-style-type: none"> a) Collect and compile information world-wide on trans and intersex people, in close co-operation with the Executive Board; 	C6.3.3	<p>It is the responsibility of the Chair of the Intersex Committee to:</p> <ul style="list-style-type: none"> a) To chair and coordinate the work of the Committee

	<ul style="list-style-type: none"> b) Develop actions in order to highlight intersex issues ; c) Initiate and request articles world wide on intersex issues for ILGA publications; d) Attend relevant conferences within and outside ILGA and make policy inputs to international organizations and agencies; e) Co-operate with other international organizations on LGBTI rights and bodily diversity issues f) Co-ordinate and arrange intersex caucuses and workshops in co-operation with the group planning for a World Conference; g) Carry out tasks allocated to it by ILGA World Conferences. 		<ul style="list-style-type: none"> b) Collect and co-ordinate information/visibility worldwide on Intersex issues, in close co-operation with the Executive Board; c) Initiate articles world wide on intersex issues for ILGA publications; d) Attend relevant conferences within and outside ILGA and make policy inputs to international organisations and agencies; e) Co-operate with other international Intersex organisations; f) Co-ordinate and arrange intersex caucuses and workshops in co-operation with the group planning for a World Conference; g) Carry out tasks allocated to it by ILGA World Conferences.
C6.4	BISEXUAL SECRETARIAT	C.6.4	BISEXUAL COMMITTEE
C6.4.1	The World Conference will elect a Bisexual Secretariat from the full members.	C6.4.1	The World Conference shall elect a person identifying as bixeual to chair the Bisexual Committee and be a member of the World Board
		C.6.3.2	Each regional board shall appoint a person identifying as Bisexual to sit on the Bisexual Committee
C6.4.2	<p>It is the responsibility of the Bisexual Secretariat to:</p> <ul style="list-style-type: none"> a) Collect and compile information world-wide on bisexual people, in close co-operation with the Executive Board. b) Develop actions in order to highlight Bisexual issues c) Initiate and request articles world wide on bisexual issues for ILGA publications. d) Co-ordinate and arrange bisexual caucuses and 	C6.4.3	<p>It is the responsibility of the Chair of the Bisexual Committee to:</p> <ul style="list-style-type: none"> a) To chair and coordinate the work of the Committee b) Collect and co-ordinate information/visibility worldwide on bisexual issues, in close co-operation with the Executive Board; c) Initiate articles world wide on bisexual issues for ILGA publications;

	<p>workshops to create a wide dialogue and with the Organizer of the World Conference. e) Attend relevant conferences within and outside ILGA and make policy inputs to international organizations and agencies. f) Co-operate with other international organizations on rights and sexuality. g) Carry out tasks allocated to it by ILGA World Conference.</p>		<p>d) Attend relevant conferences within and outside ILGA and make policy inputs to international organisations and agencies; e) Co-operate with other international bisexual organisations; f) Co-ordinate and arrange bisexual caucuses and workshops in co-operation with the group planning for a World Conference; g) Carry out tasks allocated to it by ILGA World Conferences.</p>
	<p>New Paragraph / Section</p>	<p>C.6.5</p>	<p>YOUTH COMMITTEE</p>
		<p>C6.5.1</p>	<p>The World Conference shall elect an LGBTIQ person below the age of thirty (30) to chair the Youth Committee and be a member of the World Board.</p>
		<p>C.6.5.2</p>	<p>Each regional board shall appoint an LGBTIQ person who is below the age of 30 to sit on the Youth Committee.</p>
		<p>C6.5.3</p>	<p>It is the responsibility of the Chair of the Youth Committee to:</p> <ul style="list-style-type: none"> a) To chair and coordinate the work of the Committee b) Collect and co-ordinate information/visibility worldwide on youth issues, in close co-operation with the Executive Board; c) Initiate articles world wide on bisexual issues for ILGA publications; d) Attend relevant conferences within and outside ILGA and make policy inputs to international organisations and agencies; e) Co-operate with other international youth

ILGA Board Proposals

			<p>organisations;</p> <p>f) Co-ordinate and arrange youth caucuses and workshops in co-operation with the group planning for a World Conference;</p> <p>g) Carry out tasks allocated to it by ILGA World Conferences.</p>

(Cont.)

BOARD PROPOSALS:

Proposal Number	Current Wording	Wording proposed by the ILGA Board
BC2	<p>C1 PREAMBLE Article C1.3 now reads</p>	<p>Rationale to amend Article C1.3:</p> <ul style="list-style-type: none"> a. For syntax reasons and to have uniformity of the LGBTI listing throughout the Constitution. b. Sexual orientation and gender identity are NOT choices c. Religion is an ideological perspective that has to be explicitly named in regard to LGBTI issues and mutual respect amongst ILGA members
	<p>Seeking in ILGA as an international organization within which lesbian, gay, bisexual, <i>transgender</i> and intersex people <i>of different political and personal choices</i> (for example, separatism, feminism, orientation and identity) can work together;</p>	<p>Seeking in ILGA an international organization within which lesbian, gay, bisexual, trans and intersex people from different ideological perspectives (for example, religion, separatism, feminism, etc.) can work together;</p>
BC3	<p>C3 AIMS AND OBJECTIVES Article 3.1.1 now reads</p>	<p>Rationale to amend Article C1.3:</p> <ul style="list-style-type: none"> a. For syntax reasons and to have uniformity of the LGBTI listing throughout the Constitution
	<p>To work for the equality of <i>lesbians, gay men, bisexuals, trans people and intersex people</i> and liberation from all forms of discrimination ;</p>	<p>To work for the equality of lesbian, gay, bisexual, trans and intersex people and for their liberation from all forms of discrimination;</p>

BC4	C6 INTERSEX SECRETARIAT Article 6.3.2 now reads	Rationale: a. If (proposal number 1) the Secretariats’ proposal is not approved then: remove “trans and” in conformity with the rest of the Secretariat’s tasks / responsibilities
	It is the responsibility of the Intersex Secretariat to: a. Collect and compile information world-wide on trans and intersex people, in close co-operation with the Executive Board; b. Develop actions in order to highlight intersex issues ; c. Initiate and request articles world wide on intersex issues for ILGA publications; d. Attend relevant conferences within and outside ILGA and make policy inputs to international organizations and agencies; e. Co-operate with other international organizations on LGBTI rights and bodily diversity issues f. Co-ordinate and arrange intersex caucuses and workshops in co-operation with the group planning for a World Conference; g. Carry out tasks allocated to it by ILGA World Conferences.	It is the responsibility of the Intersex Secretariat to: a. Collect and compile information world-wide on intersex people, in close co-operation with the Executive Board; b. Develop actions in order to highlight intersex issues ; c. Initiate and request articles world wide on intersex issues for ILGA publications; d. Attend relevant conferences within and outside ILGA and make policy inputs to international organizations and agencies; e. Co-operate with other international organizations on LGBTI rights and bodily diversity issues f. Co-ordinate and arrange intersex caucuses and workshops in co-operation with the group planning for a World Conference; g. Carry out tasks allocated to it by ILGA World Conferences.
BC5	C8 THE EXECUTIVE BOARD	Rationale: a. In Article C8 a new paragraph C8.14 is added which reads to conform with Swiss legal requirements for tax exemption.
		Board members act voluntarily and can only claim

		compensation for the actual costs and their travel expenses incurred in relation with exercising their function. For activities exceeding the usual scope of the function, each Board Member can receive appropriate compensation. Paid employees of the ILGA can only sit on the Board meetings in an advisory capacity (with no deliberative voting rights).
BC6	C12 VARIOUS PROVISIONS Article C12.1 now reads	Rationale: a. It is proposed to amend Article C12.1 as follows to conform with Swiss legal requirements for tax exemption.
	Dissolution of ILGA can be decided by a World Conference under the rules for the amendment of the Constitution. Notice, in this case, shall be mailed to members at least three months in advance of the conference. In the case of the dissolution of ILGA, the World Conference shall appoint one or several liquidators, shall define their powers and indicate how to affect distribution of the net assets. The assets of the organisation shall go to an organisation or organisations having similar aims, the organisations to be decided by the World Conference or, in default of such decision, by the Executive Board.”	Dissolution of ILGA can be decided by a World Conference under the rules for the amendment of the Constitution. Notice, in this case, shall be mailed to members at least three months in advance of the conference. In the case of the dissolution of ILGA, the World Conference shall appoint one or several liquidators, shall define their powers and indicate how to affect distribution of the net assets. The assets of the organisation shall go to a non-for-profit organisation(s) pursuing public interest and aims similar to those of ILGA and benefiting from tax exemption. In no case the assets can be returned to the individual founders or members of the Association, or to be used by them to receive profit in any possible way. The organisations to be decided by the World Conference or, in default of such decisions by the Executive Board.
BC7		If proposal number 1 regarding the replacement of the Secretariats with Working Committees is approved, all references to Secretariats in the Constitution and the Standing Orders need to be changed to reflect this.