



Strategic Plan 2015–2019



Address:
32, Parish Street,
Mosta MST 2021
Malta

T : 2143 0006

M : 9925 5559

W : www.maltagayrights.org

Editing : Gabi Calleja

Design : Nadine Noko

Photography : Brian Grech & Nadine Noko

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GLOSSARY

GENDER

refers to a socially constructed system of classification that ascribes qualities of masculinity and femininity to people. Gender characteristics can change over time and are different between cultures. Gender is often conflated with sex, but they are separate concepts.

GENDER EXPRESSION

refers to each person's manifestation of their gender identity, and/or the one that is perceived by others.

GENDER IDENTITY

refers to each person's internal and individual experience of gender, which may or may not correspond with the sex assigned at birth, including the personal sense of the body (which may involve, if freely chosen, modification of bodily appearance and/or functions by medical, surgical or other means) and other expressions of gender, including name, dress, speech and mannerisms.

GENDER VARIANT

describes a person whose gender expression differs from stereotypical expectations and to varying degrees does not conform to gender-based norms and expectations of society.

INTERSEX

refers to persons who cannot be classified according to the medical norms of so-called male and female bodies with regard to their chromosomal, gonadal or anatomical sex. The latter becomes evident, for example, in secondary sex characteristics such as muscle mass, hair distribution and stature, or primary sex characteristics such as the inner and outer genitalia and/or the chromosomal and hormonal structure.

LGBTIQ

refers to Lesbian, Gay, Bisexual, Trans, Intersex and Queer. Although all of the different identities within "LGBTIQ" are often grouped together, there are specific needs and concerns related to each individual identity.

MGRM

the Malta Lesbian, Gay, Bisexual, Trans, Intersex and Queer Rights Movement.

SEX

refers to a medical term designating a certain combination of gonads, chromosomes, external gender organs, secondary sex characteristics and hormonal balances. Common terms are "male," "female" and "intersex."

SEX CHARACTERISTICS

refers to the chromosomal, gonadal and anatomical features of a person, which include primary characteristics such as reproductive organs and genitalia and/or in chromosomal structures and hormones; and secondary characteristics such as muscle mass, hair distribution, breasts and/or stature.

TRANS

refers to people (sometimes referred to as "transgender") whose psychological self ("gender identity") differs from the social expectations for the physical sex they were assigned at birth. "Trans" is also an umbrella term for transgender, transsexual, cross-dressers, gender queer, and people who identify as neither female nor male, and/or as neither a woman nor a man. Trans does not refer to a sexual orientation and trans people may have any sexual orientation. It is important to acknowledge that while some people may fit under this definition of trans, they may not identify as such.

TRANSITION

refers to a complex, multi-step process that can take years in which a trans person aligns their anatomy and their gender expression with their gender identity. They go from living and identifying as one gender to living and identifying as another.

A SNAPSHOT OF



The MGRM is an active member of ILGA-Europe, Transgender Europe and IGLYO and has established links with a range of National, European and International Networks.

MGRM was set up in 2001 and has been an active force in advocating for the rights of the LGBTIQ community and raising awareness of LGBTIQ issues in Maltese society.

In 2005 the MGRM launched the National Gay Helpline. In 2013 it launched the Rainbow Support Services which now provide a youth drop-in, social work intervention, counselling, legal advice and training.

The first Pride was organized by MGRM in 2004 and has been held annually ever since.

MGRM has its office base at 32, Parish Street Mosta MST 2021.

MGRM drew up its first strategic plan in 2009 with the help of Patricia Prendiville providing increased structure and focus to the work of the organization.

MGRM is a membership based organization with its committee elected during the Annual General Meeting.

The MGRM is able to act mainly through the contribution of volunteers who dedicate their time and energy to implementing the various initiatives of the organization.

What have we achieved so far?

MGRM was set up in 2001 by a small group of volunteers who were determined to bring about change. They were committed to setting up a helpline and to start raising awareness and combatting the stigma faced by the LGBT community. With no premises, no funds and very little expertise they set about making a difference.

Fourteen years later MGRM has established itself as a registered organization with a statute, a clear Mission, core values, and goals. It is an active member of a number of European Networks including ILGA-Europe, Transgender Europe and IGLYO. Membership of these organisations, participation in trainings, conferences, study sessions and network meetings have developed the capacity of the organization to effectively address a range of LGBTIQ issues.

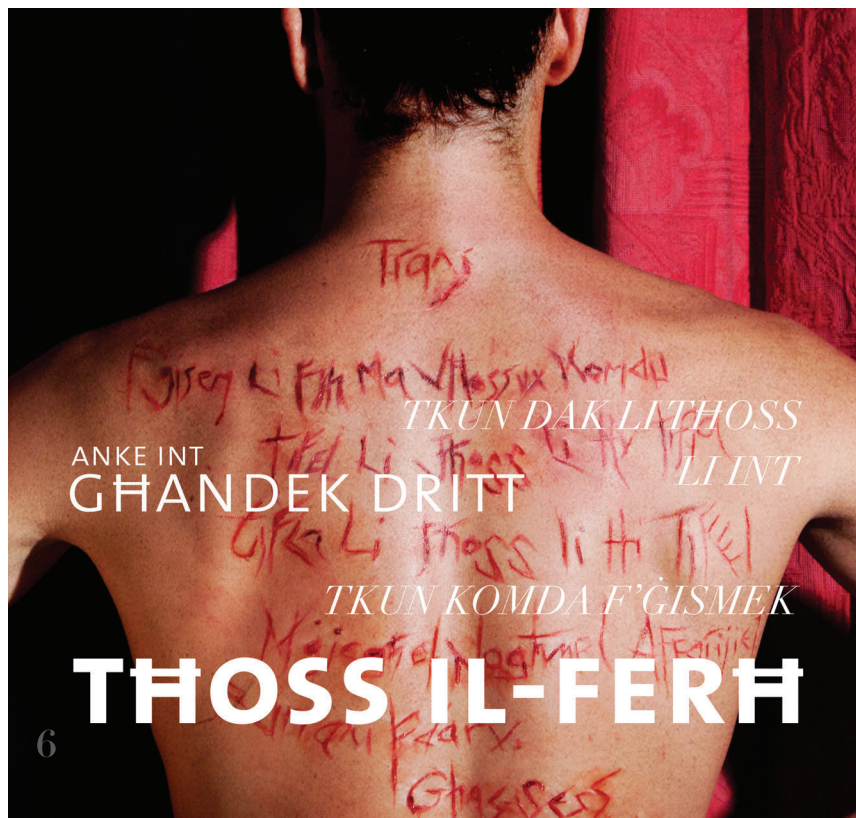
Despite its limited resources it has contributed to putting LGBTIQ equality high on the political agenda leading to significant legal advances. These include the correct transposition of the EU's Employment Framework Directive ensuring that this important anti-discrimination legislation made specific reference to the ground

of sexual orientation and since 2014 the ground of gender identity; the correct transposition of the Freedom of Movement Directive; the inclusion of the grounds of sexual orientation and gender identity in hate crime legislation; the widening of the NCPE remit, the Civil Union Act, providing equal rights and recognition to marriage including parenting rights and anti-discrimination provisions in the Constitution granting protection on the grounds of sexual orientation and gender identity.


According to ILGA-Europe's Rainbow Europe Map, in 2014, Malta was the country that registered the fastest rate of improvement where LGBTIQ rights was concerned and this was repeated in 2015 with the passing of the Gender Identity, Gender Expression and Sex Characteristics Act.

Awareness raising was a core function of the organization with MGRM enjoying high visibility in the media with numerous TV and radio appearances, countless articles and letters to the editor in newspapers and magazines, talks delivered to various target groups and the publication of booklets addressed to LGBT youth

and their parents. MGRM has carried out surveys, published position papers and conducted campaigns. In 2004 MGRM organized the first Pride March, an event which has taken place annually ever since and which is now developing into a joint event involving LGBTIQ NGO's, the government and private entities.







The National Gay Helpline responded to hundreds of calls over the past ten years and is now part of the much broader Rainbow Support Service, providing a weekly youth drop-in, counselling services, social work intervention, legal advice and training to those who need it. MGRM's work has ensured that parents are more informed about LGBTIQ issues and more likely to seek support and accept their LGBTIQ children.


MGRM has witnessed the growth of the LGBTIQ movement and has supported the emergence of new LGBTIQ groups such as We Are and Drachma. It forms part of the LGBTIQ Consultative Council set up by the Government in 2013 and is also a founding member of the Platform for Human Rights Organisations in Malta.

Despite Malta's socio-religious context, the stigma surrounding LGBTIQ issues has been effectively dismantled and it is no longer just LGBTIQ organisations but also individuals who now feel empowered to speak out and to challenge public discourse. Being homophobic, biphobic and transphobic is no longer acceptable.

Where do we still need to grow?

As a membership based organization, effective outreach and community engagement with LGBTIQ individuals remains a priority and an area where improvement is needed. MGRM operates with limited human resources and the pool of both paid staff and volunteers needs to increase if we are to achieve our goals. This is an ongoing struggle and entails devising and implementing a better communication strategy. Ensuring the sustainability of the organization means continually seeking new and diverse sources of funding, investing in the recruitment and training of new volunteers and providing spaces for the LGBTIQ community to voice their concerns. While MGRM has been successful in participating in a number of networks it also needs to engage more with potential straight allies.

The organization also needs to develop its capacity to address issues that have not been prioritized in the past years. These include bisexuality, LGBTIQ health and intersectionality among others.



The current pace of change particularly where legislation and policy are concerned is very fast and this change needs to be effectively managed if we are to avoid a backlash. This means continuous efforts to consolidate the gains that have been achieved so far and to ensure effective implementation of legislation and policy such that it translates to a real difference in the quality of everyday life.

MGRM values the positive working relationship it has established with the current government in pursuit of common goals. It must take care to maintain its political neutrality and watchdog function.

As a human rights based organization, MGRM is also committed to equality on all grounds and needs to speak out more in respect of other minorities who face prejudice and discrimination and to take part in joint actions that ensure that we are not just looking inwards at our own community but also at injustice in the wider society. This makes sense also in view of the fact that some in the LGBTIQ community will also be members of other minority groups whether it be on the ground of gender, race, age, religion or disability.

What do we need to look out for?

What does the future look like?

We are currently working in a political climate which is conducive to change where LGBTIQ rights are concerned. This presents opportunities for MGRM to explore new areas of work and to be involved in creating safer schools for LGBTIQ youth and educators; work with the police to ensure better reporting and effective monitoring of hate crimes; widen our services to include support to those with HIV and AIDS; continue to build the network of Rainbow Families; improve our capacity to advocate for and support LGBTIQ elderly and understand better the needs of LGBTIQ individuals with intellectual and physical disabilities. We also need to grasp the opportunities that important events such as CHOGM, the EU Presidency and V18 present.

Mission

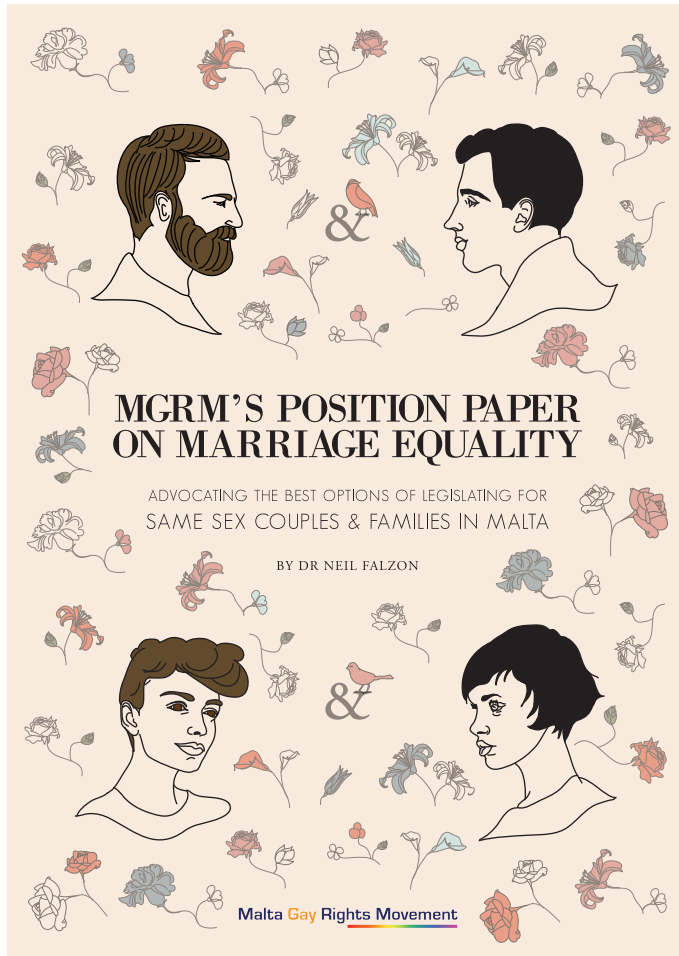
MGRM strives to achieve full equality for LGBTIQ people in Maltese society; a society that enables people to live openly and fully without fear of discrimination based on one's sexual orientation, gender identity, gender expression or sex characteristics.

Core Values

- **Transparency and Accountability in all operations of the organisation;**
- **Solidarity with other discriminated groups of people with mutual support in combating oppression and discrimination and fighting for equality in Malta as well as with other regions of the world;**
- **LGBTIQ Affirmative practice in all its advocacy work and service provision;**
- **Respect for diversity among LGBTIQ individuals and within society;**
- **Respect and Recognition for the fundamental cultural, social and economic as well as civil and political human rights, with particular emphasis on equality and freedom from discrimination, gender equality and the right to self-determination;**

A vibrant street scene, likely in a city like London, featuring a large, colorful rainbow balloon arch spanning the width of the street. Below the arch, a diverse crowd of people is gathered, many holding signs that read "FAMILY". In the foreground, several individuals are playing musical instruments, including a trumpet, a saxophone, and a tuba. The background shows historic buildings with ornate facades and balconies. The overall atmosphere is festive and inclusive.

Goals & Objectives



To achieve legal equality of LGBTIQ individuals

- The facilitation to the right to Gender Identity, Gender Expression, Bodily Integrity & Physical Autonomy
- The provision of anti-discrimination legislation in the provision of goods and services to LGBTIQ people
- Marriage equality
- The enjoyment of sexual and reproductive health and rights
- Constitutional amendment to include sex characteristics (Intersex) in grounds of non-discrimination
- Equal treatment in cohabitation legislation
- Monitoring of effective implementation of civil union legislation with respect to mutual recognition; parenting rights; social security; housing; etc

RAINBOW

SUPPORT SERVICE



To have policies that refer to and are inclusive of sexual orientation, gender identity, gender expression and sex characteristics



Mainstreaming of LGBTIQ issues in policy and service provision



Professional Bodies to issue policies that address LGBTIQ issues



Healthcare policies that are inclusive of LGBTIQ, including LGBTIQ segregated data in mainstream research and surveys



Policies on the treatment of trans and intersex persons by government institutions and public entities



Safe and Inclusive school climates for LGBTIQ students and educators



Social Security and Housing provision that is inclusive of LGBTIQ individuals and families



National Action Plan on Equality to be adopted by Government

The effective implementation of hate crime legislation and monitoring of hate crimes; support to victims; etc

To bring about positive societal attitudes towards and the social inclusion of LGBTIQ people

Raise awareness and visibility of LGBTIQ people and the issues which affect them

Promote a norm critical approach to gender identity, gender expression and sex characteristics

Obtain endorsement from professional bodies with the view of gaining and increasing public support statements from them

Raise the visibility and acceptance of LGBTIQ families

Raise the visibility and awareness of LGBTIQ Elderly and advocate for inclusive policies and services

Raise awareness of how intersectionality can compound difficulties faced by LGBTIQ persons

To empower the LGBTIQ community to engage in social and political issues that are of direct concern

Engage the LGBTIQ community in MGRM's work with MGRM being clearer in communicating its goals, purpose and direction

Increase MGRM's visibility among the LGBTIQ community and strive for greater participation and representation

Increase participation in MGRM's events

Encourage the emergence of positive LGBTIQ role models from within the community

Promote respect for diversity within the LGBTIQ community

Build the capacity of the LGBTIQ community to advocate on its own behalf



Provide support, assistance and information on LGBTIQ issues to LGBTIQ persons and their families

Continue to develop the Rainbow Support Service

Develop leaflets, booklets and other resources for LGBTIQ individuals and their families

Training of a broad range of professionals and service providers

Build our capacity and identify strategies to address the specific needs of bisexuals

Develop support services and raise awareness regarding LGBTIQ health

To network with other organisations in achieving common goals

Liaise with other LGBTIQ and non-LGBTIQ groups as well as individuals working on LGBTIQ and human rights issues

Make use of opportunities presented by CHOGM, EU Presidency and V18 in order to raise visibility of LGBTIQ issues

Sharing of good practices and seeking opportunities for partnership with national as well as foreign entities

To make MGRM a sustainable organisation. Increase the capacity of MGRM to achieve its mission

Establish funding streams and continue building on its human resources

Maintain and seek new international links and networks

Improve the administrative capacity and efficiency of MGRM

Develop a communication strategy for the organization

Clarify MGRM's position on major socio-political issues

How MGRM Works

MGRM utilises a range of tools to achieve its strategic objectives:

ADVOCACY

advocating for human rights standards, policies, services and legislation at the national level in collaboration with other organisations and entities who share the same goals and contributing to LGBTIQ equality at the European and International level wherever possible.

COMMUNICATION

providing information and key messages to the LGBTIQ community and a range of audiences - including relevant institutions, other human rights based social change organisations, the media and the general public; raising awareness of the issues pertaining to the rights of LGBTIQ people and equality through a range of channels - social media, electronic and paper publications, campaigning activities and media outlets and developing policy papers, research projects/papers on the key issues; providing spaces for the LGBTIQ community to provide feedback on MGRM's work and to raise their issues and concerns.

LOBBYING

developing argumentation and providing evidence for the inclusion of the LGBTIQ

perspective in all areas of social and economic policy and using International and European human rights standards, policies, legislation and institutions to pressure government to uphold the rights of LGBTIQ people.

CAPACITY DEVELOPMENT

enhancing the capacity of our organisation to lobby, advocate, raise awareness and engage in the promotion and inclusion of the rights of LGBTIQ people learning from the good practice of others and sharing what we have learnt from our own experiences and supporting the work of the wider LGBTIQ movement both in Malta and Internationally.

SERVICE DELIVERY

providing support to LGBTIQ individuals and their families through specialized services that are easily accessible and that are affirmative of LGBTIQ identities and create opportunities for peer support and networking among different cohorts of the LGBTIQ community whether they be youth, families, elderly or entrepreneurs.

Evaluating the Strategic Plan

The MGRM committee will continue to monitor performance twice a year, will report progress in its annual report presented during its AGM and will identify specific targets within each strategic objective according to annual reviews and monitoring of the external environment of MGRM.

In addition, an evaluation of the progress on the strategic plan will be carried out mid-way (2017) and at the end of the 5-year period. This evaluation will include consultation with external stakeholders such as funders and other LGBTIQ organisations and will feed in to the development of the next strategic plan 2020-2024.

