

Annual Report 2011

Malta **Gay** Rights Movement

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Introduction

Gabi Calleja
Coordinator

The past year was a busy one for MGRM with the highlights being the Rainbow Weekend, part of MGRM's capacity building efforts, the launch of the Think Before You Speak Campaign and the work carried out towards the drafting MGRM's Marriage Equality Position Paper. We continued to be guided by our Strategic Plan and were able to implement most of the activities listed in our Workplan for 2011.

This year the committee bid goodbye to Bernard Muscat, one of the committee's most experienced members and his role as treasurer was taken over by Chris Vella until his resignation in September when he was replaced by David Debono. Bernard continues to contribute to our group discussions through his online presence.

The first part of the year was taken up with the promotion of MGRM's proposed Gender Identity Bill for Malta, our annual activities such as IDAHO and Pride Week, with this year's Pride March having the best turnout yet, and the Rainbow Weekend, a live in training event held in Gozo between the 25th and 27th of March. A demonstration was also held to protest homophobic remarks made by Pastor Gordon John Manche which also aroused the ire of the LGBT community.

The second half was focused on the preparations for the Think Before You Speak: Making Life Better for LGBT Youth Campaign funded through the Voices Foundation and the Marriage Equality Position Paper which forms the basis of our Marriage Equality Campaign.

MGRM was again present with a number of representatives at the Mediterranean Solidarity Network Meeting, this year held in Athens, Greece. MGRM worked hard at establishing a stronger relationship with other LGBT groups such as Drachma, Drachma Parents and We Are and representatives from Drachma Parents and We Are were also assisted to participate in a number of International Events. These included the Mediterranean Solidarity Network Meeting, IGLYO Study Sessions and the ILGA-Europe Annual Conference.

MGRM continued to offer support through the National Gay Helpline as well as through email, facebook and face-to-face meetings. We also continued to work towards raising awareness on LGBT issues through the organisation of a number of workshops and training sessions, participation in TV and Radio programmes and letters to newspapers in response to articles and features that were published

throughout the year. MGRM also continued with its advocacy role meeting with a number of politicians and policy makers throughout the year. These have included Minister Carmelo Mifsud Bonnici, the DG for Education Micheline Sciberras, Jeffrey Pullicino Orlando, Michael Briguglio and Martin Scicluna.

The number of elected committee members and regular volunteers was small with a number of individuals also leaving, placing an added burden on the organisation and stretching our resources to the limit. While the work of MGRM continues regardless and visibility in the media remains high, the need for additional volunteers who can share some of the work required to reach our goals, remains a priority. We do however recognise that strengthening the capacity of other LGBT organisations also contributes towards MGRM's overall aims. MGRM's use of facebook and other social media as well as its newly designed and much more accessible website has also helped to increase the visibility of our various projects and campaigns.

A success that should be celebrated is the correct transposition of the Freedom of Movement Directive that was implemented following proceedings brought forward by the European Commission against Malta also thanks to lobbying by MGRM, Aditus and ILGA-Europe.

Finally my thanks go to the committee members and volunteers who have contributed to MGRM's work through the year. I would like, in particular, to mention Colette, as administrator of MGRM's email account, Nadine for her excellent work on the Think Before Youth Speak Campaign and website which she continues to keep updated, and Neil for his work on the Marriage Equality Position Paper and his invaluable legal advice provided on a number of occasions throughout the year.

Reports

Gabi Calleja

Social welfare

First contact

MGRM continued to offer support through the National Gay Helpline as well as through the Support email and increasingly through Facebook. It is estimated that around 100 individuals were assisted throughout the year ranging from adolescents and young people going through the coming out process to trans youth in the care system to couples facing child custody, relationship or immigration difficulties. A number of parents are also increasingly being referred to the Drachma parents support group.

National Gay Helpline and Support Services

MGRM continues to operate the National Gay Helpline (NGH) through a call divert system. An average of two calls per week are received. This does not include other requests received through email and Facebook. Around 20 face-to-face sessions are conducted throughout the year.

Training

Training on LGBT issues this past year included lectures provided to Social Work & Social Policy, Youth and Community Studies and Human Resources Management students dealing with the organisations work and discrimination faced by the LGBT community. A training session on Trans Issues was also provided to a group of people involved in the counselling professions by Gabi Calleja and Colette Farrugia Bennett.

Meetings

A meeting was held with the DG of the Directorate for Educational Services. Issues around teacher training and addressing homophobic and transphobic bullying in schools were discussed. Various MGRM members attended workshops around the drafting of the National Sexual Health Strategy following the issue of the Policy. A number of meetings were also held with NCPE and an external consultant regarding the Think Equal project. A meeting was also held with representatives from the Malta Medical Students Association regarding their work in schools with feedback being provided with regards to the content of their sessions.

Mark Grech

International Relations

MGRM continues to put great store and importance to participating at the European and World level, and indeed devotes a lot of time and energy at attending international conferences and events, with the result that MGRM is held in high regard internationally, and manages to 'punch above its weight' with regards to its influence and efforts internationally.

ILGA-Europe annual conference – Turin, Italy

As is usual, the major event internationally attended by MGRM was the Annual Conference of ILGA-Europe, held this year in October in Turin, Italy, with a theme of **'Human Rights and "Traditional Values": clash or dialogue?'**

MGRM was fortunate in obtaining a number of scholarships, enabling a large field of participants from Malta, and funding opportunities through the MEUSAC Civil Society Fund also enabled MGRM to invite delegates from **WE ARE** and **Drachma Parents** to attend. The MGRM committee members attending were Gabi Calleja, in her role also as a board member of ILGA-Europe, Ruth Baldachino (who is also on the ILGA world board), and Mark Grech. This meant the total number of delegates from Malta was 5, making for an informative and productive conference.

MGRM were very pleased to note that Gabi Calleja was voted as Co-Chair of the ILGA-Europe board.

EU Network meetings – Brussels & Turin

Mark Grech was the MGRM representative to attend the EU Network meetings in Brussels and Turin, in April and October.

At April's meeting the agenda included discussing ILGA-Europe's litigation strategy in the European Courts, The European Commission against racism and Intolerance (ECRI), ILGA-Europe's new annual report, the Green paper on Mutual Recognition, newly launched by the European Commission, and new EU Asylum legislation, especially as it impinges on LGBT refugees.

The Turin meeting dealt with the Asylum package, a gaps analysis linked to Strategic Litigation, Policy Development in EU countries, an EU survey of Discrimination and Victimization of LGBT people commissioned by FRA, Mutual recognition, the Victims rights package, key points of a newly written Trans and Intersex report, among other issues.

Solidarity and Networking Conference – Athens, Greece

Following the successful launch of the Mediterranean network in Nicosia, Cyprus, this year's meeting of the Network took place in Athens, Greece, in May. Delegates from Malta, Greece, Turkey, Cyprus, Northern Cyprus and Albania took part.

Other related organizations from Malta took part in the conference besides MGRM, including Aditus, We Are and Drachma Parents.

The Agenda concentrated on sharing Good Practice, and on looking at issues which were common to the region. Gabi Calleja attended on MGRM's behalf, and was appointed to the new steering committee.

A follow –up meeting between network representatives was held during the ILGA-Europe Annual conference in Turin where Italy expressed interest in joining the network.

The next meeting is planned to take place in Istanbul Turkey in 2012.

Other conferences and seminars attended

- Annual meeting of Fundamental Rights Platform, Vienna, April – Gabi Calleja
- IGLYO Educational Conference, Edinburgh, April – Gaby Gauci and Chris Vella
- Equinet Conference, April – Dr Neil Falzon, MGRM Legal Consultant
- IGYLO Study session, Bucharest, May – Gaby Gauci
- IGYLO Capacity Building conference, October – David Debono
- Strategic Litigation seminar Strasbourg, November – Mark Grech
- Autre Cercle Mutual Recognition conference, Strasbourg, November – Mark Grech
- Trans Rights Strategic Litigation training, Brussels, December – Colette Farrugia Bennett
- Various board meetings, both ILGA-Europe and ILGA World, by Gabi Calleja and Ruth Baldacchino

2011 was a big year for MGRM in the media, as always a strong voice for the LGBTQI community in Malta. Whether it was due to a nation-wide case of homophobia, challenging the breach of human rights or making our voices heard with what was Malta's largest Gay Pride Parade to date, MGRM was visibly present and vocal.

MGRM featured strongly in all types of media, ranging from television and printed news, to the internet and new media through the use of social networks such as Twitter & especially Facebook. 2011 also saw the design and preparation of MGRM's new website, a new portal for MGRM to make a claim in the media.

The most noted instances of MGRM 's media presence occurred around several key events, issues & cases such as:

- The Gender Identity Bill
- Gordon John Manche` & the gay to straight conversions
- IDAHO
- Pro-Divorce stance
- I am Pride (Pride Week)
- The Freedom of Movement Directive
- The Blood Ban on Gay Men
- Marriage Equality
- Launch of "Think Before you Speak: Making Life Better for LGBT Youth" Campaign

Below are some of the articles or programmes in which MGRM featured throughout 2011.

	Article/Programme	Medium	Date
1	The causes and Consequences of Divorce: Church versus state	The Times of Malta	16 th February 2011
2	Transexuality	Xarabank PBS	1 st April 2011
3	Discussion on LGBT Issues	Net TV	1 st April 2011
4	Transpożizzjoni inkorretta tad-Direttiva dwar il-Moviment Liberu tal-Persuni: L-MGRM u l-għaqda aditus jikkundannaw lill-Gvern	L-Orizzont	14 th April 2011
5	Protest against gay conversion planned again	Di-ve	15 th May 2011
6	Would you like a free flower?	Malta Today	17 th May 2011
7	Born this way	Queen's Standard	18 th May 2011
8	Protesta f'Haż Żebbuġ	Malta Right Now	18 th May 2011

9	MGRM Disappointed by Joanne Cassar court decision	The Times of Malta	23 rd May 2011
10	Mara? Raġel? Hallu lilhom jiddeċiedu	L-Orizzont	30 th May 2011
11	Pastor Gordon Manche u I-MGRM	Xarabank PBS	10 th June 2011
12	I am Pride, but am I Equal?	Malta Star	10 th July 2011
13	Who I Am	Sunday Circle	20 th July 2011
14	Towards the Mainstream – Gabi Calleja	Sunday Circle	13 th August 2011
15	Freedom of movement: same-sex relationships recognised, but not for Maltese nationals	Malta Today	23 rd August 2011
16	NGOs welcome amendment to law on same-sex couples	Times of Malta	25 th August 2011
17	Blood Ban on Gay Men	TV AM PBS	30 th September 2011
18	Marriage Equality	RTK	19 th October 2011
19	Gay Rights Movement Launch anti-bullying campaign	Malta Today	7 th December 2011
20	Think Before You Speak Campaign	Sellili PBS	15 th December 2011

Frederick Bartolo Pamis

Membership

The number of paid members in MGRM has decreased slightly from the previous year. The current membership now stands at around 50 members. The membership form is still available on line and payment can be effected through the website to MGRM's HSBC account. Payment also can be effected via Pay Pal this being the most common way of payment. Renewal is mostly paid during Pride week and also sometimes during events that we organise as well as when an MGRM stand is set up at parties. Unfortunately, although email reminders are sent out many times they are not that fruitful. This is an area on which MGRM needs to build as a source of funding as well as because of the implications of representation.

Advocacy & Lobbying

Advocacy and lobbying work are a central part of MGRM's work. Within the framework of the current Strategic Plan, the MGRM Committee focused on a number of priorities, which were used to develop an advocacy strategy for the year. The priorities are split in terms of legal changes and policies, which require change to be inclusive of LGBT and their families.

1. Legal Equality:
 - a. Facilitation to Gender Identity Recognition;
 - b. *Freedom of Movement Directive*
 - c. Inclusion of sexual orientation and gender equality within remit of Equality body (NCPE)
 - d. *Council Directive* Equal Treatment between persons
 - e. The introduction of homophobic and transphobic hate crime legislation and the recording of homophobic and transphobic motivated.
2. Social Policies
 - a. Prisons and police interaction with transgender inmates
 - b. Training of the Police Force in relation to LGBT issues;
3. Awareness Raising of LGBT individuals and their families
 - a. Lobbying towards the recognition of LGBT families.
 - b. Non-discriminatory adoption provisions in terms of single parent, second parent and 3rd party adoption.
 - c. Non-discriminatory recognition of reproductive rights.
 - d. Social Security & Housing provisions
 - e. Think B4 U Spk Campaign
4. Meeting Members of Parliament
5. Local networking
6. Participation in Public Events

1a. Facilitation to Gender Identity Recognition

In December 2010, we saw MGRM's proposed *Gender Identity Act* tabled in Parliament by MP Evarist Bartolo. During 2011, MGRM continued lobbying different members of Parliament to raise awareness about the proposed legislation. One of the most significant meetings during 2011 was that between the MGRM Committee and Minister of Justice, Dr Carm Mifsud Bonnici in March 2011. The proposed Act has not yet made it to the Parliament's agenda, which will enable MPs to discuss and debate the legislation.

1b. *Freedom of Movement Directive*

For the last couple of years, MGRM has lobbied and raised awareness about the incorrect transposition of this Directive, including with Dr Mifsud Bonnici who denied any knowledge of this during the above-mentioned meeting.

In August, the Maltese Government amended the discriminatory Maltese legislation to correctly reflect the requirements of the EU Directive, following infringement proceedings by the European Commission. This means that EU nationals in a relationship with a third country national of the same sex, wishing to move to and reside in Malta should now have their entry facilitated. Being married or in a registered partnership should automatically qualify as a durable relationship duly attested for the purposes of the directive. Where no such formalisation of the relationship exists, other proof might be requested by the local authorities.

1c. Inclusion of sexual orientation and gender equality within remit of Equality body (NCPE)

During 2011, we continued lobbying to change the legislation governing the National Commission for the Promotion of Equality (NCPE) with both the Minister of Education, Dolores Cristina and the Minister of Justice. MGRM's proposal is to extend the NCPE remit to include sexual orientation and gender identity as announced by Minister Cristina in 2010 and as promised in the PN's electoral manifesto.

1d. Council Directive Equal Treatment between persons: New European Anti-discrimination legislation

After years of calling for new EU law to expand legal protection against different forms of discrimination, the European Commission finally proposed a new anti-discrimination directive in June 2008. This new horizontal directive is a unique opportunity to make sure that everyone is protected equally across the EU against discrimination based on sexual orientation, age, disability, religion and belief, not just in employment, but in all areas of life.

The proposed equality directive that is intended to provide the four grounds equal protection with that already available on the grounds of race and gender was approved by the European parliament and is currently blocked at the Council of Ministers. In order to pass the directive requires the consensus of all the 27 member states. Malta, hiding behind the German veto, is one of the countries blocking the directive.

Anti-discrimination legislation has been one of the lobbying points used with the relevant authorities, including the Minister of Justice, Dr Carm Mifsud Bonnici.

1e. Inclusion of homophobic and transphobic hate crime legislation and reporting of homophobic and transphobic-motivated crime

MGRM has lobbied for the extension of existing hate crime legislation to include the grounds of sexual orientation, gender identity and gender expression. By the end of year 2011, the legislation has not been amended despite increased awareness about hate crimes fuelled by homophobia and transphobia.

2a. Prisons and police interaction with transgender inmates

The situation of Trans prisoners and the recognition of their preferred Gender Identity while incarcerated was also another point discussed with the Minister of Justice. MGRM is working on developing prison guidelines to be used in discussions with the Corradino Facilities Director.

2b. Training of the Police Force in relation to LGBT issues

The Minister of Justice committed himself to discuss this matter with Police Commissioner regarding the curriculum for new recruits.

3a. Awareness Raising of LGBT individuals and their families

- a. Lobbying towards the recognition of LGBT families.
- a. Non-discriminatory adoption provisions in terms of single parent, second parent and 3rd party adoption.
- b. Non-discriminatory recognition of reproductive rights.
- c. Social Security & Housing provisions

This area covers a number of MGRM's strategic objectives and therefore a number of actions are associated with it.

During 2011 and within the current context of a possible proposal of cohabitation law by Government, MGRM commissioned Dr Neil Falzon to compile MGRM's Position Paper arguing for marriage equality in Malta. The publication will serve:

- As a communication tool that MGRM can use with various sectors of society putting forward its arguments in favour of marriage equality as opposed to other forms of recognition;
- To raise awareness among the LGBT community and other members of society on the different legislative frameworks possible;
- As an advocacy tool with politicians, policy makers and other stakeholders;
- As a resource for the media when reporting on the issue of legal recognition of same-sex couples and their families.

This commissioned work was possibly thanks to the generous donation of anonymous donors.

3b. Think B4 U Spk Campaign

<http://www.maltagayrights.org/think.php>

This project, funded through the Voices Foundation aims to address the difficulties encountered by lesbian, gay, bisexual, transgender and questioning (LGBTQ) youth related to the recognition of their sexual orientation and/or gender identity in a society that may not always be eagerly willing to accept difference.

Many LGBTQ youth still struggle with coming to terms with their sexual orientation and/or gender identity, and face added pressure by the fact that this realisation often comes in one's teenage and adolescent years – ones in which identity formation and peer pressure play an important role.

Bullying and intimidation of students who are gay (or are perceived to be gay) is a common occurrence among young people, and schools often fail to ensure the necessary safe space they are meant to provide. Forms of intimidation range from verbal abuse to physical bullying, and can be very damaging to young people still coming to terms with their own social and sexual identities. Research in Malta shows that a third of LGBTQ students have been psychologically harassed with 80.4% claiming that they knew the perpetrator.

The aims of the proposed project are:

- To reduce and prevent the use of homophobic and transphobic language in an effort to create a more positive environment for LGBTQ teens / youth;
- To raise awareness about the prevalence and the effects of homophobic and transphobic bullying and behaviour whilst encouraging respect towards individual peer differences;
- To overcome feelings of loneliness and isolation often experienced by LGBTQ youth through the provision of positive role models;
- To encourage parents to support their LGBTQ children and raise awareness of the parent support group run by Drachma.

The promotional tools for the campaign include:

Viral Videos: A primary tool to carry out the promotional campaign is with the use of a viral - short video clips that can be uploaded onto online channels like Facebook and YouTube. These were made available to schools and educators to be used in PSD lessons and meetings with parents. The project produced four clips focusing on the following themes:

- Homophobic and transphobic language used to refer to LGBTQ individuals;
- Homophobic and transphobic bullying;
- The prevention of self-harm and suicide among LGBTQ youth;
- A message to / from parents of LGBTQ youth.

Posters: Four A3 posters were produced reinforcing the messages transmitted through the virals.

Postcards: Four A6 postcards were also prepared with the aim to distribute them in schools and youth groups as well as at events like Pride Week and other events attended by MGRM and in various parties that take place around the year and that cater for an LGBT crowd.

Guidance Notes: A set of guidance notes accompanying each viral, poster and postcard with suggestions on how the resources were developed and can be utilised in PSD lessons or youth/parent group meetings.

4. Meeting Members of Parliament

Various members of the MGRM committee and volunteers met with MPs, both from Government and Opposition to proposed changes, discuss concerns and continue raising awareness about the legal and social situation of LGBT people in Malta and Gozo. We also met with members of the executive of AD – the Green Party. Meetings were held with Lawrence Gonzi (PN), Joseph Muscat (PL), Dolores Cristina (PN), Carm Mifsud Bonnici (PN), Evarist Bartolo, Owen Bonnici (PL), Michael Briguglio (AD), Yvonne Arqueros Ebejer (AD), Angele Deguara (AD)

5. Local networking

In 2011, MGRM continue to work with a number of entities and made contact with or worked in collaboration with the following persons/ entities:

- NCPE – partner in the Think Equal project
- Health Promotion Department and WHO Consultant on Sexual Health
- Malta Council of Women's Organisations
- Federation of NGO's
- Drachma
- GWU

6. Participation in Public Events

MGRM also participated in a number of activities organised by other organisations, which often served as a means to reach the general public and network with other organisation.

Events

Below is a list of the most influential events and activities which MGRM organised and/or participated in during 2011:

1. IDAHO

Idaho this year followed the successful practice of last year's event, with flowers being given out to the general public in Valletta in front of the Law Courts. Separate events were also organised elsewhere by **We Are**.

2. Pride Week 2011

Pride Week 2011 had as its theme '**I am Pride**'. The successful week included an LGBT Film festival at St. James Cavalier, featuring the films *Bear City*, *My friend from Faro* and *The Secret Diaries of Anne Lister*. Film nights were well attended.

Pride march was held on the Saturday, and the turnout of participants was one of the best yet, with several hundred turning up for the march through the streets of Valletta. Speeches were given by various politicians and Gabi was awarded the Soldier award by the Gay Exiles.

Womanspace was, as usual, well attended, and a great success.

An extra event this year was a seminar organised as part of Pride week entitled 'The Legal recognition of same-sex couples' and sponsored by the American Embassy. A separate description of this event follows below.

3. Rainbow weekend

This was a capacity building weekend held at the Cornucopia hotel in Gozo between the 25th and 27th of March. It was attended by around 25 participants and introduced several new volunteers to the world of LGBT activism. Several workshops were held, and the residential setting was a

positive and safe way for the new volunteers and interested parties to meet with other activists. A follow up day was held at the American embassy, and Silvan Agius of ILGA-Europe facilitated the weekend.

4. Legal recognition of Same-sex Couples Seminar at Dar Ewropa

This seminar was held on July 8th, as part of the Pride week activities, and was sponsored by the American Embassy. The seminar was well attended and included presentations by Dr Neil Falzon and the American Charges d’Affaires and a video link to the USA involving Jennifer Pizer, a legal Director and Human Rights Advocate.

There then followed a lively debate and discussion with panellists who included representatives of the main political parties and the invited public.

5. Other events

Other events included a dog walking event, summer BBQ and Christmas drinks and mince pies at a Mdina wine-bar.

Financial report

INCOME & EXPENDITURE ACCOUNT			
For the year ended 31st December 2011			
	€	€	€
INCOME			
Civil Society Fund			2511.60
Voice Foundation Grant			9204.00
US Embassy Grant			450.00
IE Capacity Building Grant			3,000.00
Donations & Fund-Raising			11,920.00
Membership Fees			595.00
TOTAL INCOME			27,680.60
EXPENDITURE			
Administration Expenses			
P.R. Literature & Brochures	159.00		
Rent	1,400.00		
Water & Electricity	105.00		
Printing	1,102.50		
Postage	12.00		
Telephone	353.00		
Internet & Web-based Subscriptions	400.00		
Office Stationery	76.00		
Professional Fees	9,602.00		
Office Machine Maintenance	0.00		
Refreshments	1,171.00		
Premises Expenses	0.00		

Bank Charges	8.00		
Depreciation - Office Furniture & Equipment	0.00	14,388.50	
Event Expenses			
Travelling	1,810.00		
Conferences	4,584.00		
Entertainment	147.00		
Permits	0.00		
Equipment Hire	340.00		
Training Costs	500.00		
Miscellaneous Expenses	895.00	8,275.00	22,664.00
NET SURPLUS / (DEFICIT)			<u>5,016.00</u>
BALANCE SHEET			
As at 31st December 2011			
		€	€
Fixed Assets			
Office Furniture & Equipment			585.00
Current Assets			
Sundry Debtors		0.00	
Bank Current A/c #1		7,958.00	
Bank Current A/c #2		1,902.00	
Petty Cash		337.00	
Euros @ EUR 2.3294 : Lm 1		0.00	10,197.00
TOTAL NET ASSETS			<u>10,782.00</u>

Represented by			
ILGA HRVDF Reserve			3,168.00
Rausing Trust Fund Reserve			2,655.00
Voices Foundation Grant			4,602.00
IE Capacity Building Grant Reserve			357.00
Accumulated Surplus			0.00
			<u>10,782.00</u>

Workplan 2012

	Objectives	Actions
Goal 1	1a Inclusion of sexual orientation and gender equality within remit of Equality body (NCPE)	<ul style="list-style-type: none"> Continue to lobby for implementation of extension of NCPE remit promised by Minister Dolores Cristina & meeting with Minister of Justice Chris Said
	1b Access to marriage for legally recognised Trans	<ul style="list-style-type: none"> To continue follow up on Joanne Cassar's case with input into the ECHR by submitting report
	1c Facilitation to Gender Identity Recognition	<ul style="list-style-type: none"> Meeting with Minister of Justice and OPM regarding the facilitation of change in identity documents. Continue to lobby for discussion of GI Act in parliament.
	1d Inclusion of Homophobic hate crime.	<ul style="list-style-type: none"> Discuss with Minister Said and present proposed changes in legislation
	1e Anti-discrimination in the provision of goods and services to LGBT people.	<ul style="list-style-type: none"> Act on any new developments or directions provided by IE. Remind Maltese MEPs of the Be Bothered Campaign (ILGA-Europe) and their commitment & to put pressure on Maltese Government to support the Directive
	1f Recognition and protection of rights for LGBT couples.	<ul style="list-style-type: none"> Campaign Strategy: Organise workshop for LGBT community members and allies. Fundraising Strategy: Wedding Breakfast; Letter to MPs Lobbying: Meetings with MPs & political parties
	1g Non-discriminatory adoption provisions in terms of single parent, second parent and 3rd party adoption.	<ul style="list-style-type: none"> Reference within Position Paper on same sex couples.
	1h Non-discriminatory recognition of reproductive rights.	<ul style="list-style-type: none"> Reference Position Paper Marriage Equality. React to any progress relating to assisted reproductive technology legislative proposal
Goal 2	2a Training of professionals, including police, psychologists, social workers, doctors and health workers.	<ul style="list-style-type: none"> Collaborate with Education Officer PSD for inset training to PSD teachers Deliver training to university students (on request).
	2b Health.	<ul style="list-style-type: none"> Participate in Sexual Health Strategy consultation workshops and revised Health Pages on new website
	2c Prisons and police interaction with transgender inmates	<ul style="list-style-type: none"> Draft guidelines to propose to Director of Prisons
	2d Inclusion of different family forms, sexual orientation, gender identity and gender expression in curricula (NCF).	<ul style="list-style-type: none"> Follow-up on feedback provided in 2011

Goal 3	2e	Social Security & Housing provision.	<ul style="list-style-type: none"> ▪ Reference within Position Paper Marriage Equality ▪ Deal with individual cases as they arise.
	3a	Raising awareness and visibility of LGBT people and issues	<ul style="list-style-type: none"> ▪ PRIDE Week: Holding of Pride Week including Pride March, LGBT Film Festival & Campaign Clips and Women Space, Seminar, and Performance ▪ IDAHO: Fighting Homo & Transphobia in and through Education: Event & Workshop at MCAS ▪ Think Before You Speak: Making Life Better for LGBTQ Youth Campaign ▪ Human Rights Day: launch of Archives Project - link to intergenerational project ▪ Project Partner to (Gilbert Calleja) - Milkshake. Provide advice and collaborate.
	3b	Raising the visibility and acceptance of LGBT families	<ul style="list-style-type: none"> ▪ Position Paper Marriage Equality
	3c	Build on work with other groups within LGBT movement; and others who are supportive	<ul style="list-style-type: none"> ▪ Hold at least one meeting with LGBT Labour, GWU LGBT group, We Are University Group, Drachma, Drachma Parents and UHM.
	3d	Obtain endorsement from professional bodies. All with the view of gaining and increasing public support statements from them.	<ul style="list-style-type: none"> ▪ Encourage reactions of support from MASW and MPA / MUPP.
Goal 4	4a	Provide support, assistance and information on LGBT issues.	<ul style="list-style-type: none"> ▪ Data recording system for social welfare cases. ▪ Offer support through emails and face-to-face meetings on request. ▪ Operate the National Gay Helpline ▪ Liaise with kellimni.com on Think B4 You Speak resources & link to NGH ▪ Raise awareness of Drachma Parents Group and upload related info on MGRM website
	4b	To increase MGRM's visibility among the LGBT community	<ul style="list-style-type: none"> ▪ Produce and distribute leaflet on MGRM, pending availability of funding ▪ Refer to workshops and events through FB and website ▪ 2 Social Events
	4c	Increase participation in MGRM's political events	<ul style="list-style-type: none"> ▪ Advert (paid) on Sunday Times promoting Pride & Pride March ▪ Feature on newspaper supplement Pride Week's theme ▪ Marriage Equality Campaign - send letter to Lawrence Gonzi, Chris Said and your local MPs / speak to local MPs ▪ TV appearances promoting Pride Week

	4d Encourage the emergence of positive LGBT role models from within the community.	<ul style="list-style-type: none"> ▪ Part of Think Before You Speak Campaign. ▪ Lotteries Good Causes Fund: LGBT role models - interviews with old and young LGBT ▪ Archives project - LGBT memorabilia - and launch during Human Rights Day - European Year Active Ageing
Goal 5	5a Improving communication between MGRM and the wider community, with MGRM being clearer about its goals, purpose and direction.	<ul style="list-style-type: none"> ▪ Send out mail shots to inform lists about events and news. ▪ Keep website and FB page updated. ▪ Communication of MGRM's 2012 workplan, 2011 Annual Report and other important MGRM documents through mail shot, FB and website.
	5b Liaising with non-LGBT groups and also individuals working on LGBT issues.	<ul style="list-style-type: none"> ▪ Draw up list of research topics to forward to University Faculties and Departments. ▪ Liaise with Today Public Policy Institute - Martin Scicluna
Goal 6	6a To increase the capacity of MGRM	<ul style="list-style-type: none"> ▪ Outreach to volunteers
	6b To Establish funding streams and build on MGRM's human resources.	<ul style="list-style-type: none"> ▪ Identify potential core/project funding applications: EEA / Norway Grants; Lotteries Good Causes Fund; MEUSAC; VSO; Gay Romeo Foundation (April); Trut Foundation; CCF. ▪ Increase membership base: incorporating membership and fundraising in all MGRM events and calls. Monthly appeal through website.
	6c To maintain and seek new international links and networks	<ul style="list-style-type: none"> ▪ Membership in ILGA , IGLYO , TGEU & FRA Platform. ▪ Participation in EU network and international conferences/seminars/round tables . ▪ Participate in Mediterranean Solidarity Network Meeting in Greece.
	6d To improve the administrative capacity and efficiency of MGRM	<ul style="list-style-type: none"> ▪ Not for 2012
	6e Having clarity as to the purpose and history of MGRM, with explanation as to the background of the organisation.	<ul style="list-style-type: none"> ▪ Review Strategic Plan and work plan annually
	6f To clarify MGRM's position on major socio-political issues	<ul style="list-style-type: none"> ▪ Not for 2012