

Annual Report 2016



Table of Contents

Introduction	3
Reports	
Social Welfare	5
LGBTIQ Health	8
International Relations	10
Media	14
Membership	19
Advocacy & Lobbying	20
Marketing	22
Events	24
Workplan 2017	25

Introduction

Gabi Calleja
Coordinator

The past three years have heralded important legal and policy advances with the latest being the Affirmation of Sexual Orientation, Gender Identity and Gender Expression Act, the launching of the Trans, Gender Variant and Intersex Inmates Policy and the amendments to the GIGESC Act that depathologised trans identities and provided access to gender recognition for foreigners in detention. These initiatives have kept Malta at the top of ILGA-Europe's Rainbow Map index. Most importantly we have seen more and more same-sex couples and trans persons enjoy the rights granted through the Civil Union Act of 2014 and GIGESC Act of 2015. This year was also important in MGRM's work on the UNI-Form project which allowed for a better understanding of the barriers leading to under reporting of hate crime as well as a better knowledge of services available to victims of crime.

The Rainbow Support service has also continued to branch out with MGRM enhancing its capacity to address HIV issues and to advocate for enhanced testing, prevention and treatment for HIV. Access to schools continues to grow and the collaboration established with the MEDE's Student Support Services has led to various opportunities to provide training and to collaborate with schools in ensuring the smooth transition of trans children and youth as well as providing a number of workshops to students. The Rainbow Support Service also launched a support group for trans prisoners which operates on a monthly basis. Through the #OurStory project MGRM was also able to involve a number of young people in awareness raising with some of the young people involved going on to set up the Gay Straight Alliance at MCAST (G-SAM). MGRM is supporting this talented and committed group of young people in implementing another project in 2017 looking at the way LGBTIQ characters are portrayed in the media.

February saw the closure of the monitoring of the policy for the Inclusion of Trans, Gender Variant and Intersex Students with a seminar which was well attended and during which useful discussions were held. A practitioner's training was organised in December aimed at enhancing understanding of the transposition of the Victim's Rights Directive into Maltese Law. The live-in for young people was held in November and focused on advocacy skills.

During the year MGRM approached the Ministry for the Family and Social Solidarity in order to negotiate a three year service agreement that would ensure the continued provision and expansion of the Rainbow Support Service. This would allow for more engagement with a range of institutions and service providers including in the education, health and social field.

MGRM continued to participate in a number of International events including the IGLYO AGM held in Malta in September, the Transgender Europe Council and the ILGA-Europe Annual Conference. MGRM also continued to support broader human rights campaigns such as the introduction of the Morning After Pill and the rights of migrants. MGRM has also continued to network with other NGO's within and beyond the LGBTIQ field.

MGRM invested time and effort in developing a new website with updated content, information and resources and which provides easier routes to membership. The site will be launched in 2017.

None of this would be possible without the commitment of the management committee and other volunteers. Their dedication and growing expertise enables MGRM to continue to fulfil its mission as it takes on new projects and initiatives.

Reports

Colette Farrugia Bennett

Rainbow Support Service

During the past year, the social welfare team has continued to offer support to individuals and families requesting face-to-face meetings to discuss issues around LGBTIQ identities, family relationships and dynamics, coming out and HIV related health matters and trans specific health issues, among others. The social welfare team has also continued to provide support services through the National Gay Helpline and the Rainbow Support Service. Four members of the team, Ms Colette Farrugia Bennett, Ms Beverley Abela, Mr Michael Farrugia, and Mr Eman Galea, have been working in the Rainbow Support Service to meet the needs of these service users. A proposal for funding was submitted to the Ministry for the Family and Social Solidarity with the aim to secure a service agreement for 2017 – 2019 for the service delivery, including the service of a full-time social worker.

During 2016 the service was funded by the Voluntary Organizations Projects Scheme and supported by Agenzija Zghazagh. This service incorporates the Social Work service, a Youth Group for LGBTIQ persons aged between 15 and 25, Psychological Support, a Legal Consultancy Service, provision of Supports Groups in the communities, consultation services for professionals and educators, and training and awareness raising sessions with professionals and members of society.

During 2016, the Social Work service was in contact with around 70 individuals who identify as LGBTIQ, and parents of LGBTIQ children and adults. Of these service users, some required regular one-to-one sessions, while others required short term work. An estimate number of interventions, face-to-face, telephone, email or online chat contact, amounts to 170. The LGBTIQ Youth Drop-In has met with over 20 young people, some of whom are more regular than others, and a few of them required one-to-one support sessions. The Legal Consultancy Service assisted around 50 persons whose issues amongst others were mainly related to civil union or marriage registration, the registration of children, and the protection of asylum seekers identifying as LGBTIQ. The Psychological Support was offered to 6 persons who required financial support in accessing a psychologist or psychotherapist in private practice. A further 50 sessions were conducted with other professionals and educators in the process of consultation about LGBTIQ issues, especially in relation to clients or students they are working with.

The LGBTIQ Youth Drop-In was conducted on a weekly basis in Malta, and four times in Gozo since its inception in July 2016. The Rainbow Support Service also held a Weekend Live-In for LGBTIQ young people which focused on the history of LGBTIQ activism in Malta and the empowerment of young people in their active

participation and contribution towards LGBTIQ human rights and support to the community. The main participants of this event were young people who attend the LGBTIQ Youth Drop-In and other young people who are currently involved in LGBTIQ NGOs. The students who were volunteering with MGRM as part of their Systems of Knowledge project also contributed and participated in the Live-in, with the aim to increase collaboration and awareness between LGBTIQ young people and allies. The young people who participated were able to meet activists involved in founding the movement and to listen to first hand accounts of how it all came about. They also had the opportunity to meet a young trans activist and her parents. The president of We Are was also invited to facilitate one of the sessions as part of MGRM's collaborative approach and to provide positive role models to the LGBTIQ young people we work with.

The Youth Drop-in service also supported the setting up of the Gay Straight Alliance at MCAST which was launched in October of 2016. It also supported the young people involved in developing a project to be implemented in 2017. This aims to explore through the production of a video documentary, LGBTIQ representation on Maltese media.

The LGBTIQ Youth Drop-In in Gozo is being implemented in collaboration with LGBTI+ Gozo. This service met with a number of challenges in the first six months - namely the provision of a venue to hold these monthly sessions as well as marketing of the service. A venue has been identified through the support of Aġenzija Żgħazagħ.

Throughout 2016, the Rainbow Support Service has also collaborated closely with Drachma LGBTI and has provided the service of a social worker within the Drachma bi-monthly community meetings. A social worker has been present for around 22 meetings organized by Drachma LGBTI and was instrumental in providing supportive interventions both within the group context and on a one-to-one level when required.

In 2016, the social workers of the Rainbow Support Service have continued to receive supervision from professionals who have experience in working in this field. The social workers received 11 group supervision sessions, and different social workers received a further 12 individual supervision session. Supervision is the space for both personal and professional growth, and reflection on the lives of clients that social workers are working with.

In September 2016, the Rainbow Support Service collaborated with LGBTI+ Gozo, Drachma Parents Group and the Ministry for Gozo in the organization of a public seminar in Gozo entitled 'Uliedna Rigal'. The public seminar aimed at raising awareness of the issues encountered by LGBTIQ persons and their families within the Gozitan cultural context, as well as to highlight the support structures – both formal and informal, that are available to members of this community and the families. The seminar was attended by around 15 persons, which included members of the LGBTIQ Gozitan community and a member of a local NGO.

Towards the middle of 2016, the Rainbow Support Service started building bridges with the HIV Clinic at Mater Dei Hospital (MDH) and the GU Clinic to seek ways of how to support members of the LGBTIQ community who are HIV positive. A referral procedure with the HIV clinic at MDH was set up in the last quarter of the year with the aim to provide social work support sessions to those HIV positive persons who identify as LGBTIQ or engage in same-sex sexual activity. In light of these developments in the service, the Rainbow Support Service deemed it essential to provide training to its staff and a few other professionals who regularly collaborate with the service in providing support services to our service users. In December 2016, the Rainbow Support Service organized a training session on counselling HIV positive persons with the support of Ms Sina Bugeja and Dr Mark Grech who provided the training to 10 professionals, including the four social workers of the Rainbow Support Service.

Following a number of interventions carried out by MGRM activists, in collaboration with aditus foundation, and the authorities of the Corradino Correctional Facility, a proposal for the provision of a support group for trans*, gender variant and intersex inmates was submitted. Following several discussions, the support group was able to start in September 2016. This service is being carried out by a social worker and a counselling psychologist. The support is carried out every three to four weeks, and is available for those trans inmates who are both in the female and male sections. The support groups are currently being carried out in both sections since there are trans inmates in both sections, and thus 12 support group sessions were held in total.

The Rainbow Support Service met with over 10 students who were focusing their research on LGBTIQ issues in various area of study including Social Work, Social Policy, Gender Issues, Counselling and Psychology, etc.

National Gay Helpline

MGRM continues to operate the National Gay Helpline (NGH) through a call divert system. However, most calls for support are now diverted to the Rainbow Support Service.

Training

This service offered training session delivery to over 15 organisations, services and agencies, namely in the field of education, social services and health. These also included lectures provided to Social Work & Social Policy, Youth and Community Studies and Human Resources Management students as well as training to MEDE Student Support Services professionals. An ongoing collaboration was also established with St Catherine's High School and a number of educational resources were donated to the school as part of the VOPS project.

HIV Prevention, Testing, Treatment and Support

MGRM prioritised health issues as a core action point for 2016. In this regard special attention was given to dealing with HIV infection, especially in MSM, and also STIs.

The figures show a year on year increase in the rate of HIV, especially among MSM, with a concomitant rise in STI infection. As a result MGRM, and its support function, Rainbow Support Services, have taken a number of initiatives to help combat this.

In particular, MGRM and RSS members have had various meetings with various stakeholders, including the Health Promotion department, the GU clinic, the HIV clinic, as well as on the political level within the Ministry of Health. A special HIV subcommittee of MGRM has been set up, which meets regularly and includes experienced stakeholders in its composition. As a result various initiatives have been taken, including with other relevant organisations.

An online survey tool was set up in 2016, in which valuable confidential feedback was obtained, on an anonymous basis, from members of the local HIV positive community, enabling us to prioritise the issues experienced by our members. In particular issues of confidentiality at health service clinics, the extent of the local drug formulary, as well as therapeutic side effects were all identified as important points that MGRM must continue to work towards identifying solutions.

MGRM actively participated in a consultation exercise conducted between the Ministry for Health and the LGBTIQ Consultative Council on developing the National Strategy on HIV.

An HIV testing leaflet was designed and produced, in collaboration with the Rainbow Support Service, the Malta Council for the Voluntary Sector, and the VOPs scheme managed by the Ministry for Social Dialogue, Consumer Affairs and Civil Liberties.

A joint position paper on HIV Prevention and Treatment, including the use of PEP and PrEP, was developed in collaboration with GayMalta.com, advocating for regular testing, and the widespread availability of PEP and PrEP within the community. A joint press statement was also issued on World Aids Day in collaboration with ARC. MGRM and ARC also participated in a radio and TV programme around World Aids Day.

An HIV training seminar was organised to coincide with World AIDS Day, at MGRM offices to build the capacity of the Rainbow Support Services to support HIV+ clients, their families and friends. The seminar was well attended by all RSS staff as well as a few others who were identified as interested in providing support and counselling to HIV positive and other clients who may present to the RSS.

LGBTIQ Health and Well-being

MGRM contributed towards a project being implemented by ILGA-Europe looking at the health inequalities experienced by LGBTI people and the barriers faced by health professionals in providing healthcare for LGBTI people. The involved the compilation of a reviewing tool of existing grey research and literature on:

- the health inequalities faced by LGBTI people as it relates to healthcare settings (e.g. mental health, sexual health, general health);
- any specific legal acts, legislation, regulations or policies in place that might impact on LGBTI health or healthcare;
- the potential barriers faced by LGBTI people when using, or trying to access, healthcare;
- examples of promising practice exist to address the specific health needs of LGBTI people in Malta;
- any training initiatives that you may be aware of specifically for health professionals to address the health needs of LGBTI people.

Blood Donation Ban

Throughout the year MGRM also advocated for the removal of the lifetime blood donation ban on men who have sex with men and for the introduction of a deferral period of six months to one year. The ban can no longer be justified given the effectiveness of modern testing methods and although still somewhat discriminatory given that it would exclude those in monogamous relationships it would still constitute a step forward.

Mark Grech

International Relations

MGRM continues to involve itself in extensive international work and networks. In particular, MGRM is an active member of ILGA-Europe, TGEU, IGLYO and the Commonwealth Equality Network. The following is a summary of the international activities and work undertaken by MGRM committee members:

MOZAIKA 10th Anniversary Conference – Riga, Latvia

Gabi Calleja was invited to present Malta's progress in LGBTIQ legislation and policy at Mozaika's 10th Anniversary celebratory conference held on the 5th of March, entitled "Where do we go from here? The Future is ours - the next 10 years in LGBT rights". Gabi Calleja presented a timeline of LGBTIQ legislative and policy milestones experienced in Malta and an analysis on the main factors leading up to these changes.

Conference on Transsexuality and Legal Gender Recognition - Lisbon, Portugal

As chair of the LGBTIQ Consultative Council, on the 7th April, Gabi Calleja participated in an international conference organised by ILGA-Portugal together with ISCTE - IUL (a university) and LLH from Norway to present Malta's GIGESC Act. The seminar was held in relation to the review of Portugal's Gender Identity Legislation with various international speakers and high level politicians participating. Malta's GIGESC Act was presented as an example of good practice.

UNESCO Education Conference - Paris, France

Gabi Calleja attended the International Ministerial Meeting on Education Sector Responses to Violence based on Sexual Orientation and Gender Identity/Expression, organized by UNESCO at its Paris Headquarters on 17 and 18 May 2016. Minister Helena Dalli was also one of the panelists while Gabi Calleja together with Mandy Buhagiar from MEDE presented the Trans, Gender Variant and Intersex Students Policy during one of the workshops. The meeting featured a number of presentations, plenary debates, roundtable discussions, and the affirmation of a policy statement for political commitment to strengthening and scaling up education sector responses to violence based on sexual orientation and gender identity/expression, using the evidence and the recommendations included in the global report launched during the event.

TGEU Council meeting – Bologna, Italy

Colette Farrugia Bennett represented MGRM at the annual council meeting of TGEU (Transgender Europe) in Bologna between the 2nd and 5th June 2016 which celebrated 10 years of movement building for Trans Rights in Europe. The Council Meeting was an opportunity to network with other activists, build MGRM's capacity to address trans issues and a platform to share Malta's good practices in the field of trans rights.

EU Parliament familiarisation visit – Brussels, Belgium

Mark Grech represented MGRM on a familiarisation visit to the EU parliament in Brussels organised by the **European Commission Representation in Malta**. Various civil society representatives were included in this visit which lasted 2 days and coincided with the EU referendum in the UK in June.

UNI-Form Partners Meeting - Budapest, Hungary

Gabi Calleja attended the 2nd partners meeting of the UNI-Form project held between the 29th June and the 3rd July. This meeting was hosted by CEPOL and provided an opportunity for all the partners to update each other on project implementation and discuss upcoming measures. The partners also discussed the information that the mobile and online app would collect on LGBTIQ hate crime and hate speech incidents and how this would function. Ways of disseminating the app were also discussed.

IGLYO Annual Members Conference – Msida, Malta

Michael Farrugia, one of our members participated in IGLYO's AGM that was co-hosted by We Are the University of Malta LGBT society and Gender Liberation between the 29th September and 2nd October. Participants had the opportunity to participate in numerous working groups and discussed issues of intersectionality in the socio-educational aspects in Malta. We also had the opportunity to meet young activists that are carrying out both similar and different work in their respective countries.

Peer to Peer Exchange on Legal Gender Recognition – Nicosia, Cyprus

As Chair of the LGBTIQ Consultative Council, Gabi Calleja was invited to participate in a peer-to-peer exchange coordinated by the Council of Europe and the Cypriot Commissioner for Administration and Human Rights in partnerships with ACCEPT LGBT Cyprus and TGEU held on the 19th October in Cyprus. The aim of the event was to highlight the international standards related to legal gender recognition, to present good practices from different Council of Europe member states and to discuss the way forward for improved legal gender recognition in Cyprus. Gabi Calleja presented Malta's GIGESC Act as an example of good practice.

EU Advocacy network meeting – Nicosia, Cyprus

Mark Grech represented MGRM at this Advocacy Network meeting in Cyprus, where the issue of Homophobic and Transphobic hate crime was discussed and various strategies outlined. Also discussed were developments at both EU level and Council of Europe, freedom of movement and family rights, and Legal Gender recognition and Intersex human rights.

ILGA Europe Annual Conference – Nicosia, Cyprus

Gabi Calleja chaired the political panel involving Averof Neofytou, President of the governing Democratic Rally; Andros Kyprianou, General Secretary of the Progressive Party of Working People; Nicholas Papadopoulos, President of Democratic Party and Costa Gavrielides from ACCEPT - LGBT Cyprus. The Panel aimed to analyse the current situation of LGBTI Rights in Cyprus and for politicians to present their plans on how to further advance equality for LGBTI people in Cyprus. Mark Grech also attended the ILGA-Europe Annual conference in Nicosia, and was a member of the chairing pool, tasked with organising and implementing the AGM part of the conference, as well as having responsibility for the voting sessions, and general interpretation of the standing orders and statute.

Week of Women – London UK

Gabi Calleja participated in a panel discussion organised by the Human Rights and Equality Department of the Foreign and Commonwealth Office in London on the 17th of November. The event was chaired by award winning journalist and broadcaster

Samira Ahmed. The panel speakers addressed global efforts to promote gender equality and the urgency of tackling multiple and intersecting forms of discrimination. Gabi Calleja talked about the intersection between gender discrimination and LGBTIQ equality; the power of grassroots activism; and insights on how MGRM has helped Malta move from near the bottom of the ILGA-Europe ranking on the legal, political and social situation of LGBTIQ people to number one in Europe in less than a decade.

Gabi Calleja

Media

MGRM was present in the media throughout the year particularly in advocating for the Affirmation of Sexual Orientation, Gender Identity and Gender Expression Act. MGRM continued to communicate its message in all types of media, ranging from television, radio and printed news, to the internet and through the use of social networks such as Twitter & especially Facebook.

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

- The release of the Church's position paper on the Affirmation of Sexual Orientation, Gender Identity and Gender Expression Bill as well as its eventual enactment;
- The debate on marriage equality;
- The launch of the Trans, Gender Variant and Intersex Inmates Policy;
- HIV testing, prevention and treatment.

Below are some of the articles or programmes in which MGRM featured or which reflect the main LGBTIQ issues that were dealt with by the media throughout the year.

	Article/Programme	Medium	Date
1	Malta rapidly expands progressive LGBTIQ laws but society struggles to keep up http://www.abc.net.au/news/2016-01-08/malta-lgbtiq-action-plan-to-expand-ivf-to-same-sex-couples/7074288	ABC Online	11 th January 2016
2	Gay rights movement sues pro-lifers Gift Of Life for abortion libel http://www.maltatoday.com.mt/news/court_and_police/61593/gay_rights_movement_sues_prolifers_gift_of_life_for_abortion_libel#.WMqmD28rLIU	Malta Today	16 th January 2016
3	Programm Opportunitajiet Indaq	Radju 101	23 rd January 2016
4	Kelma Maghsura (Id-Diskriminazzjoni)	NET TV	February 2016
5	Dwarna (Coming Out)	TVM	2 nd February 2016
6	Alleanza Bidla pundit sued for libel over 'baby-killer' slur against MGRM http://www.maltatoday.com.mt/news/court_and_police/61771/euroscenotic_in_babykiller_slur_sued_for_libel#.WMqmM28rLIU	Malta Today	3 rd February 2016
7	'Notable shift' in Maltese mentality in favour of LGBTI+ rights http://www.maltatoday.com.mt/news/national/62293/notable_shift_in_maltese_mentality_in_favour_of_lgbti_people#.WMqBqW8rLIU	Malta Today	16 th February 2016
8	A wake up call survey http://www.timesofmalta.com/articles/view/20160219/opinion/A-wake-up-call-survey_602922	Times of Malta	19 th February 2016
9	Church position paper on gender bill 'profoundly flawed' - MGRM http://www.independent.com.mt/articles/2016-02-20/local-news/Church-position-paper-on-gender-bill-profoundly-flawed-MGRM-6736153641	Malta Independent	20 th February 2017

10	INTERVISTA GABI CALLEJA ONE NEWS. https://www.youtube.com/watch?v=5uXO3tad70M	One News	20 th February 2016
11	Church's position paper on conversion therapy 'profoundly flawed' in practical, legal interpretations http://www.maltatoday.com.mt/news/national/62425/churchs_position_paper_on_conversion_therapy_profoundly_flawed_in_practical_legal_interpretations#.WMqptG8rLIU	Malta Today	20 th February 2016
12	Government and Church clash over gay conversion therapy bill http://www.independent.com.mt/articles/2016-02-21/local-news/Government-and-Church-clash-over-gay-conversion-therapy-bill-6736153663	Malta Independent	21 st February 2016
13	'Church should ask forgiveness' http://www.timesofmalta.com/articles/view/20160223/local/church-should-ask-forgiveness.603410	Times of Malta	23 rd February 2016
14	Gay conversion therapy http://www.timesofmalta.com/articles/view/20160226/opinion/Gay-conversion-therapy.603766	Times of Malta	26 th February 2016
15	Archbishop wants to build bridges with gay community http://www.timesofmalta.com/articles/view/20160228/local/archbishop-wants-to-build-bridges-with-gay-community.603941	Times of Malta	28 th February 2016
16	Reporter with Saviour Balzan	TVM	29 th February 2016
17	Can gay conversion therapy be criminalised? http://www.maltatoday.com.mt/news/reporter/62641/conversion_therapy_on_reporter#.WMqoAW8rLIU	Malta Today	29 th February 2016
18	Muscat wants introduction of gay marriage http://www.maltatoday.com.mt/news/national/62844/muscat_wants_introduction_of_gay_marriage#.WMqgmzG8rLIU	Malta Today	4 th March 2016
19	'I am in favour of gay marriage, time for debate on the matter' - Joseph Muscat http://www.timesofmalta.com/articles/view/20160304/local/i-am-in-favour-of-gay-marriage-time-for-debate-on-the-matter-joseph.604564	Times of Malta	4 th March 2016
20	Gay marriage consensus should prompt immediate drafting of bill – MGRM http://www.maltatoday.com.mt/news/national/62864/gay_marriage_consensus_should_prompt_immediate_drafting_of_bill_mgrm#.WMqk-G8rLIU	Malta Today	5 th March 2016
21	Give go-ahead to gay marriage at once, MGRM says http://www.timesofmalta.com/articles/view/20160305/local/give-go-ahead-to-gay-marriage-at-once-mgrm-says.604666	Times of Malta	5 th March 2016
22	Corazon (Coming Out)	TVM	7 th March 2016
23	Increase in HIV cases caused by sexual transmission http://www.timesofmalta.com/articles/view/20160307/local/increase-in-hiv-cases-caused-by-sexual-transmission.604949	Times of Malta	9 th March 2016
24	NGOs challenge MPs to introduce same-sex marriage by end of year http://www.timesofmalta.com/articles/view/20160316/local/ngos-challenge-mps-to-introduce-same-sex-marriage-by-end-of-year.605851	Times of Malta	16 th March 2016
25	'Doctors, teachers need more LGBT training' http://www.timesofmalta.com/articles/view/20160323/local/doctors-teachers-need-more-lgbt-training.606567	Times of Malta	23 rd March 2016
26	Conversion therapy: Health professionals say ethical, legal obligations could clash http://www.independent.com.mt/articles/2016-03-24/local-news/Conversion-therapy-Health-professionals-say-ethical-legal-obligations-could-clash-6736155356	Malta Independent	24 th March 2016
27	Malta Pijunieri fid-drittijiet tal-persuni LGBTIQ http://www.tv.m.com.mt/mt/news/malta-u-l-belgiu-bi-ftehim-bi-ex-tiffassal-ligi-tal-identita-tal-generu/	TVM	14 th April 2016
28	"Malta mudell għall-pajjiżi oħra fid-drittijiet tal-persuni LGBTIQ" http://www.newsbook.com.mt/artikli/2016/4/14/malta-mudell-għall-pajjiżi-oħra-fid-drittijiet-tal-persuni-lgbtiq.44544/	Newsbook	14 th April 2016

29	LGBTIQ equality as a core value http://www.timesofmalta.com/articles/view/20160414/opinion/LGBTIQ-equality-as-a-core-value.608793	Times of Malta	14 th April 2016
30	Il-maġġoranza tal-Maltin jaqblu ma' żwieġ 'gay' http://www.one.com.mt/news/il-maggoranza-tal-maltin-jaqblu-ma-zwieg-gay/	One News	20 th April 2016
31	Ban on gay men's blood donation may be relaxed http://www.timesofmalta.com/articles/view/20160503/local/ban-on-gay-mens-blood-donation-may-be-relaxed.610813	Times of Malta	3 rd May 2016
32	Niddiskut s-Sess ma Matthew Bartolo	One Radio	7 th May 2016
33	Malta zzomm l-ewwel post fost 49 pajjiz fil-qasam tad-drittijiet tal-persuni LGBTIQ http://www.tvm.com.mt/mt/news/malta-zzomm-l-ewwel-post-fost-49-pajjiz-fil-qasam-tad-drittijiet-tal-persuni-lgbtiq/	TVM	10 th May 2016
34	Sibt il-Punt ma Manwel Micallef	One Radio	14 th May 2016
35	Programm Opportunitajiet Indaqa ma Graziella Schembri	Radju 101	25 th May 2016
36	Roberta Metsola: Ma tridx tneħhi d-diskriminazzjoni ma' persuni gay https://www.youtube.com/watch?v=JZWu8ISow3U	Dissett	25 th May 2016
37	Progressive Malta, or a marriage of convenience? http://www.timesofmalta.com/articles/view/20160530/local/progressive-malta-or-a-marriage-of-convenience.613579	Times of Malta	30 th May 2016
38	LGBT group 'deeply saddened' with negative attacks against transgender child, parents http://www.independent.com.mt/articles/2016-06-06/local-news/LGBT-group-deeply-saddened-with-negative-attacks-against-transgender-child-parents-6736158971	Malta Independent	6 th June 2016
39	A child called Willa http://www.independent.com.mt/articles/2016-06-08/blogs-opinions/A-child-called-Willa-6736159037	Malta Independent	8 th June 2016
40	Party leaders attend Gay Pride in Valletta http://www.timesofmalta.com/articles/view/20160611/local/party-leaders-attend-gay-pride-in-valletta.615054	Times of Malta	11 th June 2016
41	Candle-lit vigil to honour lives of Orlando club victims http://www.timesofmalta.com/articles/view/20160615/local/candle-lit-vigil-to-honour-lives-of-orlando-club-victims.615555	Times of Malta	15 th June 2016
42	'Walk towards Love' a reminder of the battle against intolerance, prejudice http://www.maltatoday.com.mt/news/national/66618/maltese-community-holds-candlelit-vigil-for-victims-of-orlando-shooting#.WMqrE-W8rLIU	Malta Today	17 th June 2016
43	Malta wanted "more ambitious" EU defence of LGBTI community http://www.timesofmalta.com/articles/view/20160617/local/malta-wanted-more-ambitious-eu-defence-of-lgbti-community.615757	Times of Malta	17 th June 2016
44	Malta among just five countries which give LGBT people equal constitutional rights http://www.timesofmalta.com/articles/view/20160630/local/only-five-countries-give-lgbt-people-equal-constitutional-rights-malta.617255	Times of Malta	June 30 th 2016
45	In a Sea of Contradictions	DIVA Magazine	July 2016
46	Gender Dysphoria http://www.timesofmalta.com/articles/view/20160712/opinion/Gender-dysphoria.618561	Times of Malta	12 th July 2016
47	Court gives go-ahead for adoption by gay couple in first for Malta http://www.timesofmalta.com/articles/view/20160713/local/court-gives-go-ahead-for-adoption-by-gay-couple-in-first-for-malta.618685	Times of Malta	13 th July 2016
48	"Nipprezentawlkom lil Ben" – L-ewwel adożzjoni ta' koppja gay http://www.one.com.mt/news/nipprezentawlkom-lil-ben-l-ewwel-adozzjoni-ta-koppja-gay/	One News	14 th July 2016

49	Prigunieri transgender qed jigu allokati skont is-sess tagħhom http://www.one.com.mt/news/prigunieri-transgender-qed-jigu-allokati-skont-is-sess-tagħhom/	One News	18 th August 2016
50	“Napprezza li minkejja d-diffikultajiet, irnexxielu jintlaħaq qbil” http://www.one.com.mt/news/napprezza-li-minkejja-d-diffikultajiet-irnexxielu-jintlahaq-qbil/	One News	19 th August 2016
51	Sbieh il-Hadd ma Theresa Gauci	Radju Malta	28 th August 2016
52	Trans rights are human rights http://www.timesofmalta.com/articles/view/20160828/opinion/Trans-rights-are-human-rights.623280	Times of Malta	28 th August 2016
53	Wara t-toilet anke l-kaxxa fl-applikazzjoni http://www.one.com.mt/news/wara-t-toilet-anke-l-kaxxa-fl-applikazzjoni/	One News	19 th August 2016
54	Forum Żgħażaġħ Laburisti call for updating of law on gay blood donors http://www.maltatoday.com.mt/news/national/69674/forum_agzaz_la_buristi_call_for Updating_of_law_on_gay_blood_donors#.WMqmW28rLIU	Malta Today	17 th September 2017
55	Gay men should be allowed to donate blood - Labour youths http://www.timesofmalta.com/articles/view/20160917/local/gay-men-should-be-allowed-to-donate-blood-labour-youths.625301	Times of Malta	17 th September 2016
56	Seven NGOs speak out on emergency contraception http://www.independent.com.mt/articles/2016-10-13/local-news/Seven-NGOs-speak-out-on-emergency-contraception-6736165133	Malta Independent	13 th October 2017
57	Consultations on vote at 16, use of sick leave and gay blood donation http://www.timesofmalta.com/articles/view/20161017/local/consultations-on-vote-at-16-use-of-sick-leave-and-gay-blood-donation.628293	Times of Malta	17 th October 2016
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59	Amid rising rent prices, new coalition calls for ‘dignified’ housing opportunities http://www.maltatoday.com.mt/news/national/71077/amid_rising_rent_prices_new_coalition_calls_for_dignified_housing_opportunities#.WMqyW8rLIU	Malta Today	29 th October 2016
60	Better life for all http://www.timesofmalta.com/articles/view/20161109/letters/Better-life-for-all.630468	Times of Malta	9 th November 2016
61	Reinstate temporary humanitarian protection, human rights NGOs urge government http://www.maltatoday.com.mt/news/national/71663/ngos_urge_minister_to_revoke_thpn_status_suspension#.WMqgSm8rLIU	Malta Today	15 th November 2016
62	120 koppja tal-istess sess f’unjoni ċivili f’pajjizna http://www.one.com.mt/news/120-koppja-tal-istess-sess-funjoni-civili-fpajjizna/	One News	15 th November 2016
63	Malta set to ban gay conversion therapy as Bill passes final hurdle http://www.maltatoday.com.mt/news/national/71851/malta_set_to_ban_gay_conversion_therapy_as_bill_passes_final_hurdle#.WMqkVW28rLIU	Malta Today	21 st November 2016
64	Iwissu li f’Malta dawk bl-AIDS u l-HIV se jizziedu b’2,000 ruħ f’ħames snin http://www.one.com.mt/news/iwissu-li-fmalta-dawk-bl-aids-u-l-hiv-se-jizziedu-b2000-ruh-fħames-snin/	One News	30 th November 2016
65	Gay rights groups propose new treatment and easier access to HIV medication http://www.maltatoday.com.mt/lifestyle/health/72143/gay_rights_groups_propose_new_treatment_and_easier_access_to_hiv_medication#.WMql0G8rLIU	Malta Today	30 th November 2016
66	Measures needed to tackle rise in HIV infections http://www.timesofmalta.com/articles/view/20161130/local/measures-needed-to-tackle-rise-in-hiv-infections.632494	Times of Malta	30 th November 2016

67	Malta Bans Gay Conversion Therapy: Young LGBTQ Campaigners Tell Their Story http://the-ipf.com/2017/01/11/malta-gay-conversion-therapy/	IPF	December 2016
68	Interview regarding World Aids Day	NET TV	1 st December 2016
69	Familja Wahda ma Lilian Maistre – World Aids Day	Radju Malta	2 nd December 2016
70	Psychologists welcome criminalisation of 'inhumane' gay conversion therapy http://www.maltatoday.com.mt/news/national/72245/psychologists_welcome_criminalisation_of_inhumane_gay_conversion_therapy#.WMqYG8rLIU	Malta Today	3 rd December 2016
71	Bill outlawing gay conversion therapy approved http://www.maltatoday.com.mt/news/national/72331/bill_outlawing_conversion_therapy_approved#.WMqksm8rLIU	Malta Today	5 th December 2016
72	Gay conversion therapy is now illegal 16-year-olds can now apply to change gender on official documents http://www.timesofmalta.com/articles/view/20161205/local/gay-conversion-therapy-is-now-illegal.633014	Times of Malta	5 th December 2016
73	Minn issa, reat kriminali li tipprova tbiddel is-sesswalità ta' xi hadd http://www.one.com.mt/news/minn-issa-reat-kriminali-li-tipprova-tbidel-is-sesswalita-ta-xi-hadd/	One News	5 th December 2016
74	Malta bans 'gay cure' conversion therapy http://www.bbc.com/news/world-europe-38230937	BBC News	6 th December 2016
75	Malta becomes first European country to ban 'gay cure' therapy https://www.theguardian.com/world/2016/dec/07/malta-becomes-first-european-country-to-ban-gay-cure-therapy	The Guardian	7 th December 2016
76	Malta Becomes First European Nation To Ban Gay Conversion Therapy http://www.huffingtonpost.com/entry/malta-first-country-ban-gay-conversion-therapy_us_5848332fe4b0b9feb0da86c8	Huffington Post	7 th December 2016
77	Malta Outlaws 'Conversion Therapy,' a First in Europe https://www.nytimes.com/2016/12/07/world/europe/malta-outlaws-conversion-therapy-transgender-rights.html?_r=0	NY Times	7 th December 2016
78	Id-dinja tirrapporta dwar bidla f'Malta http://www.one.com.mt/news/id-dinja-tirrapporta-dwar-bidla-fmalta/	One News	7 th December 2016
79	Five Major Gains for LGBTQ Rights in 2016 http://www.nbcnews.com/feature/nbc-out/five-major-gains-lgbtq-rights-2016-n698286	NBC News	20 th December 2016

Membership

The focus for this year with regards to membership was invested in researching on how best to attract new members, weighing in the pros and cons of our current system and looking at how other NGO's both local and foreign reached out to potential members. MGRM also worked on redesigning and re-programming its website, membership and donation system.

The previous system was found to be problematic in that it wasn't seamless. Members had to download a physical form and then either pay online or by cheque or money transfer. There was also no alternative to paid membership.

Three types of membership have been devised under the new system.

1. Bronze - Annual free associate membership
2. Silver - Annual €20 full membership (the right to vote at MGRM'S AGM)
3. Gold - €40 Annual Membership (the right to vote at MGRM's AGM plus €20 donation with subscribers receiving a commemorative token.)

An online form option was created which allows the user to just fill in the online form and pay online. This system still gives the user the option to print out the form and post it, should they prefer not to pay online. Apart from being connected to our website www.maltgayrights.org, the new system is also connected to Facebook and Mailchimp. The new system also provides analytics of how many people visit the form, how many become new members and from which site they are connecting allowing us to monitor the system's user frequency.

With this new system MGRM hopes to make it easier for potential members to fill in the form. Having the system connected to Facebook and Mailchimp will allow MGRM to create a social media campaign to attract new members. The new website will also inform potential members on the work MGRM carries out in and for the community.

Trans, Gender Variant and Intersex Inmates Policy

Following the passing of The Gender Identity, Gender Expression and Sex Characteristics Act (GIGESC Act) in April of 2015, MGRM together with aditus and MSDC continued to advocate for the legal gender recognition of trans inmates. They also worked on a policy that would set out the principles and procedures to be followed with inmates who were already being hosted by the Correctional Services as well as when new inmates were admitted. The policy also looked at measures that could be adopted to ensure that foreign inmates who had not access to gender recognition procedures in their country of origin could also have their right to gender identity respected while incarcerated. The policy was launched in August of 2016 by the Minister for Home Affairs Carmelo Abela and the Minister for Civil Liberties Helena Dalli.

An amendment to the GIGESC Act was also approved by parliament in December 2016 enabling foreign trans inmates to make a declaration with regards to the gender identity that would ensure gender identity recognition while in detention.

Continued monitoring of the implementation of the policy is possible also through the regular support groups that are now being provided to trans inmates through the Rainbow Support Service as well as through the legal advisors (aditus) who collaborate with MGRM when standards set out in the policy are not met.

Affirmation of Sexual Orientation, Gender Identity and Gender Expression Act

As members of the LGBTIQ Consultative Council MGRM advocated for the adoption of the Affirmation of Sexual Orientation, Gender Identity and Gender Expression Act which was passed by parliament on the 5th of December. This piece of legislation bans conversion practices defined as *any treatment, practice or sustained effort that aims to change, repress and, or eliminate a person's sexual orientation, gender identity and, or gender expression*; The MGRM responded to a position paper drawn up by the Catholic Church to the proposed bill and participated in media programmes aimed at raising awareness about the bill. MGRM also advocated for support for the bill among professional bodies. Malta was the first country in Europe to adopt such legislation.

De-pathologisation of Trans Identities

MGRM also advocated for the depathologisation of trans identities following difficulties raised by trans persons when accessing medical treatments such as hormone therapies where they were met with requests for a diagnosis of gender dysphoria. An amendment to the GIGESC Act was passed through parliament on the 5th of December removing Gender Dysphoria from Malta's classification of mental

illnesses while retaining access to necessary medical interventions such as hormone therapy and gender confirmation surgeries.

UNI-Form Project Addressing Hate Crime and Hate Speech

MGRM was successful in obtaining funding in order to address hate crime under-reporting through the UNI-Form project which is being lead by ILGA-Portugal. The objectives of the project which started in November 2015 and will come to a close in November 2017 are:

- combating discrimination and violence against LGBT persons and underreporting figures and increase knowledge on homophobic and transphobic hate crime
- implementing applicable EU legislation
- creating a uniform reporting mechanism
- promoting networking among all involved actors and
- raising the awareness of LGBT victims of hate crime and encouraging trust-building relationships among relevant stakeholders

A number of interviews were conducted with representatives of Victim Support Services and Security Forces with further interviews being planned with members of the judiciary and victims in the first quarter of 2017. This will lead to the drawing up of a country report. The interviews highlighted the need for better understanding of the Victims of Crime Directive and its transposition under Maltese Law and to this end a capacity building seminar for professionals was held in December. The project partners also worked on the development of the UNI-Form website which can be accessed at: <http://www.uni-form.eu/mt> and which accessible in both English and Maltese. The partners also worked on developing the terms of reference for the website and mobile reporting apps which will be launched and piloted in 2017.

Local networking

In 2016, MGRM continued to work with a number of entities through the LGBTIQ Consultative Council as well as through its membership in PHROM, the Platform for Human Rights Organisations in Malta and the Malta Confederation of Women's Organisations. It collaborated with other organisations for Pride Month and throughout the year met including Drachma, Drachma Parents, aditus, We Are, Gender Liberation, ARC and LGBTI+ Gozo.

This year MGRM developed and printed a number of publications as well as a documentary called #OurStory. MGRM also worked on the new MGRM website to be launched in 2017. All were possible with funding obtained through VOPS, Agenzija Zghazagh, SIS and ILGA-Europe.

The first publication called '**Ktejjeb għall-Persuni LGBTIQ u l-Ġenituri Tagħhom**' was a revision of two publications first launched in 2005 incorporated into one booklet. One section focused on parents with LGBTIQ children and the other section focused on LGBTIQ individuals with a primary focus on young people. The publication was created in Maltese and in collaboration with Rainbow Support Service, Drachma Parents, We are and Gender Liberation. It focused on a number of issues both parents and LGBTIQ young people can encounter. It included a glossary, FAQs, guidelines and illustrations. The publication has been used as a tool for the Rainbow Support Service, Drachma Parents and within schools.

The second publication funded through an ILGA-Europe Grant was the report entitled '**Sensitivity, Safety and Strength: An Inter-agency Review of Malta's Policy on Trans, Gender Variant and Intersex Students**'. The report was the result of an inter-agency and inter-ministerial project lead by MGRM in collaboration with aditus, MSDC and MEDE which includes an overview of the aims of the project, the policy, procedures and strategy documents that together comprise the Trans, Gender Variant and Intersex Students in School Policy, the methodology used, the main findings and recommendations. Also important is the policy implementation tool developed by aditus translating the policy measures into measurable indicators which can be shared with schools for use in monitoring implementation of the policy. The report was launched during a seminar for educators at the end of February. Participants from State, Church and Independent schools also had the opportunity to explore wider LGBTIQ issues as they related to education through a number of workshops. Minister Evarist Bartolo also addressed the participants.

The third publication created is a leaflet called '**Know your Status, Testing for HIV**'. This publication was part of the FAQs publication series following that on Civil Unions and the GIGESC Acts and included information on HIV prevention and modes of transmission, the importance of testing, how to protect oneself and where to access support. This publication was/is distributed by the Rainbow Support Service.

Business cards were created for the Rainbow Support Service staff. This allowed them to share their contact details easily and also to leave their cards in specific locations such as the GU Clinic and MEDE student services.

#OurStory was a Rainbow Support Service youth project funded through Agenzija Zghazagh's Be Active Scheme. The young people met with and interviewed LGBTIQ couples who have entered a civil union or marriage. The interviews were developed,

recorded and edited by the young people with the assistance & support of Nadine Noko & the Rainbow Support Service Team. The documentary was launched on the 29th October 2016 at Agenzija Zgħazagħ and was attended by around 30 participants including most of the couples who contributed their stories as well as the American Ambassador. The documentary was also disseminated online.

Website - Our previous website was launched in 2012. The internet has evolved since then with most making use of tablets, smartphones and iPhone's rather than desktops or laptops to browse. The use of social media has also increased significantly. MGRM took the decision to redesign the website to embrace these changes and allow users to access information and engage with the website content related to MGRM activities.

The new site incorporates different sections on various topics such as information on MGRM, thematic areas such as health, security and education and the Rainbow Support Service. MGRM volunteers were trained in how to update the pages that fall under their portfolio. It works similar to a series of blogs and is easier for the information to be kept updated and for the user to interact with the organisation and the site. The website is mobile friendly and is connected to all MGRM's social media accounts including MailChimp. The site also includes all of MGRM's publications and a new online membership form.

Events

Below is a list of the events and activities which MGRM organised and/or participated in during 2016 funded mainly through the VOPS project and which aim to bring the LGBTIQ community together:

- **Pink Egg Hunt for Rainbow Families**, was held on the 31st March at the Ġnien I-Għarusa tal-Mosta. A number of Rainbow families as well as LGBTIQ individuals attended with the children having a great time looking for the eggs hidden throughout the garden. The activity allowed the families to interact with other rainbow families and specifically for children to meet other children with same sex parents.
- The **Eurovision Party** was held on the 14th May at New Beginnings Bar. It included a eurovision classics DJ set by DJ Elton.
- For **Pride2016** MGRM teamed up with the Valletta Film Festival to screen *Desda Alla'*, winner of the Golden Lion at the 72nd Venice International **Film** Festival. The event took place at the spectacular Fort St Elmo on Tuesday 7th June.
- The **Pink Summer 'Olympics'** was held on the 31st July at Golden Bay. It included a number of games such as tug of war, sharks and minnows, sand darts and limbo. The activities served as an effective team building activity for the LGBTIQ community and were followed by a BBQ.
- The **Pink Karaoke** event was held on the 24th September at the Pembroke Melting Pot in collaboration with Anna Faniello. The activity served as an effective team building activity for the LGBTIQ community including the MGRM committee.

Workplan 2017

		Objectives	Actions
Goal 1: GOAL: To achieve legal equality of LGBTIQ individuals	1a	The facilitation to the right to Gender Identity, Gender Expression, Bodily Integrity & Physical Autonomy	<ul style="list-style-type: none"> ▪ Raise awareness on depathologisation legislation amongst medical & health practitioners ▪ Facilitate the notarial declaration process and transitions between prison sections ▪ Maintain communication with prison authorities ▪ Facilitate access to information to trans inmates; ▪ Monitoring of GIGESC implementation with regards to prison trans inmates
	1b	The provision of anti-discrimination legislation in the provision of goods and services to LGBTIQ people	<ul style="list-style-type: none"> ▪ Awareness campaign on the Equality Bill targeting LGBTIQ community
	1c	Marriage equality	<ul style="list-style-type: none"> ▪ Campaign for marriage equality;
	1d	The enjoyment of sexual and reproductive health and rights	<ul style="list-style-type: none"> ▪ Continue to campaign for access to Reproductive Rights; ▪ Communicate with LGBTIQ community on need for review and position of MGRM;
	1e	Constitutional amendment to include sex characteristics (Intersex) in grounds of non-discrimination	<ul style="list-style-type: none"> ▪ Liaise with MSDC and LGBTIQ Consultative Council on putting forward constitutional amendment
	1f	Equal treatment in cohabitation legislation	<ul style="list-style-type: none"> ▪ Raise awareness about the cohabitation legislation once the law is enacted
	1g	Monitoring of effective implementation of civil union legislation with respect to mutual recognition; parenting rights; social security; housing; etc	<ul style="list-style-type: none"> ▪ Ensure presumption of parenthood effectively implemented ▪ Meeting with MFSS re. access to adoption;

Goal 2: To have policies that refer to and are inclusive of sexual orientation, gender identity, gender expression and sex characteristics	2a	Mainstreaming of LGBTIQ issues in policy and service provision	<ul style="list-style-type: none"> ▪ Monitor drafting and implementation of mainstreaming policy for public service
	2b	Professional Bodies to issue policies that address LGBTIQ issues	<ul style="list-style-type: none"> ▪ Set meeting with Malta Chamber of Professional Psychologists ▪ Set a roundtable discussion with Institute of Maltese Journalists regarding reporting standards on LGBTIQ issues
	2c	Health-care policies that are inclusive of LGBTIQ, including LGBTIQ segregated data in mainstream research and surveys	<ul style="list-style-type: none"> ▪ Meeting with Minister for Health & Director of Blood Donation Unit regarding lifetime ban for MSM; Liaise with Consultative Council Members on a campaign ▪ Regular meeting of MGRM's HIV subcommittee; ▪ Monitor the launch of HIV Strategy & Action Plans; ▪ Campaign for Testing Week & World AIDS Day 2017
	2d	Policies on the treatment of trans and intersex persons by government institutions and public entities	<ul style="list-style-type: none"> ▪ Work with MSDC & Minister for Health on access to trans specific health care; ▪ Set up a task group to move forward on trans specific health care provision composed of RSS and members of the trans community;
	2e	Safe and Inclusive school climates for LGBTIQ students and educators	<ul style="list-style-type: none"> ▪ Monitor implementation of LGBTIQ Action Plan measures ▪ Piloting of School Climate Survey ▪ Provision of training and consultancy services to schools on request ▪ Liaising with schools to advocate for LGBTIQ students
	2f	Social Security and Housing provision that is inclusive of LGBTIQ individuals and families	<ul style="list-style-type: none"> ▪ Monitor implementation of Civil Union and GIGESC legislation ▪ To check that forms with respect to applications for housing and social security now include same-sex couples and X provision
	2g	National Implementation of LGBTIQ Action Plan on Equality adopted by Government	<ul style="list-style-type: none"> ▪ Monitor implementation of Action Plan
	2h	The effective implementation of hate crime legislation and monitoring of hate crimes; support to victims; etc.	<ul style="list-style-type: none"> ▪ Data collection and analysis among stakeholders on current reporting mechanisms ▪ Development of the website and mobile reporting app ▪ Set meeting with Police Academy to discuss potential input in training programmes

Goal 3: To bring about positive societal attitudes towards and the social inclusion of	3a	Raise awareness and visibility of LGBTIQ people and the issues which affect them	<ul style="list-style-type: none"> Participation in TV and Radio programmes Inclusion of LGBTIQ issues in political manifestos Participation in LGBTIQ Consultative Council
	3b	Promote a norm critical approach to gender identity, gender expression and sex characteristics	<ul style="list-style-type: none"> Training provided to Professionals Liaise with other NGOs in the provision of training & workshops
	3c	Raise the visibility and acceptance of LGBTIQ families	<ul style="list-style-type: none"> Apply for funding through Malta Arts Council for book in Maltese on LGBTIQ families
	3d	Raise the visibility and awareness of LGBTIQ Elderly and advocate for inclusive policies and services	<ul style="list-style-type: none"> Webpage on new website Set up meetings with the Department for the Elderly to discuss introduction of good practice guidelines; Liaise with Gender Studies & Gerontology Department on research study
	3e	Raise awareness of how intersectionality can compound difficulties faced by LGBTIQ persons	<ul style="list-style-type: none"> Meet with KNPD to discuss issues around LGBTIQ issues and disability
Goal 4: To empower the LGBTIQ community to engage in social and political issues that are of	4a	Engage the LGBTIQ community in MGRM's work with MGRM being clearer in communicating its goals, purpose and direction	<ul style="list-style-type: none"> MGRM membership drive linked to facebook and new website Launch new website to be kept updated by respective committee members
	4b	Increase MGRM's visibility among the LGBTIQ community and strive for greater participation and representation	<ul style="list-style-type: none"> Quarterly newsletter to increase awareness of MGRM's work Leaflet on MGRM
	4c	Increase participation in MGRM's events	<ul style="list-style-type: none"> One social event every quarter
	4d	Encourage the emergence of positive LGBTIQ role models from within the community	<ul style="list-style-type: none"> Page on website highlighting LGBTIQ Role Models
	4e	Promote respect for diversity within the LGBTIQ community	<ul style="list-style-type: none"> Engage with ILGA-Europe's Diversity campaign Incorporate and highlight intersectional issues in any publications and media tools
	4f	Build the capacity of the LGBTIQ community to advocate on its own behalf	<ul style="list-style-type: none"> Pilot hate crime reporting tool Participate in EU monitoring of Code of Conduct with IT Companies on hate speech online

Goal 5: Provide support, assistance and information on	5a	Continue to develop the Rainbow Support Service	<ul style="list-style-type: none"> Finalise PSP Agreement with MFSS Launch support group for 25+
	5b	Develop leaflets, booklets and other resources for LGBTIQ individuals and their families	<ul style="list-style-type: none"> Publish Leaflet on Intersex
	5c	Training of a broad range of professionals and service providers	<ul style="list-style-type: none"> Provide training on request
	5d	Build our capacity and identify strategies to address the specific needs of bisexuals	
	5e	Develop support services and raise awareness regarding LGBTIQ health	<ul style="list-style-type: none"> Participate in HIV Testing Week
Goal 6: To network with other organisations in achieving common goals	6a	Liaise with other LGBTIQ and non-LGBTIQ groups as well as individuals working on LGBTIQ and human rights issues	<ul style="list-style-type: none"> Participate in platforms such as PRIDE and Consultative Council; PHROM and MCWO; Collaborate with G-SAM on a project
	6b	Make use of opportunities presented by CHOGM, EU Presidency and V18 in order to raise visibility of LGBTIQ issues	<ul style="list-style-type: none"> Set meeting with V18 in order to explore possibilities
	6c	Sharing of good practices and seeking opportunities for partnership with national as well as foreign entities	Respond to relevant requests for project partnerships when they arise
Goal 7: To make MGRM a sustainable organisation	7a	Increase the capacity of MGRM to achieve its mission	<ul style="list-style-type: none"> Register with EUPA for EVS posting;
	7b	Establish funding streams and continue building on its human resources	<ul style="list-style-type: none"> Work on building accounting system
	7c	Maintain and seek new international links and networks	<ul style="list-style-type: none"> Membership in IE; TGEU and IGLYO
	7d	Improve the administrative capacity and efficiency of MGRM	<ul style="list-style-type: none"> Initiate process to register MGRM as a legal entity
	7e	Develop a communication strategy for the organization	<ul style="list-style-type: none"> Draw up priority communication targets for 2017 Launch new website
	7f	Clarify MGRM's position on major socio-political issues	