# Annual Report 2017



# **Table of Contents**

Introduction	3
Reports	
Social Welfare	5
LGBTIQ Health	8
International Relations	9
Media	12
Advocacy & Lobbying	21
Marketing	24
Events	25
Accounts 2017	26
Workplan 2018	29

# Introduction

# Gabi Calleja

# Coordinator

The most important legislative milestone in 2017 was the introduction of Marriage Equality with the Bill being passed on the 12<sup>th</sup> of July with all members of parliament bar one, voting in favour of the legislation. Malta became the 25<sup>th</sup> country in the world to introduce marriage equality. This was the next logical step following the introduction of Civil Unions in 2014.

The lead up to the General Election held in June also provided the opportunity to determine the position of the main political parties on a range of LGBTIQ issues through the manifesto which this year was drawn up in collaboration with ARC. The manifesto addressed the gaps in legislation and policy that still need to be addressed.

These include: trans specific and trans sensitive health care provision as well as the review of the intersex treatment protocol, a process that is yet to be completed; the resourcing and training of educators; police training; equality provisions beyond employment; improved prevention, testing and treatment of HIV; an end to the lifetime ban on blood donation for men who have sex with men; access to reproductive health services and better access to third party adoption.

Following discussions with the then Ministry for the Family and Social Solidarity MGRM entered into a Public Social Partnership which ensured funding for the Rainbow Support Service for a three year period. The agreement allows for the consolidation and enhancement of service provision which was also enabled through the allocation of a full-time social worker provided by FSWS.

MGRM brought to a close the UNI-Form project with the publication of the Country Report and the launch of the online reporting form and app in September. MGRM also participated in two monitoring exercises coordinated by the European Commission testing the adherence of social media companies to the code of conduct on online hate speech. MGRM was able to attain the status of trusted flagger which ensures that any reports it submits will receive prompt attention by the media companies.

MGRM was also able to secure funding to enhance its capacity to address HIV issues and to advocate for enhanced testing, prevention and treatment for HIV. It was able to purchase a number of home testing kits and to disseminate them as well as to run an online campaign promoting testing.

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 staff and students. MGRM representatives also participated in a number of European events to share Malta's Trans, Gender Variant and Intersex Students Policy. The Rainbow Support Service continues to provide a monthly support group for trans prisoners and to be present at Drachma group meetings.

MGRM collaborated with G-SAM on the #BrokenLens project, funded through Agenzija Zghazagh's Be Active Scheme, to produce a short documentary on the representation of LGBTIQ characters and issues in the media launched in October 2017.

MGRM participated in a number of events related to Malta's presidency of the European Union organised by the various Ministries including an HIV Conference; an LGBTIQ Conference; a Gender Based Violence Conference and a Hate Crime and Hate Speech Conference. MGRM also continued to participate in a number of International events including the ILGA-Europe Annual Conference. MGRM also hosted the TCEN Regional Meeting in preparation for the next CHOGM to take place in London in April of 2018.

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. This year we would particularly like to thank Mark Grech who will be standing down from the committee having provided years of service to the organisation and representing MGRM with distinction both Nationally and Internationally.

# 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 Beverley Abela Gatt, Ms Colette Farrugia Bennett, Mr Michael Farrugia, and Mr Eman Galea, have been working in the Rainbow Support Service to meet the needs of these service users. In February 2017, MGRM entered into an agreement with the Ministry for the Family and Social Solidarity for a period of three years. Through this service agreement MGRM was able to have the capacity of a full-time social worker working within the organisation. Mr Michael Farrugia started working for 40 hours a week from July 2017 till the end of the same year.

During 2017 the Rainbow Support Service incorporated 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 2017, the Social Work service was in contact with around 50 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 200. The LGBTIQ Youth Drop-In has met with over 10 young people, some of whom were 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, the protection of asylum seekers identifying as LGBTIQ, and the legal changes in case of Trans individuals and Trans children. The Psychological Support was offered to 4 persons who required financial support in accessing a psychologist or psychotherapist in private practice. A further approximate 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 eleven times in Gozo since its inception in July of 2016. The Rainbow Support Service also held a Weekend Live-In for LGBTIQ young people which focused on the theme of relationships from a youth perspective. 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 young people who participated were able to meet different professionals who delivered various workshops relating to the theme. During 2017 the Rainbow Support Drop-In was also host to two students who are reading for a degree in Youth Work. Both students were present and participated during the Youth Drop-In Live-In.

The Youth Drop-in service also continued supporting the Gay Straight Alliance at MCAST (GSAM) which was launched in October of the previous year. It also supported the young people involved in the development and implementation of the project The Broken Lens that was launched in October 2017. The Broken Lens is a short documentary that speaks about media representation of LGBTIQ issues and individuals.

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 2017, the Rainbow Support Service 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 2017, 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 12 group supervision sessions. Supervision is the space for both personal and professional growth, and reflection on the lives of clients that social workers are working with.

In November 2017, the Rainbow Support Service was invited by LGBTI+ Gozo to participate in their Open Day 2017. The event was held at The Duke's Shopping Mall in Victoria and intended to increase the visibility of LGBTIQ issues with the general public in Gozo. The staff from the Rainbow Support Service was present for the open day where they set up a stand with various resources and did outreach work with individuals during the event.

Throughout 2017, the Rainbow Support Service continued to collaborate 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. The Rainbow Support Service was also hosting a weekly HIV self-testing drop-in between the months of July and September. MGRM also organised an online awareness campaign around European HIV-HEP Testing Week in November and December aimed at encourage at risk individuals to come forward for testing. A number of banners were produced and disseminated online mainly through facebook, instagram and twitter.

The support group for trans\* individuals at Corradino Correctional Facility continued to take place throughout 2017. 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 11 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 areas 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. During 2017 the Rainbow Support Service continued to strengthen their relationship with post-secondary educational institutes and provided training at the Institute for Tourism Studies and at MCAST.

# Mark Grech

# **LGBTIQ** Health

#### **HIV Prevention, Testing, Treatment and Support**

MGRM prioritised health issues as a core action point for 2017. 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.

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. MGRM also collaborated with the National Health Promotion during the latter's participation in the European MSM Internet Survey 2017.

MGRM and the Rainbow Support Service access funding through which a number of HIV self-testing were made available to the LGBTIQ community. An HIV self-testing drop in was set up between the months of July and September.

Two members of MGRM also participated in a high level meeting on HIV as part of the EU Presidency which was immediately followed by a European conference on HIV bringing together representatives of civil society and health service providers in the field of HIV.

#### **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.

# Michael Farrugia

### 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:

The Commonwealth Equality Network Meeting (TCEN) – London/Malta

In preparation for the Commonwealth Heads of Government Meeting to be held in London in 2018, Gabi Calleja attended a network meeting of TCEN coordinated by Kaleidoscope Trust which acts as TCEN's Secretariat. The activists from all around the commonwealth met over a week and drew up an advocacy strategy aiming to maximise their impact at CHOGM as well as the months leading up to it. MGRM also hosted one of the two regional meetings of the network in October which continued to build on the January meeting. The participants had the opportunity to meet with the Prime Minister and Minster Helena Dalli and discussed how best to build on the Malta CHOGM of 2015.

EU High Level Group on combating racism, xenophobia and other forms of intolerance, - Brussels, Belgium

Following the involvement of MGRM in the 2<sup>nd</sup> Monitoring Exercise on the response of IT Companies to notifications of illegal hate speech Gabi Calleja attended the 31 May session of the High Level Group on combating racism, xenophobia and other forms of intolerance. The meeting was devoted to the issue of online hate speech, and in particular to debrief on the progress made in the implementation of the Code of Conduct on countering illegal hate speech online. The third meeting of the High Level Group registered a very broad participation, with 57 representatives from 27 Member States, representatives of various services of the European Commission (DG JUST, DG CNECT, DG HOME), the EU Agency for Fundamental Rights (FRA), the European Parliament (Secretariat of the Anti-Racism and Diversity Intergroup (ARDI)), the Council General Secretariat, representatives of Council of Europe and OSCE/ODIHR, as well as representatives of academia, 57 civil society organisations and 4 private IT companies (Facebook, Microsoft, Twitter, YouTube). identity/expression, using the evidence and the recommendations included in the global report launched during the event.

Good Practice Exchange Seminar organised by the Directorate-General for Justice and Consumers, and hosted by the Government of Portugal on 26 and 27 June 2017 in Lisbon.

At this good practice exchange seminar, civil servants from the governments or national human rights institutions of 16 Member States and Norway: Learned about and discussed an overview of legislation and policies related to bullying based on sexual orientation, gender identity/expression or sex characteristics; Discussed effective approaches to combating bullying and fostering tolerance with fellow civil servants, experts including from civil society, and European institutions; Shared and learned about specific case studies and good practices to combat bullying based on sexual orientation, gender identity/expression and sex

characteristics. Gabi Calleja gave a presentation on Malta's policy framework with respect to LGBTIQ Students and measures taken to ensure policy implementation.

Active Activism – Berlin, Germany

Alex Caruana attended an activist training that was set over five days. It was an intensive skills-based training programme meant for young people in Europe who have a strong interest in LGBTIQ rights. It consisted of practical modules on topics such as public speaking, campaigning, creating trans inclusive organisations, video editing and community organising. Participants put their learning into action through a series of individual and group challenges.

Hamburg Pride – August 2017

Colette Farrugia Bennett attended both the pride march and several other events that were taking place during that week. Colette was a guest speaker in a discussion around the organisation of prides around Europe and the atmosphere that these events are organised in, whereby she contributed about the history of Malta's prides. The discussion also focused on rights for same-sex couples and transgender community, and the developments taking place locally. Colette also addressed the pride attendees following the end of the pride march whereby she focused on the need for solidarity with other countries whereby LGBTIQ persons are still being violated, including the freedom of assembly for pride parades

UNI-Form 3<sup>rd</sup> Partners' Meeting, Closing Conference and Round Table in - Brussels, Belgium

Gabi Calleja attended the final partners meeting of the UNI-Form project held between the 27<sup>th</sup> and 29<sup>th</sup> of September. Inspector Silvana Gafa' from the Police Victim Support Unit also participated in the Conference and Round Table on Hate Crime and Hate Speech organised by ILGA-Europe. The Online Reporting Form and App was launched during the Closing Conference of the project which was held at the European Parliament.

ILGA-Europe Advocacy Network and Annual Conference – Warsaw, Poland

Gabi Calleja together with Michael Farrugia attended the ILGA-Europe Annual Conference between the 1<sup>st</sup> and 4<sup>th</sup> of November. The theme of this year's gathering, which was the largest to date with over 400 participants, was Change! Communities Mobilising, Movements Rising! Michael Farrugia also attended the Advocacy Network Meeting which focused on Hate Crime. Gabi Calleja served as part of the Chairing Pool throughout the Conference. Both MGRM representatives attended a range of workshops and plenary sessions.

# Countering Hate Speech Online - Dublin, Ireland

Michael Farrugia represented MGRM in a day workshop which brought together different civil society organisations who participated in the 2<sup>nd</sup> Monitoring Exercise. The general aims of the workshop was to discuss how the process of reviewing notifications on hate speech online and the feedback to/communication with notifiers work and can be improved; to discuss and foster understanding on context related specificities (e.g. language/code of haters); as well as how to foster cooperation and coalition building between trusted flaggers and platforms to counter online hatred.

# Gabi Calleja

# Media

The issue that garnered most media coverage throughout 2017 was the debate on Marriage Equality. Controversy centred on the introduction of gender neutral terms. 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, Instagram, Twitter & especially Facebook.

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

- The debate on marriage equality;
- Pride Week
- The X Marker on passports and I.D. Cards
- 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 Bans Gay Conversion Therapy: Young LGBTQ Campaigners Tell Their Story http://the-ipf.com/2017/01/11/malta-gay-conversion-therapy/	IPF Online	11 <sup>th</sup> January 2017
2	End LGBTIQ segregation within the Church - spiritual director Community struggling with self-imposed social constraints, says Charlo Camilleri	Times of Malta	15 <sup>th</sup> January 2017
	https://www.timesofmalta.com/articles/view/20170115/local/end-lgbtiq-segregation-within-the-church-spiritual-director.636530		
3	Malta planning rapid HIV testing as Europe seeks to adopt effective policies https://www.maltatoday.com.mt/lifestyle/health/73965/malta_planning_rapid_hiv_testing_as_europe_seeks_to_adopt_effective_policies	MaltaToday	30 <sup>th</sup> January 2017
4	Rapid HIV testing in the pipeline as part of an EU-wide plan  Number of cases involving gay men on the rise  Https://www.timesofmalta.com/articles/view/20170131/local/rapid-hiv-testing-in-the-pipeline-as-part-of-an-eu-wide-plan.638180	Times of Malta	31 <sup>st</sup> January 2017
5	++MALTA LGBT ++Malta LGBT	Associated Press	31 <sup>st</sup> January 2017
6	280 people with HIV in Malta – Rapid Testing to be introduced https://www.tvm.com.mt/en/news/280-people-with-hiv-in-malta-rapid-testing-to-be-introduced/	TVM	31 <sup>st</sup> January 2017
7	Oh these young people http://www.independent.com.mt/articles/2017-02-01/blogs-opinions/Ohthese-young-people-6736169835	Malta Independent	1 <sup>st</sup> February 2017
8	Once-conservative Malta leaps ahead on LGBT rights http://www.independent.com.mt/articles/2017-02-07/local-news/Once-conservative-Malta-leaps-ahead-on-LGBT-rights-6736170127	Malta Independent	7 <sup>th</sup> February 2017
9	Malta is the seventh-best place in Europe for LGBT workers, report claims Housing discrimination and lower wages push down Malta's score https://www.timesofmalta.com/articles/view/20170213/local/malta-is-the-seventh-best-place-in-europe-for-lgbt-workers-report.639523	Times of Malta	13 <sup>th</sup> February
10	HIV: 122,000 Europeans are unaware they are infected https://www.maltatoday.com.mt/lifestyle/health/74413/hiv_122000_europe ans_are_unaware_they_are_infected	MaltaToday	14 <sup>th</sup> February 2017

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11	Work on law permitting marriages between gay couples https://www.tvm.com.mt/en/news/work-law-permitting-marriages-gay-couples/	TVM	21 <sup>st</sup> February 2017
12	Helena Dalli announces bill to legalise gay marriages	MaltaToday	21 <sup>st</sup> February 2017
	https://www.maltatoday.com.mt/news/national/74647/gay_marriage_to_be _legalised_in_malta		
13	Gay marriage to be introduced in Malta soon Bill to change name of civil union to marriage being drafted https://www.timesofmalta.com/articles/view/20170221/local/gay-marriage- to-be-introduced-in-malta-soon.640309	Times of Malta	21 <sup>st</sup> February 2017
14	Publication of best practices for rights of transgender persons launched in Malta https://www.tvm.com.mt/en/news/pubblikazzjoni-bl-aqwa-ppublication-of-best-practices-for-rights-of-transgender-persons-launched-in-maltarattici-ghad-drittijiet-ta-persuni-trans-titnieda-fmalta/	TVM	22 <sup>nd</sup> February 2017
15	II-PN favur żwieg għal persuni gay http://netnews.com.mt/2017/02/22/il-pn-favur-zwieg-ghal-persuni-gay/	Net News	22 <sup>nd</sup> February 2017
16	PN backs gay marriage https://www.timesofmalta.com/articles/view/20170222/local/pn-backs-gay-marriage.640377	Times of Malta	22 <sup>nd</sup> February 2017
17	€135,000 to MGRM for support services to LGBTIQ persons https://www.tvm.com.mt/en/news/e135000-to-mgrm-for-support-services-to-lgbtiq-persons/	TVM	24 <sup>th</sup> February 2017
18	€135,000 lill-Malta Gay Rights Movement biex jgħinu lill-persuni LGBTIQ http://www.one.com.mt/news/2017/02/24/e135000-lill-malta-gay-rights-movement-biex-jghinu-lill-persuni-lgbtiq/	One News	24 <sup>th</sup> February 2017
19	'X' gender option to be added to passports and ID cards Non-binary gender marker to join 'male' and 'female' https://www.timesofmalta.com/articles/view/20170224/local/x-gender- option-to-be-added-to-passports-and-id-cards.640544	Times of Malta	24 <sup>th</sup> February 2017
20	Disney breaks new ground with its first gay character Beauty and the Beast's LeFou to get an 'exclusively gay moment' https://www.timesofmalta.com/articles/view/20170306/local/disney-breaks- new-ground-with-its-first-gay-character.641292	Times of Malta	6 <sup>th</sup> March 2017
21	LGBTIQ Rights Sibt il-Punt with Manuel Micallef	One Radio	11 <sup>th</sup> March
22	Marriage Undermined https://www.timesofmalta.com/articles/view/20170312/religion/Marriage-undermined.642207	Times of Malta	12 <sup>th</sup> March 2017
23	UNJONI ĆIVILI: TLIET SNIN TA' EŻEMPJU GĦAL PAJJIŻI OĦRA http://www.one.com.mt/news/2017/04/14/unjoni-civili-tliet-snin-ta- ezempju-ghal-pajjizi-ohra/	One News	14 <sup>th</sup> April 2017
24	163 registered civil unions in three years https://www.timesofmalta.com/articles/view/20170415/local/163- registered-civil-unions-in-three-years.645261	Times of Malta	15 <sup>th</sup> April 2017
25	FILMAT: Il-Partit Nazzjonalista se jinkludi l-gay marriage fil-programm elettorali http://netnews.com.mt/2017/05/13/filmat-il-partit-nazzjonalista-se-jinkludi-l-gay-marriage-fil-programm-elettorali/	Net News	13 <sup>th</sup> May 2017
26	PN to include gay marriage in manifesto 'It is the next logical step' https://www.timesofmalta.com/articles/view/20170513/local/pn-to-include-gay-marriage-in-manifesto.647860	Times of Malta	13 <sup>th</sup> May 2017
27	II-Gimgha fil-Pjazza http://www.one.com.mt/news/2017/05/14/kapitli-godda-diskussi/	One News	14 <sup>th</sup> May 2017
28	Gay marriage law before summer, Muscat pledges <a href="https://www.timesofmalta.com/articles/view/20170516/local/1000-persons-with-disability-have-found-jobs.648146">https://www.timesofmalta.com/articles/view/20170516/local/1000-persons-with-disability-have-found-jobs.648146</a>	Times of Malta	16 <sup>th</sup> May 2017

29	Malta retains first place among 49 countries when it comes to LGBTIQ rights https://www.tvm.com.mt/en/news/malta-retains-first-place-among-49-countries-when-it-comes-to-lgbtiq-rights/	TVM	17 <sup>th</sup> May 2017
30	PM: Civil Union for gay couples to become marriage by summer https://www.tvm.com.mt/en/news/pm-l-pm-civil-union-for-gay-couples-to-become-marriage-by-summer-civili-ghal-koppji-gay-tinbidel-fi-zwieg-sas-sajf/	TVM	17 <sup>th</sup> May 2017
31	Malta retains top place in Europe gay rights ranking https://www.maltatoday.com.mt/news/national/77277/malta_retains_top_p lace_in_europe_gay_rights_ranking	MaltaToday	17 <sup>th</sup> May 2017
32	Malta offers 'best rights' for gay people https://www.timesofmalta.com/articles/view/20170517/local/malta-offers-best-rights-for-gay-people.648245	Times of Malta	17 <sup>th</sup> May 2017
33	Malta top of the list of ILGA-Europe's Rainbow Index http://www.independent.com.mt/articles/2017-05-17/local-news/Malta-top-of-the-list-of-ILGA-Europe-s-Rainbow-Index-6736174356	Malta Independent	17 <sup>th</sup> May 2017
34	Busuttil says Bedingfield's blogs reveal Labour's true homophobic beliefs https://www.maltatoday.com.mt/news/election-2017/77406/busuttil_says_bedingfields_blogs_betray_labours_true_homophobic_beliefs	MaltaToday	20 <sup>th</sup> May 2017
35	The rush for the gay vote <a href="https://www.maltatoday.com.mt/comment/editorial/77430/the_rush_for_thegay">https://www.maltatoday.com.mt/comment/editorial/77430/the_rush_for_thegay_vote</a>	MaltaToday	22 <sup>nd</sup> May 2017
36	Naivety or a distraction from the real issues?  https://www.timesofmalta.com/articles/view/20170524/blogs/naivety-or-a-distraction-from-the-real-issues.648918#.WSflNdbsyfA.gmail	Times of Malta	24 <sup>th</sup> May 2017
37	Labour, PD come out in favour of gamete donation https://www.maltatoday.com.mt/news/election- 2017/77605/labour_pd_come_out_in_favour_of_gamete_donation	MaltaToday	26 <sup>th</sup> May 2017
38	This one is for you https://www.timesofmalta.com/articles/view/20170528/opinion/This-one-is-for-you.649170	Times of Malta	28 <sup>th</sup> May 2017
39	Gay marriage https://www.timesofmalta.com/articles/view/20170601/letters/Gaymarriage.649592	Times of Malta	1 <sup>st</sup> June 2017
40	PD MPs to vote unequivocally in favour of Equal Marriage. http://www.independent.com.mt/articles/2017-06-26/local-news/PD-MPs-to-vote-unequivocally-in-favour-of-Equal-Marriage-6736175927	Malta Independent	26 <sup>th</sup> June 2017
41	MGRM reports 15 cases of online hate speech in six weeks Online platform removed one of every three cases reported	Times of Malta	2 <sup>nd</sup> June 2017
	https://www.timesofmalta.com/articles/view/20170602/local/mgrm-reports- 15-cases-of-online-hate-speech-in-six-weeks.649676  Parliament to kick off with gay marriage debate		
42	https://www.maltatoday.com.mt/news/national/78195/parliament_to_kick_off_with_gay_marriage_debate	MaltaToday	18 <sup>th</sup> June 2017
43	PN will vote in favour of gay marriage https://www.maltatoday.com.mt/news/national/78381/pn_will_vote_in_favour_of_gay_marriage_	MaltaToday	23 <sup>rd</sup> June 2017
44	Art as a place of refuge https://www.timesofmalta.com/articles/view/20170623/social/Art-as-a-place-of-refuge.651432	Times of Malta	23 <sup>rd</sup> June 2017
45	Gender-neutral terms in marriage law 'logical solution' - MGRM https://www.timesofmalta.com/articles/view/20170627/local/gender-neutral-terms-in-marriage-law-logical-solution-mgrm.651792	Times of Malta	27 <sup>th</sup> June 2017
46	200 gay marriages since civil union legislation Opposition to object to replacement of 'husband' and 'wife' by 'spouse' https://www.timesofmalta.com/articles/view/20170626/local/parliamentary-debate-on-gay-marriage-underway.651753	Times of Malta	26 <sup>th</sup> June 2017
47	Marriage remains a union exclusively between man and woman – Archbishop http://www.independent.com.mt/articles/2017-06-26/local-news/Marriage-	Malta Independent	26 <sup>th</sup> June 2017

	remains-a-union-exclusively-between-man-and-woman-Archbishop-6736175865		
48	So what's this gay marriage bill all about? There's more than meets the eye to a proposed marriage equality bill https://www.timesofmalta.com/articles/view/20170626/local/so-whats-thisgay-marriage-bill-all-about.651662	Times of Malta	26 <sup>th</sup> June 2017
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126	LGBTIQ awareness Familja Wahda with Lilian Maistre	Radju Malta	29 <sup>th</sup> September 2017
127	UNI-Form App Illum Ma Steph	NET TV	2 <sup>nd</sup> October 2017
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140	LGBTIQ awareness Familja Wahda with Lilian Maistre	Radju Malta	14 <sup>th</sup> November 2017
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143	PN commemorates Transgender Remembrance Day https://www.tvm.com.mt/en/news/pn-commemorates-transgender-remembrance-day/	TVM	20 <sup>th</sup> November 2017
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149	LGBTIQ awareness Familja Wahda with Lilian Maistre	Radju Malta	13 <sup>th</sup> December 2017
150	LGBTIQ awareness Familja Wahda with Lilian Maistre	Radju Malta	29 <sup>th</sup> December 2017

# Gabi Calleja

# **Advocacy & Lobbying**

# Manifesto: Equality for lesbian, gay, bisexual, trans, intersex and queer (LGBTIQ) people in the 2017 – 2022 legislative period

In the run up to the General Election held at the beginning of June 2017, MGRM teamed up with ARC to draw up a manifesto setting out actions that the Maltese Parliament and Executive should take towards an ever more inclusive and just society for its LGBTIQ citizens. The manifesto proposals were also discussed during a public meeting for members of the LGBTIQ community which was attended by the leaders of the two main political parties together with senior officials from AD and PD. The issues addressed in the manifesto related to

- Gender Identity, Gender Expression and Sex Characteristics
- Education and young people
- Leadership against prejudice
- Equality in employment and services
- Equality for LGBTIQ families

In all the political parties were asked to state their position on 18 different measures. All parties committed to introduce all or most of the measures proposed.

#### **Marriage Equality**

The issue of marriage equality first hit the media in February when during a conference being organised to launch the European Network of Parent Minister Dalli was asked whether there were any plans in hand to introduce marriage equality. The Minister replied in the affirmative given that the MEAE and Consultative Council had been working on a draft bill to this end. The leader of the opposition also followed with expressions of support for the introduction of marriage equality. In the lead up to the General Election, Prime Minister Joseph Muscat promised that should the Labour Party be re-elected, Marriage Equality would be the first piece of legislation to be passed by the new legislature. Members of MGRM participated in the parliamentary committee discussions around the marriage equality bill. Most of the opposition centred around the introduction of gender neutral language. The Bill was passed on the 12<sup>th</sup> of July and was followed by a celebration held in Castille Square. Further provisions were subsequently introduced to allow for the change from Civil Union to Marriage. Marriage between same-sex couples became possible from the 1<sup>st</sup> of September.

# **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 was lead by ILGA-Portugal. The objectives of the project which started in November 2015 and came to a close in November 2017 were:

- combat discrimination and violence against LGBT persons and underreporting figures and increase knowledge on homophobic and transphobic hate crime
- implement applicable EU legislation
- creating a uniform reporting mechanism
- promote networking among all involved actors and

 raising the awareness of LGBT victims of hate crime and encouraging trust-building relationships among relevant stakeholders

The Country Report based on a number of interviews conducted with representatives of Victim Support Services, Security Forces, representatives of the Judiciary and Victims resulted in the publication of a Country Report for Malta. The report made a number of recommendations to address identified short-coming. The project also launched the first ever LGBTIQ hate crime reporting app which is available both online and through mobile phone and is also accessible in Maltese and English. The reporting form together with information on the project can be accessed at: <a href="http://www.uni-form.eu">http://www.uni-form.eu</a>. The app was launched at a conference at the European Parliament in Brussels in September. The Inspector heading the Malta Police Force Victim Support Unit also attended. A leaflet promoting the app was also published.

#### Introduction of X Marker

The introduction of the X marker on ID Cards and Passports became possible as from September. MGRM sought to disseminate information about this new procedure.

#### **Access to Adoption for Same Sex Couples**

MGRM representatives held several meetings with officials from the Ministry for the Family and Social Solidarity in order to advocate for the setting up of new protocols with third countries. This was felt to be necessary given the limited access to adoption for same-sex couples despite the legal framework introduced through the Civil Union Act. It was suggested that Malta seek to establish agreements with a number of South American Countries as well as with a number of key US States such as California and New York. MGRM also advocated for the automatic recognition of parents who had children through IVF or surrogacy services abroad.

### Trans sensitive and trans-specific Health Care.

Following an amendment to the GIGESC Act which depathologised trans identities, MGRM continued to advocate for access to trans health care on the NHS and to ensure that mainstream health care service provision was trans sensitive and did not unwittingly out trans persons. A meeting was held with a number of trans persons and the issues raised were communicated to the Minister for Health. A request for a meeting to discuss the issues was sent and the meeting took place in October. A number of trans persons and parents of trans children attended and were able to tell their stories. Meetings were also held with the Chief Medical Officer to discuss the setting up of a Gender Clinic and to discuss the legal steps required to introduce trans specific health care on the NHS.

# LGBTIQ School Climate Survey

MGRM partnered with GLSEN and the University of Columbia in the US to adapt the GLSEN School Climate Survey to the Maltese context. The survey was conducted between May and September and around 150 responses from young people aged 13 to 22 who were in school were collected. A workshop to disseminate the initial results of the school climate surveys held in a number of EU countries took place during the ILGA Europe annual conference. The MGRM aims to launch the report towards the middle of 2018.

# Local networking

In 2017, 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, GSAM, ARC and LGBTI+ Gozo.

# Nadine Theuma

# Marketing

This year MGRM developed and printed a number of publications as well as a documentary called The Broken Lens in collaboration with GSAM. MGRM also worked on the new MGRM website to be launched in 2018. All were possible with funding obtained through VOPS, Agenzija Zghazagh, ILGA-Europe and through the service agreement with the Ministry for the Family and Social Solidarity.

In the summer MGRM printed two leaflets promoting the HIV self-testing kits and an educational survey that was being carried out in collaboration with GLSEN.

During 2017 MGRM reprinted the Rainbow Support Service leaflets promoting the support service especially during activities and session deliveries.

The Broken Lens was a documentary that was produced by GSAM in collaboration with MGRM and the Rainbow Support Service. The production focused on media representation of LGTIQ individuals and issues in Malta. The young people working on the project interviewed a number of young people and other prominent personalities. The Documentary was launched in October 2017 at Agenzija Zghazagh Youth Village in St. Venera. The launch was attended by over 50 individuals.

**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 collaborated on during 2017 with the aim of community building and/or raising visibility of LGBTIQ issues.

- In the lead up to the General Election Allied Rainbow Communities (ARC) and the MGRM teamed up to organise a joint Q&A session Titled "il-Manifest Elettorali u I-LGBTIQ". The event was attended by leading officials of the political parties including the Prime Minister, Joseph Muscat, Leader of the Opposition Simon Busuttil, Godfrey Farrugia from PD and Ralph Cassar from AD. The event provided the opportunity to discuss the positions of the political parties on a range of issues relevant to the LGBTIQ community.
- Screening of Tom of Finland during the Valletta Film Fesitval. On Friday 23<sup>rd</sup> June Gabi Calleja joined the lead actor Pekka Strang for a Q&A session after the screening. The film tells the story of Touko Laaksonen, a decorated officer who returns home after a harrowing and heroic experience serving his country in World War II. Life in Finland during peacetime proves equally distressing. He finds post-war Helsinki rampant with homophobic persecution, and men around him even being pressured to marry women and have children. Touko finds refuge in his liberating art, specialising in homoerotic drawings of muscular men, free of inhabitations. His work made famous by his signature 'Tom of Finland' became the emblem of a generation of men and fanned the flames of a gay revolution.
- On the 29<sup>th</sup> August the Rainbow Support Service organised a Queer Summer BBQ at the Agenzija Zghazagh Youth Village in St. Venera. A number of LGBTIQ young people and their parents came together for a fun evening.
- On the 2<sup>nd</sup> of September, MGRM in collaboration with Elton Borg organised a successful and well attended launch event for Pride Week with a party at Monaliza. Gabi Calleja also formed part of a discussion panel in a seminar organised by the GWU focusing on HIV and trans issues at the workplace.
- MGRM in collaboration with ARC hosted the Sparkle and Shine Its' Christmas Time party at the Birdcage Lounge in Rabat with DJ Elton and Funkyfonk. A number of singers including Clinton Paul, Amber, Lyndsay Pace, Odessa Green together with the fabulous Madame J'adore, kept everyone entertained.

# Frederick Bartolo Pamis

# Accounts

<b>INCOME &amp; EXPENDITURE ACCOUNT</b>
For the year ended 31st December

For the year ended 31st December	2017		
	€	€	€
Income:			
ILGA HRVDF			-
Rausing Trust Fund			-
Support Groups Trust Fund			-
Youth Programme Funds			-
Civil Society Grant			-
Voices Foundation Grant			-
IE Capacity Building Grant			-
Marriage Equality			-
US Embassy Grant			-
Civil Society Grant 2			-
Grundtvig Preparatory Mtg Grant			-
Ministry for Civil Liberties Pride 2014			-
US Embassy Grant It Gets Better			-
US Embassy Grant Rainbow Support Service			2,282
Dutch Embassy Grant Pride Week			-
Grundtvig Mobility Grant			-
EEA/Norway Grant			-
NGO Grant 2014			-
NGO Grant 2015			-
Small Initiatives Scheme			-
IE Advocacy and Documentation Fund			843
Civil Society Organisations Fund			-
Be Active Scheme #OurStory			-
VOPS RSS Grant 2016			2,481
Civil Society Organisations Fund 2016			-
UNI-Form			9,354
PSP Agreement 2017 - 2019			26,619
VIIV Healthcare HIV Project			5,923
Civil Society Fund 2017			452
VOPS 2017			1,500
AZ Be Active Scheme Broken Lens			1,044
IE Refugee Fund			2,190
Donations & Fund-Raising			8,354
Membership Fees			40
			61,081

#### **Administration Expenses:**

P.R. Literature & Brochures	3,388
Salaries	19,591
NI Contributions	-
Rent	4,200
Water & Electricity	130
Printing	123
Postage	8
Telephone	736
Internet & Web-based Subscriptions	527
Office Stationery	3
Books	-

Legal Fees	218		
Audit & Accountancy Fees	450		
Professional Fees - Researchers	17,721		
Office Machine Maintenance	-		
Refreshments	535		
Premises Expenses	360		
Bank Charges	124		
Depreciation - Office Furniture & Equipment	640	48,755	
Event Expenses:			
Travelling	361		
Conferences	1,304		
Entertainment	-		
Permits	-		
Equipment Hire	316		
Training Costs	50		
Miscellaneous Expenses	3,749	5,779	54,534
NET SURPLUS / (DEFICIT)			6,546

#### **BALANCE SHEET**

BALANCE SHEET		
As at 31st December	20	17
	€	€
Fixed Assets:		
Office Furniture & Equipment		1,921
Current Assets:		
Sundry Debtors	-	
Bank Current A/c #1	28,327	
Bank Current A/c #2	11,053	
Bank Savings	1	
Bank Current A/c #3 - EEA	19,953	
Bank Current A/c #4 - SIS	1,918	62.064
Petty Cash	812	62,064
Company Linkillation		63,985
Current Liabilities:		1 000
Sundry Creditors		1,000
TOTAL NET ASSETS		62,985
TOTAL NET ASSETS		02,363
Represented by:		
ILGA HRVDF Reserve		_
Rausing Trust Fund Reserve		_
Youth Programme Funds Reserve		_
Civil Society Grant Reserve		_
Voices Foundation Grant Reserve		_
IE Capacity Building Grant Reserve		_
Marriage Equality Reserve		_
US Embassy Grant Reserve		_
Civil Society Grant 2 Reserve		_
Grundtvig Preparatory Mtg Grant Reserve		_
Ministry for Civil Liberties Pride Reserve		_
US Embassy Grant It Gets Better Reserve		_
US Embassy Grant Rainbow Support Service Reserve		5,033
Dutch Embassy Grant Pride Week Reserve		-
Grundtvig Mobility Grant Reserve		_
EEA/Norway Grant Reserve		_
NGO Grant 2014 Reserve		1,842
NGO Grant 2015 Reserve		
Small Initiatives Scheme Reserve		_
IE Advocacy and Documentation Fund Reserve		_
Civil Society Organisations Fund Reserve		_
Be Active Scheme #OurStory Reserve		_
VOPS RSS Grant 2016 Reserve		2,519
Civil Society Organisations Fund 2016 Reserve		-
UNI-Form Reserve		22,876
PSP Agreement 2017 - 2019 Reserve		9,381
VIIV Healthcare HIV Project Reserve		2,077
Civil Society Fund 2017 Reserve		_,;,,
VOPS 2017 Reserve		1,908
AZ Be Active Scheme Broken Lens Reserve		20
IE Refugee Fund Reserve		6,850
Accumulated Surplus		10,479
, recurrenced out prod		62,985

# Workplan 2018

		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> <li>Raise awareness on depathologisation legislation amongst medical &amp; health practitioners</li> <li>Advocate for changes to Schedule 5 with regards to Trans healthcare</li> <li>Facilitate the notarial declaration process and transitions between prison sections</li> <li>Maintain communication with prison authorities</li> <li>Facilitate access to information to trans inmates</li> <li>Conduct an information meeting regarding the access to change the Gender Marker to X</li> <li>Monitoring of GIGESC implementation with regards to prison trans inmates</li> </ul>
ality of L	1b	The provision of anti-discrimination legislation in the provision of goods and services to LGBTIQ people	Awareness campaign on the Equality Bill targeting LGBTIQ community
e legal equ	1c	Marriage equality	<ul> <li>Awareness raising on time-limit for conversion of civil unions to marriage</li> <li>Ensure presumption of parenthood effectively implemented</li> </ul>
: To achiev	1d	The enjoyment of sexual and reproductive health and rights	<ul> <li>Continue to campaign for access to Reproductive Rights</li> <li>Communicate with LGBTIQ community on need for review and position of MGRM</li> </ul>
1: GOAL	1e	Constitutional amendment to include sex characteristics (Intersex) in grounds of non-discrimination	Liaise with MEAE and LGBTIQ Consultative Council on putting forward constitutional amendment
Goal	1f	Equal treatment in cohabitation legislation	<ul> <li>Raise awareness about the cohabitation legislation provisions</li> </ul>
	1g	Monitoring of effective implementation of civil union legislation with respect to mutual recognition; parenting rights; social security; housing; etc	<ul> <li>Ensure presumption of parenthood effectively implemented</li> <li>Meeting with MFCS re. access to adoption;</li> </ul>

	2a	Mainstreaming of LGBTIQ issues in policy and service provision	<ul> <li>Monitor drafting and implementation of mainstreaming policy for public service</li> </ul>
	2b	Professional Bodies to issue policies that address LGBTIQ issues	<ul> <li>Set meeting with health and mental health professionals associations</li> <li>Set a roundtable discussion with Institute of Maltese Journalists regarding reporting standards on LGBTIQ issues</li> </ul>
rientation, gender identity, cs	2c	Health-care policies that are inclusive of LGBTIQ, including LGBTIQ segregated data in mainstream research and surveys	<ul> <li>Follow-up with the Director for Human Rights &amp; Integration regarding reversal of life-time ban on blood donation by MSM</li> <li>Improved pharmaceutical treatment regime for HIV</li> <li>Introduction of free-of-charge PrEP &amp; PEP</li> <li>Education campaigns for at-risk communities</li> <li>Online Survey on HIV Testing with the LGBTIQ Community;</li> <li>Campaign for World AIDS Day 2018</li> </ul>
e of sexual o haracteristic	2d	Policies on the treatment of trans and intersex persons by government institutions and public entities	<ul> <li>Advocate for the setting up of the Gender Clinic in full respect of legal framework</li> <li>Advocate for reestablishment of the intersex working group</li> </ul>
policies that refer to and are inclusive of sexual orientation, gender identity, gender expression and sex characteristics	2e	Safe and Inclusive school climates for LGBTIQ students and educators	<ul> <li>Monitor implementation of LGBTIQ Action Plan measures</li> <li>Publication of School Climate Survey Results</li> <li>Development of a module at University of Malta</li> <li>Development of module for SMTs through Institute for Education</li> <li>Submit proposal for in-service teacher training</li> <li>Provision of training and consultancy services to schools on request</li> <li>Liaising with schools to advocate for LGBTIQ students</li> </ul>
Goal 2: To have poli	2f	Social Security and Housing provision that is inclusive of LGBTIQ individuals and families	<ul> <li>Monitor implementation of Civil Union, Marriage Equality and GIGESC legislation</li> <li>To check that forms with respect to applications for housing and social security now include same-sex couples and X provision</li> </ul>
Goal	2g	National Implementation of LGBTIQ Action Plan on Equality adopted by Government	<ul> <li>Contribute to drafting a new Action Plan and monitor its implementation</li> </ul>
	2h	The effective implementation of hate crime legislation and monitoring of hate crimes; support to victims; etc.	<ul> <li>Publish Country report drawn up as part of the UNI- Form Project</li> <li>Dissemination of the website and mobile reporting app</li> <li>Maintain links with the Police Academy and Police Victim Support Unit</li> </ul>

udes towards beople	3a	Raise awareness and visibility of LGBTIQ people and the issues which affect them	<ul> <li>Participation in TV and Radio programmes</li> <li>Participation in LGBTIQ &amp; Women's Consultative Council</li> <li>TRANSformazzjoni Documentary Project VOPS 2018 Funding</li> </ul>
cietal attit LGBTIQ p	3b	Promote a norm critical approach to gender identity, gender expression and sex characteristics	<ul> <li>Training provided to Professionals</li> <li>Liaise with other NGOs in the provision of training &amp; workshops</li> </ul>
itive so Ision of	3c	Raise the visibility and acceptance of LGBTIQ families	Content on website specific to rainbow families
To bring about positive societal attitudes towards and the social inclusion of LGBTIQ people	3d	Raise the visibility and awareness of LGBTIQ Elderly and advocate for inclusive policies and services	<ul> <li>Webpage on new website</li> <li>Set up meetings with the Department for the Elderly to discuss introduction of good practice guidelines</li> <li>Liaise with Gender Studies &amp; Gerontology Department on research study</li> <li>Re-issue Grey Pride booklet</li> </ul>
Goal 3:	3e	Raise awareness of how intersectionality can compound difficulties faced by LGBTIQ persons	<ul> <li>Meet with CRPD to discuss issues around LGBTIQ issues and disability</li> </ul>
ngage in ncern	4a	Engage the LGBTIQ community in MGRM's work with MGRM being clearer in communicating its goals, purpose and direction	<ul> <li>MGRM membership drive linked to facebook and new website</li> <li>Launch new website to be kept updated by respective committee members</li> </ul>
BTIQ community to engage s that are of direct concern	4b	Increase MGRM's visibility among the LGBTIQ community and strive for greater participation and representation	<ul> <li>Quarterly newsletter to increase awareness of MGRM's work</li> <li>Leaflet on MGRM</li> <li>E-publication of Annual Report 2017</li> </ul>
TIQ co	4c	Increase participation in MGRM's events	One social event every quarter
er the LGE ical issues	4d	Encourage the emergence of positive LGBTIQ role models from within the community	<ul> <li>Page on website highlighting LGBTIQ Role Models</li> <li>Be-Active Project - LGBTIQ Youth Activism - the Past and the Present Booklet</li> </ul>
al 4: To empower the LGB' social and political issues	4e	Promote respect for diversity within the LGBTIQ community	<ul> <li>Incorporate and highlight intersectional issues in any publications and media tools</li> </ul>
Goal 4: Socia	4f	Build the capacity of the LGBTIQ community to advocate on its own behalf	<ul> <li>Participate in EU monitoring of Code of Conduct</li> <li>Training of trans persons interested in appearing on media</li> </ul>

Implementation of PSP Agreement   Support Service   Support group for parents of trans children and youth   Support group for parents of trans children and youth   Publish Leaflets on Trans/Intersex   Publish Leaflets on Trans/Intersex
Develop leaflets, booklets and other resources for LGBTIQ individuals and their families
6a Liaise with other LGBTIQ and non-LGBTIQ groups as well as individuals working on LGBTIQ and human rights issues  6b Make use of opportunities presented by CHOGM, EU Presidency and V18 in order to raise visibility of LGBTIQ issues  6c Sharing of good practices and seeking opportunities for partnership with national as well as foreign entities  6 Participate in 'Reducing Health Inequalities Project Final Conference and disseminate training tools  6 Participate in platforms such as PRIDE and HIV/AIDS working groups; PHROM and MCWO; ARC; Drachma; LGBTIQ/Gender Consultative Councils  6 Collaborate with G-SAM on Youth Activism Project Collaborate with ARC on HIV Campaign & PRIDE Attend Preparatory Meetings and CHOGM in April 2018  6 Respond to relevant requests for project partnerships when they arise
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LGBTIQ groups as well as individuals working on LGBTIQ and human rights issues    HIV/AIDS working groups; PHROM and MCWO; ARC; Drachma; LGBTIQ/Gender Consultative Councils   Collaborate with G-SAM on Youth Activism Project Collaborate with ARC on HIV Campaign & PRIDE in order to raise visibility of LGBTIQ issues    Attend Preparatory Meetings and CHOGM in April 2018
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Citation
- Criticos
7a Increase the capacity of MGRM to Register with EUPA for EVS posting and issue call
7a Increase the capacity of MGRM to Register with EUPA for EVS posting and issue call
achieve its mission internships related to specific initiatives;
7b Establish funding streams and continue building on its human resources  • Work on building accounting system • Apply for VOPS; AZ; EU Funding; Arts Council; SIS • Launch new Membership Scheme  • Maintain and seek new international links and networks  7c Maintain and seek new international links and networks  7d Improve the administrative capacity  7d Improve the administrative capacity
7d Improve the administrative capacity and efficiency of MGRM  To Develop a communication strategy for the organization  Improve the administrative capacity and efficiency of MGRM  Initiate process to register MGRM as a legal entity  To Draw up priority communication targets for 2018
7e Develop a communication strategy for the organization  • Draw up priority communication targets for 2018  • Launch new website
7f Clarify MGRM's position on major socio-political issues