

Strategic Plan 2018 – 2019



Structure and Function of Colour Youth

Colour Youth consists of regular, associate and honorary members. Each individual between the ages of 18 and 30 who has fulfilled their financial obligations towards the organisation is a regular member. Individuals older than 30 years can take part as supporting (associate) members of Colour Youth.

Colour Youth consists of the following bodies:

- General Assembly
- Management Team
- Working Groups
 - Community Building Working Group
 - Support Working Group
 - Advocacy Working Group
 - Supporters' Working Group
- Financial Control Committee

And the following positions:

- Communications Officer
- Human Resources Officer
- Trainings Officer

The General Assembly is the highest body in the organisation, and is responsible for the organisation, approves the annual budget, shapes Colour Youth's political positions and expresses the members' will. In addition, they elect the Manager, the Treasurer and the Secretary. The remaining members of the Management Team are elected by each of the working groups, which are sub-groups of Colour Youth, and their election is ratified by the General Assembly. The working groups serve the basic needs of the organisation. The Management Team is the governing body of the organisation, works on a voluntary basis, and is responsible for the implementation of the annual plan, which emanates from the strategic plan. Finally, time-bound project groups can be created for the implementation of specific actions.

Colour Youth is a proud member of the Racist Violence Recording Network, which was established by the National Commission for Human Rights and the Office of the United Nations High Commissioner for Refugees. On an international level, Colour Youth is a member of the International LGBTQI Youth and Student Organisation (IGLYO), the European Region of the International LGBTQI Association (ILGA-EUROPE), and Transgender Europe (TGEU).

Vision

Colour Youth envisions a world in which sexuality, gender identity, gender expression, and sexual characteristics and bodies in all their varieties can be expressed without the fear of criticism, marginalisation, and violence. In this world, all young individuals will have the right to self-determination regarding their sexuality, their gender and their body, and will be free to take part in communities and societies without discrimination, so that they can reach their full potential, enjoying respect and positive recognition.

Mission

Colour Youth - Athens LGBTQ Youth Community's mission is:

1. The creation of an active and united LGBTQI youth community based on our values and solidarity against discrimination,
2. The support, empowerment and mutual help of LGBTQI youth through training, interaction, and mutual support so that personal development and socialisation are achieved,
3. The representation of the LGBTQI youth at official and unofficial institutions,
4. The advocacy and promotion of the rights of LGBTQI youth,
5. Informing society about the issues of LGBTQI youth, such as equality, the effects of discrimination, and mental and sexual health.

Values

Colour Youth promotes and supports the following values:

- Respect for diversity
- Absolute respect for human rights
- Democracy, transparency and dialog
- Active participation of young people and responsibility towards duties and commitments.

Colour Youth is against and fights:

- Homo-, lesbo-, bi-, pan-, ace-, inter-, and transphobia , and any negative feeling based on the sexuality, the gender or the body of a person
- Heteronormativity, heterosexism, sexism, cis-normativity, and cis-sexism
- All forms of exclusion, hatred, and discrimination.

Objective I: Social Change

Strategic Objective

Colour Youth's objective is visibility of the LGBTQI community and positive change in society for LGBTQI youth, especially in the education sector, as a competent body representing the LGBTQI youth of Athens.

Objectives and Sub-objectives

A. Empowerment of LGBTQI individuals, with emphasis on trans individuals, women, and individuals who question their sexual orientation or/and their gender identity.

1. Regular empowerment/experience-based meetings.
 - a. Continuation of the group for young women for both years
 - b. Continuation of the groups for young trans and non-straight individuals
2. Trainings on sexual orientation, gender identity, gender expression and sexual characteristics.
 - a. Continuation of the weekly open events
 - b. Closed (with registration) seminars for more specialised issues. It is suggested that at least 6 seminars take place per year.
3. Creation of informational resources
 - a. Advice for young trans individuals.
 - b. Advice on coming out.
4. Informing actions to the LGBTQ community on the issues affecting intersex people, aiming to create a safe space, and to actively include intersex people.
 - a. Creation of informational material.
 - b. Trainings.
 - c. Networking with intersex groups and activists.

B. Support the needs of LGBTQI youth

1. Provision of individual psychological support around issues regarding sexual orientation, gender identity, expression, and sexual characteristics. Priority will be given to the psychosocial support for victims of violence on the grounds of sexual orientation and/or gender identity.
2. Offer legal counselling for issues with regards to the special needs of LGBTQI individuals.
3. Continuation of the recording of incidents of violence and discrimination on the grounds of sexual orientation, gender identity, and expression.
4. Networking with organisations and bodies that offer support services, in order to provide services in the best way possible.
5. Informing actions for health issues that affect LGBTQI individuals through the creation of a forum.
6. Continuation and intensification of the social wardrobe's work that started in 2017. In 2018, Colour Youth will record the needs for clothing in the LGBTQI community of Athens and will investigate ways for needs to be met systematically.

7. Starting procedures with the aim of establishing a shelter for LGBTQI+ people in Athens
 - a. Examine the magnitude of the problem within the first six months of 2018 and start connecting with national, international, governmental, and non-governmental organisations that offer relevant services with an aim of enhancing our know-how regarding the issue.
 - b. By the end of 2018, Colour Youth will have written a documented and in-depth text that will discuss the problems such a shelter will solve, the needs for the implementation, material or not, and an analytical budget but also the risks that such a venture will face.
 - c. In 2019, Colour Youth will seek potential partners for this venture and start contacting stakeholders that could support the creation of a shelter
8. Support LGBTQI refugees
 - a. Continuation of legal counselling and support for LGBTQI refugees during the interview procedure in the Asylum Service.
 - b. Continuation of networking with other organisations and bodies that work with refugees.
 - c. Interconnection with LGBTQI refugees in order to better understand their needs.
9. Creation of an evaluation mechanism for the services provided by Colour Youth and the creation of action plans based on the results.

C. Recognition of discrimination based on sexual orientation, gender identity or expression and sexual characteristics in secondary education, and the empowerment of students.

1. Publication of the results of the survey for discrimination on the grounds of sexual orientation, gender identity and expression and sex characteristics in schools.
2. Based on the survey's results, in 2018, Colour Youth will create a document highlighting the main problems that LGBTQI students face and proposing the necessary changes for them to be solved. With the help of this document, Colour Youth will work to solve these problems by advocating in various ranks of the Ministry of Education and creating alliances with other bodies working in the field of education.
3. Organisation of an educational seminar addressed to secondary education teachers, possibly in cooperation with other institutions that work in the field of education.
4. Preparation for the repetition of the survey in 2019. Colour Youth's goal is for the survey to be implemented in cooperation with the State.
5. By the end of the two-year period, Colour Youth should be in a position to support student initiatives in schools.
 - a. Advocating in various ranks of the Ministry of Education
 - b. Creation of alliances with other bodies working in the field of education.
 - c. Creation of resources that students could use.

D. Elimination of stereotypes and prejudices against LGBTQI people in media:

1. Creation of a guide for the representation of LGBTQI identities in media, targeting journalists and media students.
2. Creation and implementation of a series of trainings for journalists and media students
3. Creation of a recommendations paper for the elimination of negative stereotypes and prejudices against LGBTQI people in media discourse
4. Advocacy of this issue to relevant stakeholders.

Objective II: Organisational Development

Strategic objective

The development of the organisation's viability with regards to material, financial and human resources, so that it can act in an effective and timely way, and can consist of informed, active and willing members.

Objectives and Sub-objectives

A. Visibility and Transparency

Colour Youth aims at being an organisation that is open to the public, and which demonstrates its actions, including its financial actions.

1. Information about its actions is distributed through its website, newsletters, annual reports, specific events and the like
 - a. Annual reports are published on Colour Youth's website within the first four months of the following year and are available both in Greek and in English.
 - b. Innovation and improvements are included above and are communicated appropriately

B. Financial management & viability

Colour Youth actively seeks financial viability and proper and transparent financial administration thereof.

1. Maintain a broad base of sources for funding and strengthen private initiative
 - a. Creation of a project group to increase and enhance the union's financial resources.
2. Record any collaboration with sponsors / donors. This manual will be available to the Management Team, the Financial Control Committee, and to members.
3. Creation and implementation of instructions and guidelines for:
 - a. Creation and approval of budgets.
 - b. Approval and control of expenses.
 - c. Documentation and reporting of financial information.
4. Quarterly internal reports are given to the management team, the financial control committee and the members.
5. Ensuring the viability of our headquarters (offices and training/meeting spaces) through the purchase of adequate equipment and sourcing funding for 2019 onward.
6. Sourcing funding during 2018 and 2019 for:
 - a. Activities regarding empowerment.
 - b. Activities regarding support.
 - c. Activities regarding support for refugees.

C. Supervision and assessment

Colour Youth continuously pursues the improvement of its administrative procedures. Periodic assessments are a part of the organisation's self-assessment.

1. For the measurement of progress, Colour Youth will develop a monitoring system with an adequate number of indicators. This system will be developed within the first half of 2018 and will include clear and realistic monitoring procedures (which data is collected, how often, and by whom).
2. There will be regular (quarterly) internal financial checks, starting in the first quarter of 2018. Their results will be shared with the management team and members.
3. Each funded project is supervised by a group of members (of which at least one person will be a member of the Management Team). The team will communicate on a regular basis with the paid staff (if any) and the volunteers participating in the program, to ensure the best quality of the actions and the achievement of the objectives. This team informs the MT and its members about any comments it might make.
4.
 - a. Make regular (quarterly) reports on the progress of programs under the responsibility of their coordinators, which will be communicated to the MT, the Supervisory Team, and the members.

D. Member/Volunteer engagement

1. The responsibilities, including the decision-making responsibilities, of the General Assembly, the Management Team and the Project Groups are known by personnel, members, volunteers, and any directly associated party.
2. Actions for greater inclusivity
 - a. Empowerment and engagement of women and trans people at all levels of the organisation (volunteers, members, project groups, positions of responsibility, project managers, and the management team).
3. More active member and volunteer engagement, and promotion of taking active responsibility.
 - a. Study the involvement of members in order to create indicators for its qualitative measurement and to compare the progress of each 6-month period with previous ones.

Suggested indicator: in what degree are the same members constantly involved in projects.

- b. Regular (bi-monthly) introductory trainings will be held for the new members on issues regarding the way the organisation operates, as well as basic LGBTQI and feminist issues.
4. Creation of a human resources policy. This policy and the regulations will be recorded in a manual that will be available to members and volunteers. After the end of the two-year period, this policy should be applied effectively, regulated, and modified when necessary. Among others the following will be included:
 - a. Mechanism for the prevention and treatment of members' burn-out.
 - b. Policy and regulations for personnel (always in accordance with the relevant labour legislation) emphasising the creation of a pleasant working

environment, the promotion and recognition of their results, and the creation of motivation.

E. Skills development by members/volunteers and the management team

1. The organisation will develop a training and skill-development plan for its members and volunteers, until the end of 2018. After the end of the two-year period, this plan should be applied effectively, regulated, and modified when necessary.
2. The management team, from the moment it is elected, will be trained in managerial skills so that its members can develop, and maintain their leadership skills.

F. Project management

For projects that are managed either by personnel or volunteers, the involved individuals should have the appropriate skills and be supervised to ensure quality:

- Projects and actions are relevant to the issues and problems of LGBTQI youth.
- Objectives are specific, measurable, attainable, realistic and time-bound.
- Budgets are created for all project groups, are approved by the management team, and are modified if necessary.
- Action results correspond to the corresponding objectives (qualitatively and quantitatively).
- Communication between the remainder of the organisation is regular and is done in a spirit of cooperation and mutual respect.