Strategic Plan

2020 – 2021

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 National Committee for the Human Rights and 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 feminist group which is open to all femininities and others who feel it concerns them for both years

b. Continuation of the empowerment groups for young non-cis and non-straight individuals as well as individuals who are still questioning their sexual orientation and/or their gender identity

2. Training on sexual orientation, gender identity, gender expression and sexual characteristics issues.

a. Continuation of the weekly open events with emphasis on issues of gender identity in order to eliminate transphobic incidents and to normalise the use of pronouns when introducing one's self.

3. Creation of informational material.

4. 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. Continuation of the recording of incidents of violence and discrimination on the grounds of

sexual orientation, gender identity, and expression.

3. Networking with organisations and bodies that offer support services, in order to provide services in the best way possible.

4. Continuation of processes that began in 2018 in order to found a shelter for homeless LGBTQI+ people in Athens.

    a. Research for possible associates for this attempt and start contacting entities which can support the opening of this shelter.

5. Support for LGBTQI refugees.

    a. Continuation of the legal counseling and support of the LGBTQI asylum seekers during their interviews at the Asylum Service on the condition that the aforementioned service is provided as part of an externally funded program.
    b. Continuation of networking with other organizations and entities that deal with refugees and asylum seekers.

6. Creation of a mechanism for the evaluation of the services provided by Colour Youth and their improvement 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. Colour Youth will attempt to solve the problems that LGBTQI students face by applying political pressure on several tiers of the Ministry Of Education and working with other entities that are active in the field of education.
2. Organisation of educational seminars addressed to secondary education teachers, possibly in cooperation with other institutions that work in the field of education, to address homophobia and transphobia and bullying in schools, in order to create an inclusive climate.
3. Preparation for the repetition of the survey in 2021. Colour Youth's goal is for the survey to be implemented in cooperation with the State.

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 six 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 through relevant guides

c. The website will be evaluated and redeveloped every year, both in content and structure.

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. Semi-annual 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 2020 onward.

6. Sourcing funding during 2020 and 2021 for:

a. Activities regarding empowerment.

b. Activities regarding support.

c. Activities regarding support for refugees.

d. Informing and supporting young trans people.

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. A group of members will develop a monitoring system with an adequate number of indicators for the measurement of the progress on strategic objectives. This system will include clear and realistic monitoring procedures (what data is collected, how often, and by whom).
2. There will be regular (semi-annual) internal financial checks, starting in the first quarter of 2020. 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.

   a. Make regular (semi-annual) 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.

4. Evaluation of the implementation of the strategic plan in every regular general assembly within the next two years.

D. New Member/Volunteer engagement

1. Intensification of actions that will bring new people into contact with our organization (visits at universities, open events, actualization of open trainings in regard to Colour Youth's structure and operation).
2. Creation of an application form for volunteers during the implementation of a social project.
3. Establishment of indicators for the evaluation of the engagement (and registration) of new members in the organization every semester.
4. Creation of a list with all the current projects, as well as the project manager's contact info, which will be available for members.

E. 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 (quarterly) 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. Accentuate the training of members on issues of inclusivity, especially trans issues and the normalisation of using pronouns.

5. 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.

F. 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 2020. 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.

3. The Management Team will accommodate for the syndication of knowledge to the whole organization from members that participated in seminars/conferences/training sessions representing the organization.

4. Establishing the creation and renewal of the manuals that already exist to the members in order to be even and implicated at special position and/or projects that agree to undertake.

G. 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:

1.Projects and actions are relevant to the issues and problems of LGBTQI youth.

 2.Objectives are specific, measurable, attainable, realistic and time-bound.

3.Budgets are created for all project groups, are approved by the management team, and are modified if necessary.

4.Action results correspond to the corresponding objectives (qualitatively and quantitatively).

5.Communication between the remainder of the organisation is regular and is done in a spirit of cooperation and mutual respect.