programme

Trans*: Safe and Equal!
Budapest 2014
TGEU
Transgender Europe
5th European Transgender Council
This project has been produced with financial support from the Open Society Foundations, the Dutch Government, the Arcus Foundation, the Astraea Lesbian Foundation and the PROGRESS Programme of the European Union. The contents of this publication are the sole responsibility of the author, and can in no way be taken to reflect the views of the European Commission, the Open Society Foundations, the Dutch Government, the Arcus Foundation, the Astraea Lesbian Foundation and the PROGRESS Programme of the European Union.
Dear participants!

It is my pleasure to welcome you to the 5th European Transgender Council here in the majestic city of Budapest. This is our first Council in Central-Eastern Europe! It is about time we brought our agenda and our work to spaces that are important to our members and communities living a bit further from the West. That said, there are still many countries (and regions!) where the Council has yet to be organized and we hope that in time you, our members and allies, will help us bring this important European event to every region known to trans activism.

Until then, please enjoy this year’s Council whose slogan is “Trans*: Safe and Equal!” TGEU believes firmly in the need to ensure trans people’s safety in Europe by establishing anti-discrimination policies, working towards their implementation and by supporting trans communities with valuable knowledge. We all deserve the right to live in a safe environment and we all deserve to be treated equally in all aspects of life. As one of the organizations behind the event, we hope that the programme of our conference will bring all these topics (and more) together, creating a safe and open space for exchanging experiences, learning and just being ourselves.

As you will see in this booklet, there are many workshops and plenaries to be excited about. This time we decided to put the primary focus on legal gender recognition, victims’ rights and anti-discrimination legislation. While legal gender recognition is still a pressing priority, in the past two years we have expanded our activities and can now also focus on the grimmer aspect of trans lives in Europe – violence and hate crimes. We are aware that this is an issue that our communities face everyday and we want to highlight strategies that will ensure better protection and support. TGEU’s Trans Murder Monitoring project already sends out updates on a regular basis on how violence affects our lives. At the conference we will focus on practical issues, upcoming policies, established tools and whether various institutions are committed to bettering our situation. We hope that this Council will help increase trans safety everywhere!

To boost safety and to increase the effectiveness of our advocacy, we have paid attention not only to trans topics in general, but also to trans activist issues and safer spaces. Hence, I would especially like to recommend that you attend workshops on activist well-being, trans funding and online spaces. But there are many other workshops and spaces for you to participate in which also offer exciting opportunities for you to build your knowledge and network! Throughout that event, you will have the possibility to register your own space as well. Furthermore, please check the programme to find out if there is a regional caucus that you can join that will address issues specific to your home country. However you decide to spend these four days, we hope it will be in an inspiring atmosphere, feeling safe among your friends and allies. The TGEU Steering Committee and Staff, along with our host organization, Transvanilla, have done everything to make your stay memorable.

Welcome to Budapest!

Wiktor Vern Dynarski
TGEU Co-chair
On behalf of the organizing team I would like to warmly welcome you to the 5th European Transgender Council. We are really excited to see you here in Budapest, Hungary!

The biannual Council is an essential gathering for those working in the field of trans rights, as well as for policy makers, allies and supporters. It offers a unique opportunity for trans activists to share, learn and develop strategies for advancing trans rights across Europe.

This year Transgender Europe managed to put together an innovative and exciting program, as well as provide many opportunities to share our experiences and learn from each other.

We would like to note that hosting this conference is only possible thanks to the work and commitment of many people who have helped us in planning and organizing both the official programme, and social activities. Without the support of our faithful volunteers and devoted allies in Hungary, our generous funders and the wonderful host venue of Hotel Rubin, this council would not have been possible.

We are looking forward to spending these four days with you. Please, do not hesitate to approach us if we can help you in any way to make your stay as pleasant as possible.

I wish you all an interesting and informative conference with lots of possibilities for fruitful networking.

Üdvözöllek Budapesten!

Barnabas Hidasi
President
Transvanilla
Dear Council Members,

it is my honour to welcome you in Budapest, at the meeting of the 5th European Transgender Council.

As it is stipulated in several international documents and in Hungarian Basic Law as well: every human being is entitled to equally enjoy universal human rights, irrespective of individual characteristics such as race, age, health issues or gender identity. Equal human dignity and the idea of universal human rights are common values in European democracies and at the same time the preconditions for a tolerant, inclusive society.

In the last decades, the legal and institutional framework to combat discrimination was set up in Hungary. However Hungarian researches and the EU LGBT survey published by the Fundamental Rights Agency in 2013 equally show that for real tolerance, there is still a lot of work to be done. I am confident that this meeting will contribute to make „safety and equality” shared values for every human being, so that every person may equally enjoy their inviolable right to life and dignity.

I wish you every success to the meeting and to the work of the Council.

László Székely
Welcome to the 5th European Transgender Council. In order to make this Council a place where everyone feels comfortable, safe and respected, please respect the following guidelines:

1. Respect. All our gender identities are valid and equal. Respect people's chosen gender identity and address people with the name and pronoun they prefer.

2. We are here to help. If you feel unsafe at any point contact one of the people in the black conference t-shirts. You can always approach us.

3. Be open. Don’t assume you can read a person’s gender identity or preferred pronoun from the way they are presenting. Use gender-neutral pronouns or ask politely if you are not sure how to refer to someone.

4. Respect privacy. Don’t ask people about their past, former names, operations, genitals or sexual practices without their explicit consent. Do not take photographs of people without their explicit permission.

5. Be non-judgemental. Don’t judge a person’s gender identity or evaluate them in terms of how well they ‘pass’ in their preferred gender. There is no such thing as ‘not being trans* enough’.

6. Be anti-oppressive. Recognise that we live in a society full of power imbalances due to race, class, gender, immigration status, sexuality, age, physical ability, and other experiences and identities. Respect our differences and diversity.

7. Confidentiality. Don't disclose another person's trans* status or intimate knowledge you have about them to anyone else. Be trustworthy.

If you need to speak to someone urgently, call the Council’s Event Manager at +36 30 597 5292.
Council Programme

Please note the details are correct as of printing, but are subject to change. Delegates will receive a copy of this programme in their Welcome Package. Registration and all panels and workshops will take place in Hotel Rubin.

**Thursday, May 1st**

17.00-19.00 Delegate Registration
Meet and Greet Event

**Friday, May 2nd**

9.00-10.00 Delegate Registration
10.00-10.40 Opening and Keynote Address
10.40-11.00 Coffee Break
11.00-12.15 Panel on Legal Gender Recognition
12.15-13.05 Presentation Candidates Steering
13.05-14.30 Lunch
14.30-16.00 Parallel workshops (1-6)
16.00-16.20 Coffee Break
16.20-17.20 Parallel workshops (7-12)
17.30-19.00 Self-Organized Spaces
19.00-20.30 Dinner
20.30-22.00 Social evening / wellness / bowling / fitness

**Saturday, May 3rd**

9.00-10.00 Delegate registration / Regional Caucuses
10.00-11.10 Panel: Supporting Trans* Victims
11.10-11.30 Coffee Break
11.30-13.00 Parallel Workshops (13-18)
13.00-14.30 Lunch
14.30-15.45 Parallel workshops (19-24)
15.45-16.00 Coffee Break
16.00-19.00 TGEU General Assembly
19.00-20.00 Self-Organized Spaces
20.30-22.00 Dinner at COMICS Shottail Bar
22.00-late Gender Bender Council Party at COMICS Shottail Bar

**Sunday, May 4th**

10.00-11.30 Panel on Trans* Equality
11.30-12.00 Closing Remarks
12.00-13.30 Packed Lunch available to collect

**Keynote Address**

Navy Pillay, United Nations High Commissioner for Human Rights
http://www.ohchr.org/

Helena Dalli, Minister for Social Dialogue, Consumer Affairs and Civil Liberties in Malta
http://cdn.tvm.com.mt/
Hon. Dr. Helena Dalli MP was elected to the Maltese Parliament for the first time in 1996 and served as Parliamentary Secretary in the Office of the Prime Minister between 1996 and 1998. During her tenure as parliamentary secretary, she piloted the Domestic Violence Bill. Dr. Dalli was re-elected to Parliament in all subsequent national elections. Between 1998 and 2013 she served as shadow minister for the public administration, public investment and gender equality. Following a change in government in March 2013, Dalli was appointed Minister for Social Dialogue, Consumer Affairs and Civil Liberties.

She is currently championing various ambitious human rights and equality bills, including a Civil Union Bill and a Cohabitation Bill (both open to heterosexual and same-gender couples), the introduction of gender identity in the Constitution, a Gender Identity Bill and a process that leads to the setting up of a human rights institution in line with the Paris Principles.

Navi Pillay is the UN High Commissioner for Human Rights. As UN Human Rights Chief, she has been a vocal supporter of the protection of the human rights of LGBT people, for example launching the Free & Equal campaign in 2013. She previously served as a judge on the International Criminal Court in the Hague from 2003 to 2008.

From 1967 to 1995, Pillay was an attorney of the South African High Court and was appointed judge in 1995. She exposed the practice and effects of torture and established prisoners’ rights on Robben Island. As a member of the Women’s National Coalition, Pillay contributed to the inclusion of an equality clause in South Africa’s Constitution, prohibiting discrimination on the grounds of race, gender, religion and sexual orientation.

In 1999, Pillay was elected Judge President of the International Criminal Tribunal for Rwanda, which she had joined in 1995. At the Tribunal, she contributed to ground-breaking jurisprudence on rape as genocide and on freedom of speech and hate propaganda.

Born on 23 September 1941, Navi Pillay holds a Bachelor of Arts and a Bachelor of Laws from Natal University South Africa. She also holds a Master of Laws and a Doctorate in Juridical Science from Harvard. She has two daughters.
Panel Descriptions

Panel 1: Legal Gender Recognition - Ways forward!

**Speaker/ Chair**

Moderation:  
**Richard Köhler**, Senior Policy Officer, Transgender Europe

**Brief Outline/ Suggestions for Speaking Points**

The European landscape of legal gender recognition procedures is currently undergoing drastic changes with more laws coming under scrutiny as trans people and activists press for quick, transparent and accessible procedures. More tools become available and promising examples provide opportunities for inspiration and lessons learnt. This panel will explore how different institutions and stakeholders can contribute to human rights compatible regulations.

**Alecs Recher**, Executive Board, Transgender Europe  
**Nicolas Beger**, Director, Amnesty International Office to the European Institutions  
**Anna Śledzińska-Simon**, Human Rights Expert, Poland  
**Silvan Agius**, Human Rights Policy Coordinator, Maltese Government  
**David Scamell**, Program Officer, Open Society Foundations

Panel 2: Healing the Wounds - Protection and Support for Transgender Survivors of Violence and Crime

**Speaker/ Chair**

Moderation:  
**Boglarka Fedorko**, Project Manager, Transgender Europe

**Brief Outline/ Suggestions for Speaking Points**

The trans community is still very much affected by violence and crime, be it through own or anticipated experiences. This panel explores protection mechanisms that also benefit trans people. What are promising practices? What needs to be taken into account when designing policies to better protect trans people against violence and to support survivors? What is the role of European mechanisms to better protect trans people from violence? How can states increase their commitment? How can activists hold their authorities accountable?

**Bastiaan Winkel**, Council of Europe Sexual Orientation and Gender Identity (SOGI) Unit  
**Pierre Masson**, European Commission against Racism and Intolerance  
**Louisa Klingvall**, Policy Officer, European Commission  
**Anna Kirey**, Researcher, Human Rights Watch
### Panel 3: Next Stop Equality – Towards Trans Persons’ Full Rights

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<thead>
<tr>
<th>Speaker/Chair</th>
<th>Brief Outline/ Suggestions for Speaking Points</th>
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<tbody>
<tr>
<td>Moderation:</td>
<td>It is all too common: a trans employee gets harassed and management does not interfere; a landlord kicks a trans woman and her family out, she does not know where to turn to. Research as well as community narratives show that trans people are disproportionately wronged and often feel unable to demand their rights. This panel explores possible ways forward on how to achieve equality for trans people as well as potential set-backs. What does the trans movement need to effectively advocate for its rights? Which role can anti-discrimination legislation, European institutions and public support-projects have in this? And how does stigma-free access to trans-specific health care fit into all of these?</td>
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**Justus Eisfeld**, Co-Director, Global Action for Trans*Equality  
**Robert Biedron**, LGBT Rapporteur, Parliamentary Assembly of the Council of Europe,  
**Lene Lovdal**, Advisor, Norwegian Equality Ombud  
**Wiebke Fuchs**, Project Manager, Berlin Senate  
**Dr. Eszter Kismódi**, International Health Expert
### List of Workshops

**Slot 1 (90 min), Friday May 2, 14:30-16:00**

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<th>#</th>
<th>Title</th>
<th>Speaker(s)</th>
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<tbody>
<tr>
<td>1</td>
<td>Access All Areas! - Advocacy Tools and Strategies for Legal Gender Recognition</td>
<td>Richard Köhler / Jack Byrne / Nathan Gale</td>
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<tr>
<td>2</td>
<td>Personal Wellbeing of Activists</td>
<td>Jolanta Cihanoviča</td>
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<td>3</td>
<td>Out of the box tactics for influence</td>
<td>Faith Bosworth</td>
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<td>4</td>
<td>Trans in Education</td>
<td>Frank Kruger / Sinem Hun / Aras Güngör / Barış Sulu</td>
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<td>5</td>
<td>Monitoring violence against trans people and documenting human rights violations related to transitioning and gender recognition</td>
<td>Boglarka Fedorko / Bert Verstappen / Anna Kirey</td>
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<tr>
<td>6</td>
<td>TGEU Activity Report</td>
<td>Wiktor Dynarski / Aleks Recher / Julia Ehrt</td>
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**Slot 2 (60 min), Friday May 2, 16:20-17:20**

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<th>#</th>
<th>Title</th>
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<tr>
<td>7</td>
<td>Introduction to Developing, Monitoring and Evaluating Projects for Successful Grant Writing</td>
<td>Noah Keuzenkamp</td>
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<tr>
<td>8</td>
<td>Institutionalizing Ourselves through Community Building</td>
<td>Dr. Bea Bodrogi / Krisztina-Kolos Orban</td>
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<tr>
<td>9</td>
<td>Depathologisation of Trans Identities</td>
<td>Richard Köhler / Sophie Aujean / David Scamell</td>
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<tr>
<td>10</td>
<td>Anti-Discrimination Legislation in Your Own Country</td>
<td>Oddvar Thorbjørnsen Faltin / Stein Wolff Frydenlund</td>
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### List of Workshops

#### Slot 2 (60 min), Friday May 2, 16:20-17:20

<table>
<thead>
<tr>
<th>Title</th>
<th>Speaker(s)</th>
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<tbody>
<tr>
<td>Work: Declaration of Dordrecht &amp; Business at the Service of the Trans* Community</td>
<td>Corine van Dun / Elleke Alink / Morana Biljaković</td>
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<tr>
<td>TGEU Organisational Budget &amp; Financial Report</td>
<td>Arja Voipio / Julia Ehrt</td>
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#### Slot 3 (90 min), Saturday May 3, 11:30-13:00

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<tr>
<th>Title</th>
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<tr>
<td>Transrespect versus Transphobia: Results and Presentation of New Survey</td>
<td>Carla LaGata + 6 others</td>
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<tr>
<td>Training on UN Mechanisms</td>
<td>John Fisher</td>
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<tr>
<td>(12:15-13:00) IGLYO and Trans* Youth and Students around Europe</td>
<td>Alexa Santos</td>
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<tr>
<td>Transfeminism and Transforming Survival: Transgender People’s Access to Domestic Violence Refuges</td>
<td>Sarah Golightley / Yana Sitnikova</td>
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<tr>
<td>Sex Workers’ Rights: Building Alliances with the Trans* Movement</td>
<td>Luca Stevenson / Kiromiddin Gulov / Aleksandr Golushenko</td>
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<tr>
<td>TGEU Strategic Plan 2014-2016</td>
<td>Aleks Recher / Arja Voipio / Julia Ehrt</td>
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## List of Workshops

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<th>Slot 4 (75 min), Saturday May 3, 14:30-15:45</th>
<th>Title</th>
<th>Speaker(s)</th>
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<tbody>
<tr>
<td>19</td>
<td>Introduction to EU Laws on Gender Identity, Gender Expression and Gender Reassignment</td>
<td>Noah Keuzenkamp</td>
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<tr>
<td>20</td>
<td>Tempering the wind, or: how to work with multiple forms of discrimination</td>
<td>Sam Rankin / Valentin Emerson / Marek Höhne</td>
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<tr>
<td>21</td>
<td>Online Trans* Communities and Safe-Spaces</td>
<td>Frank Kruger / Krisztina-Kolos Orban / Noel Aubrey</td>
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<tr>
<td>22</td>
<td>Supporting Trans People’s Mental Health</td>
<td>James Morton / Ellis Ciruello</td>
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<td>23</td>
<td>Reclaiming Our Bodies through Pleasure</td>
<td>Rebekka Leitlein / Marianna Szczyskielska / Vivien Rajz</td>
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<tr>
<td>24</td>
<td>What Are TGEU’s Plans With Intersex Related Work?</td>
<td>Vreer Verkerke / Kristian Ranđelović</td>
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List of Self-Organised Spaces

Self-Organised Spaces

Self-organised spaces can be arranged on any subject of interest to the delegates. These may be planned or spontaneous. The self-organised space may be booked at the council on a designated chart. The spaces will be allocated on a 'first come - first served' basis.

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<thead>
<tr>
<th>Title</th>
<th>Speaker(s)</th>
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<tr>
<td>Transparenting</td>
<td>Nivi Naor</td>
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Slot 1 (90 min), Friday May 2, 17:30-19:00
### Workshops

**Slot 1 (90 min), Friday May 2, 14:30-16:00**

**Workshop #1:**

**Title** • Access All Areas! - Advocacy Tools and Strategies for Legal Gender Recognition

**Abstract** • In this workshop the latest advocacy materials of Transgender Europe and Open Society Foundations are presented. TGEU has been launching its first Europe-wide campaign on legal gender recognition, the Access All Areas! Recognition opens Doors Campaign. Its strategy and visualization tools as well as the TGEU toolkit Legal Gender Recognition in Europe will be presented. Jack Byrne is author of the Open Society Foundations’ publication License to Be Yourself. It documents some of the most progressive legal gender recognition provisions and the NGO advocacy strategies behind them. This workshop will also explore strategies being used in different countries to seek legal recognition of non-binary gender identities and will provide a space for sharing ideas and learning.

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<tr>
<th>Title</th>
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<tr>
<td>Gender Identity Researchers and Academics Networking Meeting</td>
<td>Dr. Ryan Combs</td>
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**List of Self-Organised Spaces**

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<tr>
<th>Slot 2 (60 min), Saturday May 3, 19:20-20:20</th>
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<td>7. Gender Identity Researchers and Academics Networking Meeting</td>
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Workshops

Workshop #1:

Presenter(s)

Richard Köhler is TGEU’s Senior Policy Officer with extensive experience in advocating for human rights compatible legal gender recognition and is co-author of the TGEU toolkit Legal Gender Recognition in Europe and the Access All Areas! TGEU Campaign.

Jack Byrne is a trans researcher and policy analyst with a community development background, from Aotearoa / New Zealand. He project-managed New Zealand’s Transgender Inquiry and subsequently facilitated dialogue between trans communities and government officials about new passport and driver licence policies that enable any person to identify their sex / gender as M, F or X.

Nathan Gale works for the Scottish Transgender Alliance where they develop policy and campaigning strategies. They have a law background and self-identify as non-binary. They recently achieved gender-neutral marriage applications and ceremonies within Scottish law.

Workshop #2:

Title • Personal Wellbeing of Activists

Abstract • Stress, burnout, exhaustion, hostile external environment and other factors are unfortunate and often unacknowledged realities in many activists’ lives. These factors have a potentially detrimental effect not just on activists’ personal wellbeing, but also on the missions and results of the organisations and movements. This workshop will explore and identify these negative factors and provide practical skills for combatting them within organisational structures. The culture within the voluntary/NGO sector too often neglects these issues. As a result, many organisations are not putting in place any preventive or support mechanisms. The first part of this workshop will concentrate on the issues/factors affecting the personal wellbeing of activists, and the second part will address concrete measures that organisations can introduce/develop to support activists’ wellbeing.

Presenter(s)

Jolanta Cihanoviča is a clinical psychologist and a business trainer. She has been working with both business companies and NGOs for more than 15 years, providing consultations, training and coaching. She conducts workshops and seminars, helps create management systems and strategies, and runs trainings for trainers. Jolanta is one of the founders of the Latvian LGBTIQ organisation “Mozaika”.

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Workshop #3:

Title • Out of the box tactics for influence

Abstract • As activists, we are always looking for the best way to tip the scales of public opinion and persuade others to care about the issues that affect us. How can you change the conversation around an issue that seems intractable, overlooked or simply misunderstood? How do you conduct outreach and engage new audiences whose influence can help you achieve the change you envision? How do you provoke debate and new ways of thinking about your issue? This workshop will explore innovative ways to communicate your message that go beyond poster campaigns, long reports and press releases.

Presenter(s)

Faith Bosworth is an independent consultant based in Berlin who has been working for the last 5 years to help activists use information and technology in creative and effective ways to enhance their advocacy. More recently, through her work with the Tactical Technology Collective she has been focused on building awareness and capacity around digital security and privacy concerns for LGBTQI and women’s rights advocacy groups, through her work with the Tactical Technology Collective.

Workshop #4:

Title • Trans in Education

Abstract • What obstacles do transgender students encounter at school, and how can school authorities be of help? Although individual schools may respect the wishes of transgender students, sometimes they are ignored. Red tape and fear arise with class trips, using the ‘proper’ bathroom, Physical Education, and getting certificates in the ‘new’ name. Can implementing trans issues into the curriculum help? Do teachers need more training - who would teach them? The working group on “LSBTI and School” in Hamburg would like to exchange ideas and get input from the trans community and other school projects.

A documentary film from Turkey will be shown revealing discriminatory and unequal treatments of trans men in education entitled “Attention! Trans at school” (Dikkat! Okulda Trans Var; 25 mins; Turkish with English subtitles; shot by Barış Sulu). Barış Sulu will be available for Q&A with the help of Turkish speaking translator and legal adviser of T-Der, Sinem Hun. Aras Güngör, one of the subjects of the film and chairperson of T-Der, will talk about his experiences and what the education system must do in order to stop gender identity based discrimination.
Workshops

Workshop #4:

Presenter(s)

Frank Kruger is co-chair of HanseXmen, a self-help group for Transmen in Hamburg, and regularly attends the "LSBTI and School" working groups chaired by Beate Proll of the State of Hamburg’s Education Authority. Frank also attends the “Hamburg Round Table on Transgender Issues” at the Hamburg mhc (Magnus Hirschfeld Centre).

Sinem Hun is the legal adviser of T-Der and founder of Hun Consulting, the first human rights based legal and strategic consultancy of Turkey. She previously worked with Pembe Hayat (Pink Life) LGBTT Association and maintains ongoing fruitful relationships with other LGBTI NGOs of Turkey.


Barış Sulu has been active in the LGBT movement since 1998, Barış Sulu is one of the founders of Counselling Center for Transgender People and works for the facilitation of gender transition processes. He also works as an activist at T-Der.

Workshop #5:

Title • Monitoring violence against trans people and documenting human rights violations related to transitioning and gender recognition

Abstract • Trans people live in a societal climate that stigmatizes gender variance and allows crime and violence against transgender persons to flourish. Many trans people experience rejection, bullying and violence in their family and later find themselves exposed to verbal and physical assault in public. Violence against trans people is often underreported in the media. Perpetrators of violence often go unpunished because of a lack of interest from law enforcement and prosecutors to investigate and follow through with legal proceeding in crimes against trans victims.

In the first section of the workshop, TGEU’s ProTrans project will be presented. The project’s monitoring pillar aims to enhance the capacity of trans advocates to reach out to transgender persons and document violent incidents against them by setting up a joint monitoring system.

In the second section, Anna Kirey will address how techniques for documenting mainstream human rights abuses are not very useful in documenting abuses in medical institutions and/or abuses specific to experiences of transgender people. Although Human Rights Watch has been documenting abuses against trans people, they are also seeking ways methodology in this area. The workshop will also include a case study of how human rights
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Workshop #5:

Abuses experienced by trans people in Ukraine has been documented, including the methodological difficulties that were faced, lessons learned and preliminary research findings.

Presenter(s)

Boglarka Fedorko has been a project manager at TGEU since February 2014. She is an archaeologist and economist by training, who is passionate about human rights and has been active in diverse fields, such as international education inclusion projects, Roma rights advocacy and sex worker empowerment.

Bert Verstappen has been working as a Senior Documentalist with HURIDOCS since 1987. He coordinated the work of different Task Forces and co-authored main HURIDOCS publications such as the Events Standard Formats, Micro-thesauri, What is documentation? and What is monitoring? He has a wide experience in organising and providing training on human rights documentation.

Anna Kirey is a researcher in LGBT Rights Program at Human Rights Watch. Anna has been involved with trans* activism since 2005 in Kyrgyzstan and more recently in Ukraine. Anna holds a Bachelor’s degree in Journalism and Master’s in Gender and Peace Building.

Workshop #6:

Title • TGEU Activity Report

Abstract • In this workshop, we will discuss the process of moving the legal seat of TGEU from Vienna, Austria to Berlin, Germany, and the concomitant closing of the Austrian Association. Secondly, there will be a presentation and discussion of the Activity Report 2012-14. Additionally, members will have the chance to raise any other questions concerning items on the agenda of the General Assemblies not covered by workshop no. 12, 18 or 24.

The workshop will have recommending power to the General Assembly regarding the discharge of the Executive Board and the Steering Committee and the decisions in conjunction with the move of the organization’s legal seat.

The workshop is open to members only.

Presenter(s)

Wiktor Dynarski is Co-Chair of TGEU
Alecs Recher is the Secretary of TGEU
Julia Ehrt is the Executive Director of TGEU
Workshops

Slot 2 (60 min), Friday May 2, 16:20-17:20

Workshop #7:

Title • Introduction to Developing, Monitoring and Evaluating Projects for Successful Grant Writing

Abstract • This workshop provides a practical and interactive introduction on how to develop new projects and set up monitoring and evaluation plans for submission with funding applications and/or to use internally to measure the progress and success of projects run by trans* groups and organisations. Participants are introduced to the basic components of monitoring and evaluation and will then work in small groups to develop and present monitoring and evaluation plans for concrete trans*-related projects. The workshop aims to build skills for successful grant writing, and it is best suited for those with no or limited experience in project development and/or writing fundraising applications or those who wish to refresh their memory of monitoring and evaluation.

Presenter(s)

Noah Keuzenkamp is the Capacity Building Officer at TGEU. He has previously worked as a project manager and fundraiser in the UK, where he developed and managed a number of trans* and LGBT-related projects. He has written successful project funding applications for trusts, foundations, universities and government.

Workshop #8:

Title • Institutionalizing Ourselves through Community Building

Abstract • This interactive workshop intends to focus on grassroots community and organization building techniques. At some point we need to decide whether or not to build a community. Is it important? Why or why not? When coming to the conclusion that it is important to build a community we need to make decisions in order to be effective and also inclusive. Do we have the information necessary to achieve our goals and how do we even decide what our goal are? What are the challenges we face, and how does our organizing inadvertently exclude some people? How do we do it in real life versus online? How do we do it cheaply and quickly with limited funding and expertise? What are the dangers that we need to be aware of? How can we overcome obstacles and gain access to information? The workshop is open to beginners and experts and is appropriate for both larger and smaller communities’ representatives.
**Workshops**

**Workshop #8:**

**Presenter(s)**

**Krisztina/Kolos Orban** is the vice president of Transvanilla Transgender Association Hungary and is involved in trans community building for seven years. As a professional has great expertise in using online techniques and social media for communicational purposes.

**Dr. Bea Bodrogi** is a human rights lawyer and a trainer working with Transvanilla. She has extensive experience with the litigation of discrimination cases and with strategic planning for human rights advocacy.

**Title** • Depathologisação of Trans Identities

**Abstract** • Transgender identities are still listed as mental disorders in the World Health Organization’s (WHO) International Classification of Diseases (ICD). The current ICD-review process tries to accommodate for human rights arguments for their complete removal while ensuring access to trans-related treatment. The workshop will discuss questions around the concepts of ‘depathologisation’, ‘gender identity disorder’, ‘gender dysphoria’, ‘gender incongruence’, etc. We will provide an update on the recent debates within the trans community and international organisations on depathologisation. We will also present our common strategy towards depathologisation and the work being done with European institutions and the WHO. The workshop is also an opportunity to get feedback from participants about their ideas for further steps towards depathologisation. Participants are also encouraged to collect and share information about their national contexts. The aims of the workshop: Updating our members on current debates and initiatives around the revision of the ICD-10, identifying next steps and opportunities for joint actions.

**Presenter(s)**

**Richard Köhler** as TGEU’s Senior Policy Officer is in charge of the organisation’s advocacy and policy work, including the areas of health and access to goods and services.

**Sophie Aujan** joined ILGA-Europe in May 2011 and is in charge of the advocacy and capacity-building work in the areas of education and health.

**David Scamell** is a Program Officer with the Sexual Health and Rights Project at Open Society Foundations (OSF), and leads OSF work on legal gender recognition and access to healthcare for trans communities.
Workshops

Workshop #10:

Title • Anti-Discrimination Legislation in Your Own Country

Abstract • From 1.1.2014 Norway has had new legislation on discrimination, covering all aspects of life, except family life. The legislation applies to the rights of LGBTQI communities as well. The workshop will give a historical overview of the legislation in Norway, where political discussions revolved around whether it would be best to pass a common legislation for all minority groups, or a separate legislation just for LGBTI persons. How is the law enforced and what will the future bring? How should one work toward getting legislation in your own country? We want to facilitate discussions with the audience about their experiences from other countries and share recommendations and lessons as a group.

Presenter(s)

Oddvar Thorbjørnsen Faltin is a nurse and lawyer, working as a legal advisor at LLH. He has formerly worked at the Norwegian office for compensation after patient injury.

Stein Wolff Frydenlund is the head of the LLH Trans political committee and works as a high school teacher.

Workshop #11:

Title • Work: Declaration of Dordrecht & Business at the Service of the Trans* Community

Abstract • The results of a study from the Netherlands in 2011 show shocking figures relating to the field of work. About 35% of transgender people in Holland are educated on a higher level than the average Dutch citizen, but are unemployed. TNN is implementing the Declaration of Dordrecht by negotiating with companies to get their support for the topics mentioned in this Declaration. Unemployment is a problem for so many transgender people across Europe. In the workshop we would like to empower the participants by explaining how TNN uses the Declaration.

In the second part of the workshop, we will introduce a practical approach to work and business with the aim of betterment of the trans* community. We will motivate and encourage you to take action by giving you an overview of how social entrepreneurship functions, led by an organisation or an individual. We will go through the basic steps from formulating ideas to creating a business platform with funding support, with a focus on creativity, building motivation of the participants, shared basic steps, and on giving guidelines to seek further local support and training, adapted to local regulations.
**Workshops**

**Workshop #11:**

**Presenter(s)**

Elleke Alink is the director of Transgender Network Netherlands (TNN) and project leader of the TNN project 'Work'.

Corine van Dun is the vice chair of TNN. In the board of TNN she has the portfolio ‘Work’. Corine and Elleke are both trainers by profession.

Morana Biljaković is being trained in process-oriented psychology in Bratislava, and leads an organisation for community-based mental health models and alternatives to psychiatry in Croatia. Zie has been actively involved in Trans Aid Croatia’s work. Zie is starting zir own socially-oriented and inclusive business platform in Croatia.

**Workshop #12:**

**Title** • TGEU Organisational Budget & Financial Report

**Abstract** • In this workshop the TGEU Treasurer and the Executive Director will present the financial reports covering the period from 2012 to the present. A financial overview with the budget for 2014 and preliminary financial planning for 2015 and 2016 will also be provided.

The workshop will have recommending power to the General Assembly regarding the discharge of the Executive Board and the Steering Committee.

The workshop is open to members only.

**Presenter(s)**

Arja Voipio is the Treasurer of TGEU.

Julia Ehrt is the Executive Director of TGEU.
Workshops

Slot 3 (90 min), Saturday May 3, 11:30-13:00

Workshop #13:

Title • Transrespect versus Transphobia: Results and Presentation of New Survey

Abstract • Transrespect versus Transphobia Worldwide (TvT) is a comparative, on-going qualitative-quantitative research project conducted by Transgender Europe’s (TGEU) TvT research team in close cooperation with 20 partner organisations and numerous trans activists and researchers in the world regions of Africa, Asia, Central and South America, Europe, North America, and Oceania. This on-going comparative qualitative-quantitative research is first and foremost grounded in and serves gender-variant/trans people's movements and activism. The project seeks to provide an overview of the human-rights situation of trans and gender variant persons in different parts of the world and to develop useful data and advocacy tools for international institutions, human-rights organizations, the trans movement and the general public.

Members of TGEU’s TvT research team and representatives from partner organizations in the Philippines, Serbia, Thailand, Tonga, Turkey and Venezuela, will present the latest research results and report their experiences with the TvT project and their advocacy strategies on the local level. At the same time there will be space for an interactive discussion which should lead to deeper exchange, mutual learning, networking, and new forms of cooperation between presenters and participants and across regions.

Presenter(s)
Tamara Adrían (Diverlex – Venezuela) • Rena Janamnuaysook (Thai TGA - Thailand) • Carla LaGata (TGEU) • Joleen Mataela (TLA – Tonga) • Kemal-Aysu Ördek (Red Umbrella – Turkey) • Kristjan Randelović (LGBT Gayten - Serbia) • Charlese Saballe (STRAP - The Philippines)

Workshop #14:

Title • Training on UN Mechanisms

Abstract • In this workshop John Fisher of ARC international will show the participants what one can do with existing UN mechanisms of human rights protection. Also we will look at lesser known mechanisms and see what already has been achieved.
Workshops

**Workshop #14:**

**Presenter(s)**

John Fisher is co-director of ARC International, and lives in Geneva to better facilitate NGO engagement with the UN processes. ARC promotes the articulation of clear international norms, and mobilizes international and domestic pressure when governments fail to live up to these standards. They create global networks to ensure that groups and individuals working on these issues do so not in isolation, but as part of an effective, coordinated international movement.

**Workshop #15a (11:30-12:15):**

**Title** • Let Children Guide You: Implementing International Human Rights Law for the Protection of Well-Being of Trans* Youth

**Abstract** • Recently, medical professionals and NGOs working with trans* youth noticed a significant change in the age of their clients. They work with youth as young as 12 and the media has reported on gender non-conforming children from different parts of the world who are 6 years old. Research which will be presented that looks at how this shift has been addressed and accommodated by both medical and activist communities. Specific focus will be put on trans* youth's right to be heard and their participation in decision making as well as the role of their parents.

**Presenter(s)**

Micah Grzywnowicz is a trans* activist involved in advocacy with the Council of Europe and the United Nations addressing issues such as forced sterilization of trans* people and discrimination. Currently zie is finishing MA degree in Human Rights at Central European University.
Workshop #15b (12:15-13:00):

Title • IGLYO and Trans* Youth and Students around Europe

Abstract • This workshop focuses on trans* young people and students within the organizations IGLYO represents around Europe. While adding the letter ‘T’ to the denomination of the group of people LGBT organizations represent, many criticize these same organizations for not paying enough attention to trans* communities in all their diversity and complexity. Based on the practices of Member Organizations, IGLYO will present the experiences of trans* young people within their different contexts and countries. We will identify the difficulties of having their voice heard and represented, and discuss how local, national and regional organizations throughout Europe negotiate the inclusion and promote the voice of trans* youth and students in their work. Additionally, we will share good practices and successful cases of actions and campaigns for advocating trans* voices showcasing what has been IGLYO’s contribution.

We will also provide space for the participants of the workshop to share their own experience. As a result of the workshop, IGLYO will collect these experiences and voices in order to present a document based on what was shared.

Presenter(s)
Alexa Santos works with talented children and young people in media industries. She is a Board member of Rede Ex Eequo, the only nation-wide Portuguese LGBT youth organisation. Alexa talks to youth and teachers about LGBT issues, discrimination and equality. Alexa is a young woman committed to equality for all people regardless of their sexual orientation and gender identity, no matter where she is.

Workshop #16:

Title • Transfeminism and Transforming Survival: Transgender People’s Access to Domestic Violence Refuges

Abstract • Research suggests that transgender people are at an increased risk of domestic abuse: 50% or more of transgender people experience domestic abuse at some point in their life in the UK. Nevertheless, the majority of domestic violence refuges are designed for ‘women only’ without consideration of ways to make these safe havens accessible and relevant to transgender domestic violence victims/survivors. Improved access to domestic violence refuges is a paramount issue for the safety of transgender victims/survivors of domestic abuse and for the equality of all transgender people. The goal of this workshop is to increase awareness of the needs of transgender domestic violence victims/survivors.
Workshops

Workshop #16:

Research will be presented from a transfeminist approach, challenging gender oppression by promoting transgender inclusive services. The workshop will interweave information, discussion and skill sharing, and hopefully will consolidate transfeminists throughout Europe.

Presenter(s)

**Sarah Golightley** is an LGBT Domestic Abuse Caseworker for Galop, a London non-profit organisation. Sarah has an international background as a researcher, trainer, support worker and activist in LGBT communities in Canada, New Zealand, and the USA. Sarah’s research specialises on transgender victims/survivors of domestic abuse. She has been a collective member of a peer-lead transfeminist organisation.

**Yana Sitnikova** is a Russian trans* activist and transfeminist, a member of Trans* Coalition on post-soviet space. Her areas of interest include: transgenderism, feminism, gender identities and intersectionality. As a member of “Yabloko” political party, she took part in the elections to the State Duma in 2011, but later was expelled from the party for the propaganda of transgenderism and lesbianism.

Workshop #17:

Title • Sex Workers’ Rights: Building Alliances with the Trans* Movement

**Abstract** • Violence and stigma against sex workers in Europe is a huge problem that is being largely ignored by the authorities, who are often responsible for this violence. Trans sex workers, including migrant trans sex workers are amongst the most vulnerable and their voices are too often unheard in a debate that is focused on “abolishing prostitution” without taking into account the lived experiences of sex workers. However, trans sex workers can also be leaders of the sex workers’ rights movement and have achieved many victories around the world. This workshop will look at the situation of trans sex workers in Europe, the links between trans* and sex workers’ rights movement and how participants can support our struggle for human rights and respect. We will also look at examples of successful trans sex workers’ advocacy efforts in other parts of the world.

Presenter(s)

The International Committee on the Rights of Sex Workers in Europe (ICRSE) strives to raise awareness about the social exclusion of female, male and transgender sex workers in Europe, to promote the human and civil rights of all sex workers at national, regional and global levels and to create strong alliances between sex workers, allies
and other civil society organisations. The ICRSE maintains strong links with existing sub-regional, regional and global networks, supports the further development of nascent groups and networks of sex workers and provides a platform for the voices of sex workers in Europe to be heard in local, regional and global policy debates.

**Aleksandr Golushenko** and **Kiromiddin Gulov** - Researchers in the field of GB and TG issues related to the rights and health, Director of NGO Equal Opportunities in Tajikistan, with 17 years of experience in the field of Health and Rights of LGBT in the region of EECA and Balkans counties.

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**Workshop #17:**

**Workshop #18:**

**Title** • TGEU Strategic Plan 2014-2016

**Abstract** • This workshop presents and discusses the proposal for the strategic plan of TGEU for 2014-2016 (eventually to be prolonged until 2018). The proposal was written by the TGEU Steering Committee and Staff, based on two rounds of input from the membership. It is proposed to the General Assembly for approval and will guide TGEU’s work in the upcoming years. Therefore, the workshop addresses members who are interested in the future of TGEU.

The draft strategy proposes to redefine the vision and the mission of TGEU. It also identifies a number of key areas for TGEU’s advocacy work in the upcoming three (or five) years, the role of TGEU in the global framework, the capacity building and support of the European trans community and organisational development of TGEU.

The workshop will have recommending power to the General Assembly regarding the new strategic plan.

The workshop is open to members only.

**Presenter(s)**

**Alecs Recher** is the Secretary of TGEU.

**Arja Voipio** is the Treasurer of TGEU.

**Julia Ehrt** is the Executive Director of TGEU.
Workshops

Slot 4 (75 min), Saturday May 3, 14:30-15:45

Workshop #19:

Title • Introduction to EU Laws on Gender Identity, Gender Expression and Gender Reassignment

Abstract • This workshop will provide an introductory, non-technical overview of all EU legislation that explicitly addresses gender identity, gender expression and gender reassignment. It will cover the areas of discrimination in the access to and supply of goods and services (including health care), discrimination with regards to employment and social security benefits, crime victims’ rights and asylum law. Through interactive group work, we will discuss whether/how specific scenarios and examples of discrimination of trans* people are covered by EU law. The workshop will also touch upon how trans* and other civil society organisations can be involved to improve the implementation of EU law at national levels.

Presenter(s)
Noah Keuzenkamp is the Capacity Building Officer at TGEU. He has experience in advocacy, policy and capacity building work on trans* and LGBT rights at international, national and local levels.

Workshop #20:

Title • Tempering the wind, or: how to work with multiple forms of discrimination

Abstract • How do single organisations implement their claim of dealing with intersectionality and multiple forms of discrimination? Even when approached with the best of intentions, all forms of discrimination will never be treated equally. Do groups consciously decide to prioritize some injustices above others? Is it possible for a single organisation with (only) a focus on inter*/trans* rights to cover every form of discrimination? Or instead, is successful anti-discrimination work only possible through collaboration with other groups/organisations?

We will talk with each other in small groups about building partnerships, understanding and including intersectional trans issues, making spaces more accessible and inclusive, dealing with prejudice, and other themes as suggested by the group. It does not matter how much or how little experience you have. This is a space to share ideas, discuss different approaches, difficulties and strategies and thus learn from each other.
Workshops

Workshop #20:

Presenter(s)

Sam Rankin is the Intersectional Projects Co-ordinator at the Equality Network. Since 2008 she has been working for better inclusion of culturally diverse and disabled LGBT people in services. Sam was also involved in “Beyond Borders” a European level project focused on better including culturally diverse people in LGBT work. Before 2008 Sam focused on race equality work in Scotland and post-apartheid reconstruction and development work in South Africa.

Marek Höhne is an activist, trainer and researcher working primarily on non-normative-structures especially binary gender issues concerning trans* and inter* but also any other gender. Marek is based in Berlin and is part of the board of TransInterQueer e.V. Berlin.

Valentin Emerson is a trans*queer activist and works at the Organisation TransInter-Queer e.V. in Berlin as Coordinator for the Network “Trans*-Inter*-Sectionality”.

Workshop #21:

Title • Online Trans* Communities and Safe-Spaces

Abstract • Trans* people gather online as the internet provides the opportunity to connect people geographically far from each other and people not willing to show themselves offline. This workshop will address issues of online spaces created by and for trans* people. Three groups (FTM portal, TransFúzia and Transvanilla) will briefly present their online activities first and then open a discussion on the tools they use, safety and offline results. We will also focus on how to tackle conflicts and possible ways of addressing challenges like finding people, keeping them in the space or handling group dynamics. We would also like to use the workshop as a networking opportunity in order to share information, best practices, discuss common issues and examine possible differences.

Open to those who are interested in creating new spaces and those already running one or more. Come and participate, bring your experiences, concerns and ideas!

Presenter(s)

Frank Kruger represents ftm-portal.net, a German-language online forum frequented by a mostly male identified trans community providing information and a platform for discussions on trans-related topics.
**Workshop #21:**

**Krisztina/Kolos Orban** is the vice president of Transvanilla Transgender Association Hungary and is involved in trans community building since seven years. As a professional has great expertise in using online techniques and social media for communicational purposes.

**Noel Aubrey** is a member of Slovak TransFúzia. He has experience as a blogger, creator of virtual spaces and someone who likes to use facebook as a tool for education.

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**Workshop #22:**

**Title** • Supporting Trans People’s Mental Health

**Abstract** • Anyone can experience poor mental health. Our experiences of transphobia and society’s lack of respect for our identities and dignity increase our risk of mental health difficulties. At the same time, our interactions with mental health services are negatively complicated by psychiatry’s current pathologisation of our gender identities and gate-keeping control of our access to hormones and surgeries. This workshop aims to provide a safe space to explore how we can improve our mental health as trans people and increase our community’s access to empowering and trans-positive emotional and

**Presenter(s)**

**James Morton** is the manager of the Scottish Transgender Alliance and a co-author of the UK Trans Mental Health Study 2012. As a result of his own experiences of depression, anxiety and self-harm, he has been an activist in regard to improving mental health support for trans people throughout the last 15 years.

**Ellis Ciruello** is a full time PhD student and trained counsellor whose academic, counselling and wider activist activities are rooted in advancing transgender equality around a core concern with the ways in which trans people are supported in creating positive futures, not just practically but emotionally and psychologically.
Workshops

Workshop #23:

Title • Reclaiming Our Bodies through Pleasure

Abstract • The aim of this workshop is to create a space in which we can empower community members to take an active role in their bodily self-determination through pleasure. Bodies very often happen to be presented to us rather than by us, in the binary discourse of either/or, as a subject of (academic) discussions and analysis, or a medical battle field, instead of being thought of or felt as the space for political creation and joyful exploration. By sharing our skills in making DIY sex toys, we are offering an alternative to the excluding and often unaffordable toys available on the market. More importantly, we seek to create a dialogue and exploration about our sexualities, fantasies and desires in relation to our bodies. Everything we construct is made from vegan materials!

Presenter(s)

We are a group of activists from RQAC and Transvanilla who came together through our work at KLIT, a queer feminist community and safe space for women, trans, and queer people in Budapest. Together we have experience conducting workshops that involve/work with different materials, ranging from bicycle parts to medical silicon and cover the creation of alternative pleasure knowledges (e.g. guided masturbation, collective intimacy rituals, and self-eroticism).

Workshop #24:

Title • What Are TGEU’s Plans With Intersex Related Work?

Abstract • In this workshop members of the Steering Committee who worked on TGEU’s intersex policy paper will explain the position TGEU takes when it comes to intersex related work. Will TGEU be proactive? Will we stay silent? Why does a trans organisation engage in intersex topics anyway?

The workshop will have recommending power to the General Assembly regarding the new intersex policy.

The workshop is open to members only.

Presenter(s)

Vreer Verkerke is Member of TGEU’s Steering Committee and trans* and intersex rights educator and advocate.

Kristian Randelović is also Member of TGEU’s Steering Committee working on intersex issues and the CEE region.
**Title**  • Transparenting

**Abstract**  • Transgender parenthood may come in several different forms. What is common to all of them is the lack of knowledge and experience both within the trans community and among caregivers, doctors, social workers and bureaucratic institutions. We will discuss the scarcity of information, potential obstacles, and ways to spread out the word so that future trans people who wish to become parents may benefit from it.

**Presenter(s)**

Nivi Naor has been a transgender activist since 2002 and is a member and spokesperson for the Hoshen Israeli LGBT Center for Education and Change. Nivi is engaged in educational activities and meets with hundreds of teenagers and professionals every year to discuss personal and general transgender issues as openly as possible. Nivi has been married to Sivan since 2010 and is the mother of a year and a half year old, Etam. Additionally, Nivi has been a graduate student in Information Sciences for almost two years.

**Spaces #2-6:**

• • • Open to suggest topics at the Council • • •

**Slot 2 (60 min), Saturday May 3, 19:20-20:20**

**Space #7:**

**Title**  • Gender Identity Researchers and Academics Networking Meeting

**Abstract**  • This will provide a space for academics and researchers working on gender and related subjects (e.g. sexuality, human rights, feminist theory, etc.). In the meeting we will introduce ourselves and discuss our work. Possible discussion topics include working in a university vs. other sectors, tips on finding research funding, how to maximize the impact of our work, and potential future collaborations.

Note: this group is open to trans and cisgender academics, students, and anyone else interested in trans research.
**SELF-ORGANISED SPACES**

**Space #7:**

**Presenter(s)**

Dr. Ryan Combs is a qualitative researcher at the University of Manchester. His research is on patients' healthcare experiences, with a focus on gender identity and sexual orientation.

**Spaces #8-12:**

• • • Open to suggest topics at the Council • • •

**Social Events**

**Thursday, May 1st 17.00-19.00**

Meet-and-Greet event

**Thursday, May 1st 19:30**

No Hate Speech campaign video making for IDAHOT 2014
Please join us to make a huge crowd and to stand up against transphobia!

**Friday, May 2nd 19.30**

Dinner with all the participants in the hotel

**Friday, May 2nd 21.00**

Speed Date
Registration for the event on the spot!
Come, try and enjoy it!
You may find here a relationship!
Everybody is welcome!

**Saturday, May 3rd 20.30**

Dinner for all the participants at COMICS Shottail Bar
VII. Dohány street 7.

**Saturday, May 3rd 22.00**

Gender Bender Council Party - COMICS Shottail Bar
VII. Dohány street 7.
**Showtime: 23:30 with Angela Diva and Miss Mandarin**
Entry free for Council delegates
(though we will accept donations)
**Exhibitions**

**Transgenderism on the banner**

**Flóra Aranyi**, diploma thesis of design graphics, 2012
Graphics Department, Hungarian University of Fine Arts

A few years ago, I was asked by a urology clinic to draw the steps of a genital reconstructive surgery for a medical lecture. Because of this, I became known to the Hungarian transgender community and later took part in the founding of the Transvanilla Transgender Association.

I would like to draw attention to the physical, psychological and social difficulties of transgender persons with my thesis. These were visualized on distinct banners, complemented with short texts. The two leading banners excel even with their size. I have presented the psychological tensions of the inner struggles of transgender persons on them.

Be whoever you want to be!

**Male or female? (Why is this so important anyway?)**

**Kati Holland**, photographer

These photographs depict people in either a stereotypically feminine or masculine way. However, this is merely a social construct of the person. I am trying to express that gender is more complicated than that created by society. You can be whoever you want to be!

**Against The Rules - LGBT People In Sport • Atlasz Sports Club**

The issue of LGBT participation in sport is still a taboo subject that is usually only talked about behind closed doors, and rarely discussed in the open. There is hardly a single area of society in which the open participation of LGBT people seems as unusual as in sports.

However, the situation is slowly changing. Various social developments like the fact that sports are becoming a leisure activity rather than a form of physical training, the emancipation of women, the emergence of an LGBT movement are starting to have an impact on sports, with the result that, even here, LGB and trans issues can no longer be swept completely under the rug.
Candidates for TGEU Co-chairs • 2014–2016

Alecs Recher

Two years ago at the General Assembly in Dublin, TGEU members expressed their trust in me by electing me as member of the Steering Committee. As the secretary I became also a member of the Executive Board. We had to deal with difficult problems and we managed to handle them well. This stormy phase for TGEU made the Co-Chairs, the treasurer Arja Voipio and me into an efficient and effective team. We learned to know TGEU and its needs as a growing organization. I feel Arja and I, we could contribute best to this development by running for Co-chairs as the present Co-Chairs are resigning. Our candidacies stand for the continuity of the knowledge in the Executive Board, but also for further development of TGEU. We would like to strengthen the Steering Committees’ role as the governing body and to support the staff and membership in their important human rights work.

Personally, I bring my professional background as a lawyer, long-term experience as (gay and) dedicated trans activist, founder of Transgender Network Switzerland, and a now resigning member of parliament. Resigning, because I see with pleasure that six years after my coming-out as trans politician my colleagues are well aware of the topic, and I feel that now I can make a more important difference for our community focussing on my – hopefully – role as Co-Chair of TGEU and as legal advisor for trans people in Switzerland.

In case the membership would not elect me as a Co-Chair, I would nevertheless be available for the Steering Committee.

Arja Voipio

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I personally would offer TGEU my professional background as a manager and my experience as a chair of various organisations as well as a my dedication to trans activism. I have already given up my role as the chair of HeSeta the biggest LGBTI regional association in Finland and the organiser of the Helsinki Pride in order to be able to better serve TGEU.

In case the membership would not elect me as a Co-Chair, I would nevertheless be available for the Steering Committee.
Dr Fred Jumelle

Being candidate for the Co-chair and Steering Committee position at TGEU is for me a question of principle and a great honour. I want it first to be honest with myself as a Transgender and second, I want to make my best contribution to the organisation in a way of respect and harmony.

I believe in capable actions to convince institutions and governments of European countries in order to allow us to live, work and thrive for the common good and social diversity as main part of the western civilization.

As I consider myself lucky enough to have been able to complete one of the highest training at University, I want to help those who are rejected by a system and/or locked in the closet.

I have 15 years of experience in project or executive management, I am well aware of fundamental human rights and updates concerning TG rights in EU. I am a bilingual English-French individual and free to travel, and work hard to communicate and negotiate even in hostile meetings and environment. Moreover, I was working last year in a very complex project on demining with United Nations and it makes me well aware of frustrations that could come along such wide enterprise. I was also working with volunteers at “La Rosa Letzêbuerg”, a NGO dedicated to “coming-out for youngsters” in Luxembourg.

I want to contribute my part of the effort for TGEU to gain our battle and help us all to become equally treated citizen in our diverse but united countries.

Alecs Recher

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ing member of parliament. Resigning, because I see with pleasure that six years after my coming-out as trans politician my colleagues are well aware of the topic, and I feel that now I can make a more important difference for our community focussing on my – hopefully – role as Co-Chair of TGEU and as legal advisor for trans people in Switzerland.

In case the membership would not elect me as a Co-Chair, I would nevertheless be available for the Steering Committee.

Arian Kajtezovic

My name is Arian Kajtezovic, I am from Croatia and am very interested in continuing being a member of the TGEU Steering Committee and helping out in the work of TGEU in that way. With regards to my availability, as I am employed at Trans Aid Croatia part-time, though I put in additional volunteer hours, I would be honoured to have the opportunity to make use of the extra free time I have by being involved in advancing trans* rights in a broader sense, as a member of the TGEU Steering Committee.

Much of my life I lived in Canada, and in high school I formed the first LGBTIQ-related high school club in the city, called the Rainbow club. Its main goal was to educate students (LGBTIQ and cis/straight), and foster communication and discussion among students through weekly meetings I organized. After finishing high school, I participated in a student LGBTIQ club at University, before moving back to Bosnia, and later Croatia, where I have intensely been working on advancing trans* rights since moving here three years ago.

I am one of the co-chairs of Trans Aid Croatia, the only organization in the region working specifically on trans* issues, and have been actively involved in getting the organisation started and increasing its capacities. In the time prior to forming Trans Aid, I have been networking with other individuals in Croatia and the region, attending workshops and support groups organized by other CSOs in Croatia, and initiating the process of starting an organization that would primarily deal with trans* rights. Since then, as part of my role at Trans Aid Croatia, I have worked on proposing changes to existing policy relating to legal gender recognition, including regulating the procedure for changing one’s legal gender, ensuring privacy for individuals who change their legal gender, as well as promoting the removal of gender markers from national ID cards, all of which we are continuing to work on.

My number one goal in the long term is to make the world a safe, positive environment for trans*, inter* and gender variant individuals, free from discrimination, violence and ignorance, where all gender identities are equally valued, regardless of how common or rare they are. I am confident that through my work as member of the TGEU Steering Committee I will have a greater opportunity to contribute to taking a step towards this goal by using my skills, experience, time and passion for civil society work in accordance with the goals and mission of TGEU and in cooperation with other members of the TGEU Steering Committee.
Arja Voipio

Two years ago at the General Assembly in Dublin, TGEU members expressed their trust in me by electing me as member of the Steering Committee. As the treasurer I became also a member of the Executive Board. We had to deal with difficult problems and we managed to handle them well. This stormy phase for TGEU made the Co-Chairs, the secretary Alec Recher and me into an efficient and effective team. We learned to know TGEU and its needs as a growing organization. I feel Alec and I could contribute best to this development by running for Co-chairs as the present Co-Chairs are not running again. Our candidacies stand for the continuity of the knowledge in the Executive Board, but also for further development of TGEU. We would like to strengthen the Steering Committee’s role as the governing body and to support the staff and membership in their important human rights work.

I personally would offer TGEU my professional background as a manager and my experience as a chair of various organizations as well as my dedication to trans activism. I have already given up my role as the chair of HeSeta the biggest LGBTI regional association in Finland and the organizer of the Helsinki Pride in order to be able to better serve TGEU.

In case the membership would not elect me as a Co-Chair, I would nevertheless be available for the Steering Committee.

Dr Fred Jumelle

Being candidate for the Co-chair and Steering Committee position at TGEU is for me a question of principle and a great honour. I want it first to be honest with myself as a Transgender and second, I want to make my best contribution to the organization in a way of respect and harmony.

I believe in capable actions to convince institutions and governments of European countries in order to allow us to live, work and thrive for the common good and social diversity as main part of the western civilization.

As I consider myself lucky enough to have been able to complete one of the highest training at University, I want to help those who are rejected by a system and/or locked in the closet.

I have 15 years of experience in project or executive management, I am well aware of fundamental human rights and updates concerning TG rights in EU. I am a bilingual English-French individual and free to travel, and work hard to communicate and negotiate even in hostile meetings and environment. Moreover, I was working last year in a very complex project on demining with United Nations and it makes me well aware of frustrations that could come along such wide enterprise. I was also working with volunteers at “La Rosa Letzëbuerg”, a NGO dedicated to “coming-out for youngsters” in Luxembourg.

I want to contribute my part of the effort for TGEU to gain our battle and help us all to become equally treated citizen in our diverse but united countries.
Giulia Zerloti
I'm Giulia Zerloti, 38 years old, a Brazilian/Italian transgender woman. I just started my transition and I'm under treatment at London Gender Identity Clinic, awaiting for Gender Reassignment Surgery.
I was born in Brazil but as my father is Italian I have both nationalities. I currently reside in London, England.
I chose to apply for this position because it meets everything I am looking for in a job. I want to get involved in transgender activism from now on because it will enrich the long path I still have to go through and I also believe my experience can help others who are under the same circumstances.
As I have a bachelor’s degree in Social Sciences I was always very interested about the roles of genders in different societies. My curiosity about how people deal with it made me travel around four continents, and all those visits to many countries made me more aware of my responsibility as a transgender person.
My experience as a traveller would be a plus in case of travelling abroad for meetings and conferences. And I’m fluent in four languages (English, Italian, Portuguese and Spanish), so this would be another advantage.
I am a very fast learner, so I’m quite sure I could adapt to all the duties expected from me. And I’m very responsible and easy-going. I like to learn new things, listen to people’s opinions, discuss ideas, get more knowledge.
My experience with the trans community is still very superficial. Back in Brazil I used to go to meetings of trans people at gay groups and I helped them with HIV/STD prevention. Now I understand it’s time to really get involved and in my opinion working for TGEU would be the perfect opportunity to do so.

Júlia Mendes Pereira
My name is Júlia and I’m from Lisbon, Portugal. Since I was very young, my biggest wish was to become a writer – and that’s the why I’m doing my degree course in Portuguese Studies, on the Faculty of Letters of the University of Lisbon (the same college where some of the greatest Portuguese poets studied, such as Pessoa or Sophia). I have a collection of poems ready to become into a book.
As a transactivist, I am the coordinator of GRIT (Group for Reflection and Intervention about Transexuality), the only organized group in Portugal working with trans* issues, since 2009. In this role, I ran as a representative of the trans* community in several hearings with the parliamentary groups and other decision makers during the discussion of the “Gender Identity law”, the one that recognizes the gender identity of transsexual people in Portugal, and which has been operational since 2011. I am proud to have
been one of the first persons in Portugal to change the name and mention of sex in the identification documents through this law.

Since 2011, I am also member of the board of ILGA Portugal, the biggest and oldest LGBT+ organization in Portugal. In this organization I am responsible, among others, for the working-group on prevention of HIVAIDS and other STIs, from which we contact with trans* sex-workers. I also represent ILGA Portugal in the organizing committee of the LGBT Pride Parade in Lisbon, which is formed by several Portuguese NGO, and in the Rede 8 de março, a network for feminist organizations, which organizes in Lisbon an annual march for the elimination of violence against women and celebrates the international Women’s Day.

Since last year I have begun to participate in some international meetings and gain awareness of the importance of organizing trans* work at a European level and internationally. I believe that I can be a good contribution to the work of TGEU by bringing the experience and energy of the southern Europe – where TGEU needs to develop their work and strategies.

Kemal Aysu Ordek

My name is Kemal Aysu Ordek and I have been a trans and sex workers’ rights defender for more than 7 years in Turkey. I am a trans sex worker myself.

In Turkey, I have worked for several LGBTI rights organisations in different positions. I have acted as advocacy officer for LGBT organisations and managed projects aiming at visibilising violence and discrimination experiences of trans citizens. In the beginning of my activism years, I participated in LGBT youth programs, focusing on sexual and reproductive health issues that LGBT youth.

I took part in projects as a manager within which I established anti-violence monitoring system and legal counselling for trans victims of violence. I also coordinated advocacy and lobbying actions in Turkey to inform law-makers and decision-makers for anti-violence laws and anti-discrimination laws for the sexual minorities. I represented several LGBT organisations for which I have worked in regional and international settings; like conferences, seminars, high-level round-table meetings.

I am currently the founding chair of Red Umbrella Sexual Health and Human Rights Association, which is the first registered sex workers NGO in Turkey. I currently work on violence against trans sex workers, poverty among sex workers, state policies towards registered brothels in Turkey and gay/bisexual male sex workers. I acted as one of the Steering Committee Members of Transgender Europe between November 2011 – January 2013 and as the co-chair of the organisation since January 2013. I worked as a policy officer for the Global Network of Sex Work Projects (NSWP), a global advocacy NGO working for the betterment of the human rights situation of sex workers.

I believe that my expertise on trans issues in Turkey and in the region will contribute to the work of Transgender Europe. In addition to this, I have worked on several marginalized issues affecting trans communities worldwide; such as, sex work, hate crimes, anti-violence, sexual
and reproductive health issues, poverty. Being a trans person and a sex worker is important, I believe, as this helps me in understanding the real life situations of trans sex workers. I have been a community-organiser among trans sex workers for around 7 years. I think that my network within trans community in Turkey, in Europe and globally is an important plus for Transgender Europe. Also, I have been fundraising for many LGBT and sex worker NGOs for around 5 years. This expertise is significantly important for an NGO like Transgender Europe. I closely work with donors that fund LGBT, trans-specific, sex worker or women’s organisations. Finally, being a trans sex worker from a country like Turkey in addition to having a years-long expertise in fundraising, community-organising, taking part in projects of regional or international NGOs and working on marginalised issues like sex work, hate crimes and HIV among trans communities will highly contribute to the work of Transgender Europe.

**Kristian Randelović**

My name is Kristian Randelović, and I am coordinator of Trans Section in Gayten-LGBT, Belgrade, Serbia. I think I am and can be very productive and helpful working in TGEU Steering Committee. I agree with mission of TGEU which I support and apply in my daily work- improving the living conditions of transgender people in Eastern part of Europe.

My contribution is and can be very practical. I am learning and I am willing to learn a lot more, develop my skills and share my experience and knowledge with others.

As a member of Steering Committee I am part of CEE working group and I also work on intersex issues. Through my work in Steering Committee I feel that I am part of a big trans family.

I am cooperating with the an unofficial Belgrade Gender Dysphoria Medical Team in order to provide help and support to other trans persons for over 17 years now. My work is mainly focused on medical trans related issues and I also active as counselor for LGBT persons. My work is visible trough many articles and interviews in Serbia’s printed media and in ex Yugoslavia region where I am working systematically on developing programs for trans individuals and organizations. I have been invited and participated as an expert and lecturer in various meeting, seminar and conferences organized by other NGO and professional organizations. My newly engagement is in The Anti-discrimination which will be implemented by the Republic of Serbia. I have also participated in the creation of the first trans web site and I am one of authors for www.transserbia.org.
Krisztina/Kolos Orban

I am active in the LGBT+ field since 2004, but my trans activism started more than seven years ago. I consider this to be a wonderful journey and along the road one of the most important steps for me was to be the founding member of Transvanilla Transgender Association Hungary – a grassroots organization, which has grown a lot in a very short time. I have been one of Transvanilla’s vice presidents since its establishment. As part of the core team I have been involved in most of Transvanilla’s activities. During this work I had a unique opportunity to learn a lot about diversity, capacity building, fundraising, advocacy and networking and I am willing to share this knowledge and learn a lot more in all these areas.

I would be delighted to contribute to TGEU’s work in building a stronger trans movement. Being a non-binary identified person I feel that my role is also to bring in challenging perspectives and to keep Transgender Europe as inclusive as possible. Working closely with TGEU’s staff and the Steering Committee recently, I got an in-depth understanding of the organization and its work.

Being a team player it is very important for me to work in a diverse group where we can strengthen each other and achieve great things together. I am able work independently and even under extreme pressure, and consider myself a remarkably responsible person. I am committed and passionate about trans rights and TGEU’s mission. Therefore, I believe that my work in the TGEU’s team would bring a huge amount of passion, commitment and innovative energy.

Noel Duvain

My name is Noel Duvain and I am a 24 years old agender person. Hailing from the capital of Slovakia where I was born and where I have grown up, I am familiar with the Central European region.

The beginnings of my activism could be perhaps described as grassroot – meeting people both online and in person, eventually evolving into a biweekly support group. I am currently a member of the first (and unfortunately the only) trans* organization in Slovakia called TransFúzia.

I both write and translate articles, my present focus being mostly on nonbinary discourse with the aim to educate people both within and outside trans* community. I have also attended a few conferences, where I was given the opportunity to educate a broad spectrum of international LGBT+ activists about trans*-inclusive language, as well as give a trans* primer.

Shedding some much-needed light on the state of current trans* affairs in Central and Eastern Europe, providing insights from this particular perspective, investing time into helping run things, and being a quick learner could be the parts of my professional contribution to
TGEU. I am certain there is much more, but since I’m new to the field of international trans* activism, there are things I am yet to become familiar with. Reading about intersectionality could definitely be listed as one of my main hobbies, so even despite not having any academic degree, I am confident in my ability to understand these matters, while trying to integrate them as best as I can. With regards to this, my contribution can be also personal – as a neurovariant person with speech dysfluency I may be able to provide feedback relevant to inclusivity on several related platforms.

Since I also help facilitate cooperation with a newfound Czech organization, I am aware that working on international level takes fundamentally different approaches and a great deal of learning about mechanisms behind them. As I’m sure the aspiration to create allyships in Central/Eastern European region will persist, I am eager to join forces with the people that already have more experience, in hopes we all can benefit from this union.

Pablo Vergara Pérez

My work is to avoid that trans* people don’t become a pariah when discloses as they really are. That we are not thrown out our homes and families, that we don’t become unemployable and forced to do sexual work, that we are not beaten and killed in the streets, or in our homes, just for being ourselves, that we have the right to health care in the same way that other people have, and that we are able to study at school and university without fear of being harassed by the teachers even more than by the students. We have to be free and equal to the rest of population. These are my objectives, because I have suffered most of those situations, and I don’t want any other people suffering the same.

In order to achieve this goals, I have become one of the main specialist in human rights and gender identity in Spain, developing, with the people in my organization, a whole legal argumentation that is being used at this moment in Spain to cause a deep and empowering transformation on the way in which cis people is perceiving trans people, and on the way in which trans people are perceiving ourselves.

Being part of the Steering Comitee of TGEU is an opportunity to put my knowledge, creativity and experience at the service of a bigger organization that is working at an European level, and which action may boost the process to accede to equality for trans people in the whole continent. Also, I can bring the perspective of the countries of the south west, improving the necessary characteristic of multiculturality that any European organization must have.
Stein Wolff Frydenlund

I am a 57 year old transgender man, and have for many years dedicated my life to LGBT activism.

My main interest is to seek improvement in the human rights for trans* and gender variant persons, especially as it comes to nondiscrimination, legal gender recognition, access to health care and de-pathologization of trans identities. As I am skilled at working in NGOs on political strategies, I hope to contribute to TGEU in that field. I am interested international cooperation on trans* rights and would like to contribute to strengthening the trans* movement.

I started in LGBT activism as a board member at the local branch of LLH – the Norwegian LGBT organisation in Bergen in 1996. From 2001 I have been active in Amnesty International and their LGBT network, both at a national and international level, campaigning for LGBT human rights and especially on trans issues. From 2010 I have been the head of the Trans Political Committee of the Norwegian LGBT Organisation – LLH. I coordinate the Norwegian NGOs in the Nordic Trans Network. I have attended several LGBT and trans* conferences and have a good network of other LGBT activists, both abroad and in Norway.

In my professional life I work as a teacher in high school, teaching norwegian language and social sciences, and I have a cand. polit. degree (Master) in political sciences.

Vreer Verkerke

These two years in the trenches still taste for more. Life on board is different than expected, better than expected. Engaging in meetings on European LGBTI politics, be the driving force in preparing this Council, creating the first TGEU Intersex policy, be a witty and serious contributor to TGEUs work. I love it :) 

At home I am the initiator of action for a better trans* health care that does not need an identity based diagnosis and would give people the right to health care for their actual problems as depression, anxiety and the like. No real strong efforts been made yet to educating the trans community that emancipation is a bigger need than medicalisation. While at the same time fighting for the right to good and adequate health care when we want it, if we want it, how we want it.

Further I take every opportunity for gender education and trans* and intersex advocacy, develop and teach trainings on human rights and sexuality, sex and gender issues. I advise activists on using the UN system to get their human rights realised.

In international work I focus on good legislation and advocate for hassle free health care. I am known for explaining trans* and intersex issues in clear and understandable language, wherever I go. Critical and looking for the bright side of life.

I ceaselessly educate for alternatives to being only male or female as options. I developed trainings in human rights work on trans* and intersex rights for activists and am part of the ICD reform group convocated by GATE. Sounds like a full life. And in the meantime I attempt to mainstream trans* in the Dutch queer community.

I am not yet done working here and want to continue that work here in TGEU.
Gender Bender Council Party

Sat 3rd May
COMICS Shottail Bar
(1074 Budapest, Dohány utca 7.)

Showtime: 23:30
Angela Diva, Miss Mandarin
Music: DJ Nyeste • retro - 80's,
90's, 2000's
Suggested donation: 1000 HUF or 4 EUR

Party for all the council delegates and their friends.