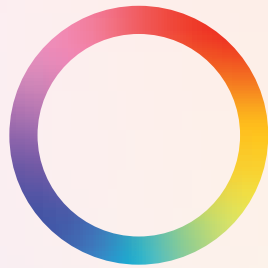


STRATEGIC PLAN OF THE ASSOCIATION LGL



L G L

N A T I O N A L
L G B T R I G H T S
O R G A N I Z A T I O N

FOR
2026–2030



Ministry of Social Security and Labour of the Republic of Lithuania

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Introduction



Association LGL – the national human rights advocacy organization for lesbian, gay, bisexual, transgender, and intersex (LGBTI+) people – is the only organization in Lithuania exclusively representing the interests of the LGBTI+ community. Founded on December 3, 1993, LGL is one of the most mature and stable NGOs operating in the country's civic sector.

The Strategy of LGL for 2026–2030 builds on more than thirty years of experience in advocacy, awareness raising, and community empowerment. It has been developed in light of the changing political and social environment, as well as new challenges and opportunities. During this period, particular attention will be given to safeguarding freedom of assembly and expression, eliminating discrimination on the basis of sexual orientation and gender identity, and expanding “Pride” events as one of the main strategic directions.

Association LGL is a member of the Coalition of Human Rights Organizations and also belongs to international organizations such as ILGA-Europe, IGLYO, EPOA, TGEU, INACH, and EPBN. These partnerships enable the organization to operate both nationally and internationally.

Key Challenges for a Successful Strategy

Several internal and external factors influence the success of LGL's activities and the implementation of its strategy:

Internal: the need to ensure a stable human resources base, strengthen competencies, and maintain the motivation of staff, board members, and volunteers in times of change.

External: institutionalized homophobia and transphobia, limited funding, public attitudes, media engagement, the community's caution and lack of openness, and legal as well as political restrictions.

Managing these challenges is a key condition for achieving the strategic goals.



Vision, Mission, and Values

Vision

A society free from discrimination on the basis of sexual orientation and gender identity; a society in which human rights are respected and where freedom, equality, and recognition of diversity prevail.

Mission

Association LGL seeks to eliminate homophobia, biphobia, transphobia, and all forms of discrimination based on sexual orientation and gender identity, with particular emphasis on freedom of assembly and expression and on “Pride” events as a strategic tool for awareness and change.

Vertiybès

RESPECT

COMPETENCE

DEMOCRACY

TEAMWORK

SOLIDARITY

COMMUNITY SPIRIT

RECOGNITION OF DIVERSITY

INDEPENDENCE

Strategic Goals

Between 2026 and 2030, LGL will pursue long-term goals encompassing both the protection of LGBTI+ human rights nationally and the strengthening of community, public education, and organizational sustainability.

1. ENSURING HUMAN RIGHTS AND EQUAL OPPORTUNITIES

LGL will work purposefully to eliminate discrimination based on sexual orientation and gender identity, ensuring equal rights and opportunities for all. Priority areas include:

- Freedom of assembly and expression
- Education (inclusive practices, combating bullying)
- Legal recognition of families
- Healthcare access
- Employment and workplace equality
- Hate crime prevention
- Legal gender recognition

2. EXPANSION AND SUSTAINABILITY OF “PRIDE” EVENTS

- Establishing national “Pride” as an annual human rights festival
- Expanding regional initiatives beyond major cities
- Strengthening international cooperation

3. INCREASING PUBLIC AWARENESS OF LGBTI+ ISSUES

- National information campaigns
- Collaboration with the media
- Active communication on social media

4. COMMUNITY STRENGTHENING AND EMPOWERMENT

- Supporting less visible groups (e.g., trans, non-binary, bisexual, intersex persons, asylum seekers)
- Encouraging leadership, especially among youth

5. STRENGTHENING INSTITUTIONAL CAPACITY

- Continuous development of staff, volunteers, and board members
- Diversifying funding sources
- Ensuring high levels of transparency and accountability

Strategic Objectives



During the period 2026–2030, LGL will implement the following strategic objectives, reflecting both the organization’s long-term priorities and new directions of activity:

1. ENSURE FREEDOM OF ASSEMBLY AND EXPRESSION WITHOUT DISCRIMINATION

LGL will work to guarantee that all public events, including gatherings related to LGBTI+ issues, take place without unjustified restrictions or hostile actions. This will include:

- Ongoing analysis of legislation and proposals for amendments to fully safeguard freedom of assembly and expression.
- Preparation of reports for relevant national institutions and international human rights mechanisms.

2. ORGANIZE “PRIDE” AS AN ANNUAL NATIONAL HUMAN RIGHTS CAMPAIGN

“Pride” will become LGL’s main platform for advocacy, cultural expression, and public education:

- Organizing an inclusive and visible nationwide Pride festival every year.
- Involving representatives from the regions in the Pride program and encouraging local initiatives.

- Expanding international cooperation to increase the impact of Pride events.

3. ELIMINATE DISCRIMINATORY LEGAL PROVISIONS AND PRACTICES

LGL will actively oppose laws and policies that restrict the rights of LGBTI+ people:

- Work to repeal or amend provisions limiting the public presentation of LGBTI+ topics, especially in education and public information.
- Monitor national legislative initiatives, respond promptly, mobilize the community, and encourage public support.
- Conduct continuous human rights monitoring and provide recommendations.
- Submit reports on the protection of LGBTIQ rights to international human rights mechanisms.

4. ESTABLISH GENDER-NEUTRAL LEGAL MECHANISMS FOR FAMILY RECOGNITION

LGL will advocate for laws ensuring equal protection of family rights for all couples in Lithuania:

- Advocacy for the adoption of a partnership law that is neutral with respect to gender and sexual orientation.
- Public discussions and information campaigns explaining the importance of such legal regulation.

- Additional initiatives aimed at securing family rights at both legislative and sub-legislative levels.

5. IMPLEMENT TRAINING FOR SCHOOLS, EMPLOYERS, AND PUBLIC INSTITUTIONS, AND PROMOTE EQUAL OPPORTUNITIES IN ALL AREAS OF LIFE

Education and capacity-building are essential for long-term change:

- Develop and implement training programs on human rights, diversity, and non-discrimination.
- Collaborate with education and employment institutions to integrate inclusive practices into everyday operations.
- Further develop the Pridecareer.lt platform to empower LGBTIQ people, promote equal opportunities in employment and education, foster cross-sectoral cooperation and sustainable partnerships, and share good practices and success stories of LGBTIQ individuals.

6. CONTRIBUTE TO THE MOBILIZATION OF LGBTI+ COMMUNITIES IN THE REGIONS

LGL will expand its activities beyond the major cities:

- Support the establishment and work of regional LGBTI+ groups.
- Organize events and meetings in the regions to ensure that community members across Lithuania can participate in LGL's activities.

7. STRENGTHEN THE CAPACITY OF LAW ENFORCEMENT TO INVESTIGATE HATE CRIMES

To ensure effective prevention of hate crimes:

- Organize training for law enforcement officers.
- Monitor the progress and quality of hate crime investigations and provide recommendations for improving procedures.
- Respond to reports of hate incidents directed at LGBTIQ persons.
- Prepare reports to the Committee of Ministers of the Council of Europe on the implementation of the Beizaras and Levickas v. Lithuania judgment.

8. STRENGTHEN MEDIA RESPONSIBILITY AND OBJECTIVITY

LGL will promote professional and impartial coverage of LGBTI+ issues in the public sphere:

- Cooperate with journalists and editors by providing methodological guidelines and training.
- Encourage the creation and dissemination of positive stories highlighting members of the LGBTI+ community.

Comprehensive Organizational Development

To ensure the long-term achievement of its strategic goals and resilience against external challenges, LGL will invest purposefully in strengthening its organizational capacities and empowering the LGBTI+ community across Lithuania. These changes encompass two closely interlinked areas: strengthening the organization internally and expanding community capacities.

1. STRENGTHENING THE ORGANIZATION AND ITS HUMAN RESOURCES

The success of LGL's activities depends on a professional, motivated, and continuously developing team.

- **Capacity building** – training for staff, board members, and volunteers in advocacy, communication, project management, leadership, and human rights.
- **Motivation and recognition** – introduction of internal incentive systems to ensure acknowledgment of achievements and individual contributions.
- **Leadership development** – creation of programs fostering the emergence of new leaders both within the organization and in the wider community, with particular attention to youth engagement.

- **Organizational structure improvement** – implementation of efficient work processes and internal communication channels, enabling agile responses to change.

2. STRENGTHENING THE LGBTI+ COMMUNITY

LGL will ensure its work addresses the diverse needs of different community groups – from youth to older persons, from transgender to bisexual or intersex people.

- **Specialized services** – provision of legal, psychological, and social support tailored to the specific needs of different community groups.
- **Support for regional initiatives** – funding local projects and events that promote LGBTI+ visibility, solidarity, and participation in the regions.

This comprehensive development will enable LGL not only to achieve its 2026–2030 strategic goals, but also to reinforce its role as the leading defender of LGBTI+ human rights in Lithuania.



Methods and Tools Applied by LGL



To implement its strategy, LGL will employ a wide range of methods and tools that enable it to achieve its goals both nationally and internationally. Each method is grounded in the organization's values, long-standing experience, and the needs of the community.

1. ADVOCACY

Advocacy is the cornerstone of LGL's work. It includes active participation in the legislative processes of the Republic of Lithuania, and in shaping and implementing human rights policy.

- Submitting legislative and policy recommendations aimed at eliminating discriminatory provisions.
- Carrying out campaigns to encourage policymakers to adopt decisions that ensure LGBTI+ rights.
- Taking part in international human rights conferences and forums, representing the Lithuanian LGBTI+ community.

2. INSTITUTIONAL CAPACITY BUILDING

To ensure sustainable and effective operations, LGL continuously invests in its human resources and the quality of organizational management.

- Providing training for staff, board members, and volunteers to strengthen skills in advocacy, communication, and project management.
- Facilitating knowledge exchange with other national and international organizations.
- Organizing internal consultations to improve effectiveness and streamline processes.

3. COMMUNITY MOBILIZATION AND EMPOWERMENT

LGL creates opportunities for the LGBTI+ community to engage in the organization's activities and access necessary support.

- Organizing cultural, educational, and social events, including Pride and other awareness-raising initiatives.
- Expanding volunteering programs that allow community members to contribute to activities.

4. COMMUNICATION

Effective communication is essential to raise public awareness and change attitudes towards the LGBTI+ community.

- Implementing nationwide information campaigns to combat stereotypes and discrimination.
- Actively using social media platforms to reach diverse audiences.

- Developing partnerships with media outlets to promote accurate, professional, and respectful coverage of LGBTI+ issues.

5. HUMAN RIGHTS, RULE OF LAW, AND STRATEGIC LITIGATION

Legal defense measures are a key tool for LGL in ensuring human rights in practice.

- Providing individual legal consultations to LGBTI+ persons facing discrimination or human rights violations.
- Working to establish court precedents with long-term impact on LGBTI+ rights protection in Lithuania.
- Collaborating with lawyers, legal experts, international human rights specialists, and human rights institutions.

6. PARTNERSHIPS, NETWORKING, AND COALITIONS

Sustainable change is achieved through cooperation with a wide range of organizations and institutions.

- Actively participating in national networks, such as the Human Rights Organizations Coalition.
- Building partnerships with international organizations, including ILGA-Europe, EPOA, IGLYO, TGEU, INACH, and EPBN.
- Cooperating with academic institutions, the private sector, and other NGOs to broaden societal engagement.

Monitoring and Evaluation

Monitoring and evaluation of strategy implementation are essential components of LGL's planning and quality assurance processes. Only by consistently collecting, analyzing, and interpreting data is it possible to assess the real impact on the LGBTI+ community and society, identify emerging challenges in time, and make informed decisions on adjusting the strategy.

1. MONITORING PRINCIPLES

- **Consistency** – activities and results are monitored throughout the year to ensure continuity.
- **Transparency** – data, reports, and evaluation outcomes are accessible to members, supporters, and partners of the organization.
- **Inclusiveness** – the monitoring process involves not only the administration but also the board, staff, volunteers, and community representatives.
- **Impact measurement** – assessment covers not only the scope of activities but also their results and long-term impact on the legal, social, and cultural environment.



2. EVALUATION METHODS

..... **Quantitative indicators:**

- Number of events, participants, and growth in regional outreach.
- Media and social media reach of Pride and other campaigns.
- Number of advocacy proposals submitted and their adoption rate in legislation.
- Number and outcomes of legal consultations.

..... **Qualitative indicators:**

- Assessment of participant and community satisfaction.
- Improvement in the quality of media content on LGBTI+ issues.
- Changes in attitudes of policymakers and institutions.
- Strengthened sense of safety and visibility within the community.

3. REPORTING

- **Annual reports** – covering results achieved under each strategic goal, presented at the members' assembly and publicly available on LGL's website.
- **Interim reports** – prepared as needed, especially during the implementation of large-scale projects or campaigns.

4. STRATEGY REVIEW IN 2028

A comprehensive review of the strategy will be carried out in 2028, including:

- Analysis of activities and progress toward strategic goals.
- Evaluation of external factors and contextual changes.
- Recommendations for adjustments to the strategy through the end of 2030.