

LGL STRATEGIC PLAN

2019–2024

**2018
DECEMBER**

ABOUT LGL

The National lesbian, gay, bisexual and transgender (LGBT) human rights organization LGL is the only non-governmental organization in Lithuania exclusively dedicated to representing the interests of the local LGBT community. Having begun operations on December 3rd, 1993, LGL is one of the most mature and stable organizations in the country's civil sector. The fundamental principle behind the organization's activities is independence from any political or financial interests whilst striving for effective inclusion and social integration of the LGBT community in Lithuania. LGL seeks to achieve consistent LGBT human rights progress, drawing on its twenty years of experience in advocacy, awareness-raising and community building.

LGL's **staff** currently consists of 5 community Board Members, 7 permanent staff members, as well as over 20 volunteers both in Lithuania and abroad. Our team is enthusiastic, dynamic, ever-changing and open to new members, ideas and projects. It is important to emphasize that not only gay individuals are involved in the organization – in addition to the LGBT community, we are proud of our friends and allies who consider LGBT rights part of the issue of democratic and effective protection of human rights for all citizens of the Republic of Lithuania without exception.

LGL's office is located in Vilnius, Pylimo str. 21. Here, the LGL team administers and implements projects, organizes meetings, and regularly invites the LGBT community and its allies to various events. LGL's office contains the only LGBT centre in Lithuania with a library of literature related to the organization's activities, where visitors can enjoy free wi-fi and a cup of coffee or tea. The LGBT centre is open to all well-wishing visitors who want to learn more about the organization's activities and the LGBT human rights situation in Lithuania.

LGL is a member of the National Equality and Diversity Forum (NEDF) and the Coalition of Human rights organizations. LGL also answers to international organizations **ILGA** (The International Lesbian and Gay Association), **IGLYO** (The International Lesbian, Gay, Bisexual, Transgender, Queer Youth and Student Organization), **EPOA** (The European Pride Organisers Association) and **TGEU** (The European Transgender Network). We believe that we can most effectively pursue our goals by seeing LGBT rights as part of a broader human rights discourse, and by actively supporting various initiatives both at the national and international level.

You can find up-to-date information about LGL's activities and current issues faced by the LGBT community at www.lgl.lt/en and LGL's Facebook page, www.facebook.com/lgl.lt/.

LGL'S PRIMARY CHALLENGES TO SUCCESSFUL STRATEGIZING

Short-term attention to strategic planning and realization of projects. Strategic management is not a short-term process restricted to planning. Although the planning phase requires special attention in order to ensure that the strategy created is appropriately implemented, it is crucial to not only responsibly realize established goals, but to also constantly monitor changing situations, and to reconsider and correct parts of the strategic plan if necessary.

Fear of changes within organization. The changing external environment, political and legal situation, financial resources, societal attitudes and other such developments require the organization to address strategic challenges so that it can continue productively furthering its work, maintaining human resources and responding to the needs of the community. Such challenges may be related to the structure of the organization, the diversification of financial resource generation, and the pursuit of project objectives. In any case, issues with the organization's management body and staff that may interfere with the successful implementation of the strategic plan are unavoidable.

External challenges: institutional homophobia, shortage of financial resources, societal attitudes, media coverage, reticence of the LGBT community, safety, lack of initiative, and other legal, political, economic and social forces can affect LGL's ability to realize its established aims and objectives.

VISION, MISSION AND VALUES

VISION



A society free from discrimination based on sexual orientation and gender identity; a society in which human rights are respected, and freedom and equality prevail.

MISSION



LGL is dedicated to fighting homophobia and all forms of discrimination based on sexual orientation and gender identity.

VALUES



The following values reflect how the organization and its representatives work and behave in the pursuit of established aims:

- Respect
- Democracy
- Solidarity
- Competence

- Teamwork
 - Community
 - Independence
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STRATEGIC AIMS

The promotion of human rights and equal opportunities, and the elimination of discrimination based on sexual orientation and gender identity in the following fields:

 <p>EDUCATION</p>	   <p>FAMILY RELATIONS</p>	 <p>HEALTHCARE</p>
 <p>PREVENTION OF HATE CRIMES</p>		  <p>LEGAL GENDER RECOGNITION</p>
 <p>FREEDOM OF ASSEMBLY AND EXPRESSION</p>	 <p>WORK RELATIONS AND EMPLOYMENT</p>	

STRATEGIC GOALS

The promotion of human rights and equal opportunities, and the elimination of discrimination based on sexual orientation and gender identity in the following fields:

- Education
- Family relations
- Healthcare
- Prevention of hate crimes
- Work relations and employment
- Legal Gender Recognition
- Freedom of assembly and expression

In order to accomplish the aims stated above, the following goals were selected for realization in the period of 2019-2023:

- 1** Aim to create and begin to implement a national sexual education program, presenting objective and scientifically-supported information about sexual orientation and gender identity within this context;
- 2** Aim to create and begin to implement a preventative national action plan for fighting against homophobic, biphobic and transphobic bullying throughout all levels of Lithuanian educational institutions;
- 3** Support and encourage publicity, constructive discussions, and the safe coming-out of LGBT individuals to their families and close acquaintances;
- 4** Aim to remove Section II of an Article 4 from the Law on the Protection of Minors Against the Detrimental Effect of Public Information;
- 5** Aim to remove Section II of an Article 4 from the Law on the Protection of Minors Against the Detrimental Effect of Public Information;
- 6** Secure the development of gender-neutral partnership law bill, initiate its consideration in Lithuanian parliament, and encourage societal discussion of this topic in a public space;

- 7** Aim to prevent legislative initiatives that are homophobic, transphobic, and discriminatory against LGBT individuals and their families, or that otherwise limit the rights and freedoms of LGBT people, from reaching parliament;
- 8** Collaborate with other nongovernmental organizations, legislators, policy makers and solution implementers, parent and student groups, professional organizations from various sectors and other institutions working in the human rights sector;
- 9** Aim to ensure the preparation, acceptance and practical implementation of legislative acts regulating sex reassignment procedures, legal recognition of such transitions in Lithuania, and protection from discrimination based on gender identity;
- 10** Enhance the ability of employers to ensure equal opportunities and a friendly work environment for LGBT individuals;
- 11** Expand the consciousness of society and the LGBT community regarding hate crimes and their harm, encourage people to actively report their experiences and/or homophobic and transphobic incidents that they've witnessed to law enforcement institutions or nongovernmental organizations working in this sector;
- 12** Enhance the ability of law enforcement institutions to investigate hate crimes, engage with individuals victimized by these incidents, implement hate crime prevention programs and raise the qualifications for law enforcement officers working in this field;
- 13** Prosecute homophobic and transphobic crimes without incidents, and monitor hate speech about LGBT individuals.

Comprehensive development of the organization by strengthening:

- The organization's human resources;
- The Lithuanian LGBT community and its constituent groups.

In order to accomplish the aims stated above, the following goals were selected for realization in the period of 2019-2023:

- 1** Ensure the fluidity of the LGBT center's operations, the ability to have the broadest group of individuals possible participating in initiatives, social and educational activities, creative and mutual assistance workshops, and other pursuits;
- 2** Create safe spaces and provide various services and resources designated for the constituent groups of the LGBT community (i.e. for gay, lesbian, transgender and bisexual people), and expand these individuals' visibility and the awareness of their specific needs;
- 3** Provide resources to ensure that the LGBT community and its constituent groups have appropriate representation in public spaces and within the organization (i.e. amongst management, staff and volunteers);
- 4** Strive for LGL initiatives to represent the needs of the Lithuanian LGBT community and the current social, cultural and political situation;
- 5** Develop the organization's work in other regions of Lithuania, and support the institution and work of LGBT groups throughout the Republic;
- 6** Improve the managerial, organizational, and related professional competencies of LGL's leadership, staff, members and volunteers and improve the motivation and abilities of the LGL team in order to more effectively implement the organization's strategic aims;
- 7** Encourage active membership and volunteering in the organization in order to comprehensively develop LGL's human resources.

LGL'S APPLIED METHODS AND RESOURCES

1. ADVOCACY

The actions that aim to secure human rights and equality for LGBT individuals by impacting legislation, policy-making and implementation; inclusion of the LGBT community in social and economic political developments; support of the national and international initiatives of LGBT individuals and organizations in order to protect the legal rights of LGBT people at the regional, national and international level.

2. INSTITUTIONAL CAPACITY BUILDING

Aiming to effectively implement the organization's projects in the field of human rights representation for the LGBT community, LGL's leadership, staff and volunteers seek to gain further skills and competency in the fields of advocacy, raising awareness, community strengthening, resource diversification, organizational administration and other related realms.

COMMUNITY RECRUITMENT AND STRENGTHENING

Empowering and strengthening the abilities of LGBT community members with the intent of enhancing their competence within the fields impacting the implementation of LGL's strategic aims (ex. expansion of legal rights awareness, motivation, creation of communication platforms).

4. COMMUNICATION

The effective use of all accessible, traditional and alternative informational systems and social media platforms, in order to inform desired audiences of strategically chosen information; informational campaigns dedicated to accomplishing LGL's aims; the creation and use of communication tools and platforms by the LGBT community and persons representing LGBT-related topics.

5. STRATEGIC LITIGATION

Identification of human rights offenses, initiation of legal action, and assistance to members of the organization and LGBT community who are filing lawsuits and protecting their rights; presentation of new legal tools and improvement of practices for protecting one's rights.

6. STRATEGIC COLLABORATION AND COALITION STRENGTHENING

The identification of meaningful strategic partners for the realization of strategic aims in the governmental, nongovernmental and private sectors, and the creation and strengthening of sustainable partnerships and coalitions.