
BUILDING PARTNERSHIPS FOR EQUALITY

19th ILGA World Conference - Johannesburg

18 - 25 September 1999

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2. Introduction

FIRST ILGA WORLD CONFERENCE TAKES PLACE IN AFRICA

The 19th ILGA World Conference took place from the 20 - 25 September 1999. 200 delegates from over 45 countries participated in the conference organised and hosted by the National Coalition for Gay and Lesbian Equality (NCGLE) and Gay and Lesbian Organisation of Witwatersrand (GLOW). The organising committee together its partners, through an extensive scholarship programme, enabled the participation of many delegates from southern / developing countries. This resulted in the most-representative, inclusive delegation.

During the five-day conference, a total of 46 different workshops were presented along with numerous caucuses and plenaries. In addition to the World Conference three pre-/ satellite - conferences were held before the conference.

Lesbian And Gay People In Africa Demand Equality And Freedom

The Africa Regional pre-conference was the first gathering of its kind and attracted 64 participants from 8 African nations: Botswana, Cameroon, Kenya, Morocco, Namibia, South Africa, Zambia and Zimbabwe. The following issues, in the form of workshops, were discussed at the pre-conference:

- Strategies, tactics and a way forward in building alliances
- HIV/AIDS
- Building lesbian visibility and women leadership
- Building lesbian and gay organisations and networks.

The participants of the Africa Regional Pre-conference committed themselves to the future challenge of building a progressive LBGT movement in Africa - a movement which will ensure that human rights are taken forward for all people in Africa. A conference declaration, calling for genuine partnerships with international LBGT organisations, trade unions, human rights and civil society organisations based on equality and respect for sovereignty, independence and autonomy of Africa, was passed.

Women in ILGA

The Women's Pre-conference looked at a number of issues including an evaluation of Women's role in ILGA - consensus was reached concerning the question of whether a need for a Women's Secretariat in ILGA existed. The following reasons were identified:

- 1) the continued existence of an imbalance of power between women and men within ILGA;
- 2) the common oppressions and control of women's sexualities by patriarchal societal norms
- 3) globalisation and the resulting impact including:
 - the feminisation of poverty
 - the greater divide between rich and poor in our world
 - increased risk to HIV infection and the spread of AIDS, the limitation of access to medication and treatment

The ILGA World Board was called on to integrate a gender perspective throughout its work and recommended that a development programme be drawn which should include the promotion of women's leadership and participation within the international LGBT movement, among other.

Religion, Ideology and Homophobia

The Pre-conference on Religion, Ideology and Homophobia focused on speakers' experiences and difficulties in their communities relating to their religious and sexual expression. A resolution was passed which called for:

- the development of interfaith networks between people of Islamic, Christian and other faiths of Africa and the South
- further, intensive research and documentation into expressions of same - sex identity and religious beliefs of the people of Africa, Latin America, Asia, the Middle East and Anzapi region with a view to dispelling the myth that LGBT issues are foreign to Africa and the South
- to work towards encouraging dialogue with faith communities and other groups in order to address issues of lesbian visibility and the empowerment of women using the human rights model.

Throughout the Word Conference and Pre-conferences there was much discussion around the effects of globalisation, and what it means to organise within this context raising the need for a "poor people's" ILGA agenda.

The resolutions echoed the theme of the conference: ***Building Partnerships for Equality***. In many of the resolutions passed, building alliances with social and human rights organisations and networks, positioning lgbt issues within the mainstream struggles for social justice, equality, dignity for all people was emphasised.

HIV/AIDS and Access to Treatment

With regard to HIV/AIDS, conference called on ILGA to address the continued inequality between developed and developing countries in access to HIV/AIDS treatment and services, travel restrictions for people with HIV /AIDS, and discrimination in policies of UN Agencies and governments in some countries towards LGBT people in relation to HIV /AIDS, education and services. Furthermore, all ILGA members were called upon to lobby non-governmental organisations (NGO's) in preparation for the NGO consultation in Seattle based on the principle that the primacy of public health interests over commercial considerations is reaffirmed and that the legality of parallel import and compulsory licensing is recognised, in order to safeguard access to essential drugs and to declare December 1st an International Day of Action to call for affordable AIDS drugs now around the world.

LGBT Youth - Heroes of the Future

The youth called on all lgbt youth to “mobilise parents who are accepting of their children’s sexuality to educate and support other parents face with the issue of acceptance” and for them to “address that LGBT youth do not discriminate on the basis of age and the older LGBT should not do the same.” Furthermore, a resolution was passed that calls on all ILGA members to empower youth in leadership skills, and to make resources and experience available and accessible.

Trade Unions - A Tool For Fighting Oppression

The conference passed a resolution that re-affirms ILGA commitment to the principle of solidarity means that trade unions can and must fight for the rights of their LGBT members by every means including negotiating anti-discrimination policies, representing LGBT members facing discrimination; putting lesbian and gay equality on the bargaining agenda. Furthermore, that ILGA’s commitments to “trade union work is an integral part of our struggle, both at conferences and between conferences, and instructs the Board to continue and develop this work”. This work includes ILGA being active in the campaign to place our issues on the agenda of all international labour federations and that of the International Labour Organisation.

Black, Bold And Beautiful – Homosexuals In The Black Diaspora

This session was one of the few (only?) sessions at the conference which dealt specifically with the rejection, marginalisation and victimisation experienced by black LGBT people within their respective societies. Participants recognised that Within the Black/African Diaspora, in all countries represented, there are a number of distinctions made between people on the bases of race, class, colour, money, gender and sexual orientation and that people are treated differently based on these distinctions. There is a myth, among the “straight” Black Diaspora, that homosexuality is, somehow, un-Black, or un-African, and not an indigenous part of their culture, or ethnicity.

Participants in this workshop recommended that steps should be taken to: facilitate the economic empowerment of gay Black people through the support of their businesses, and the sharing of skills; increase the visibility of Black homosexuals and networking within this constituency and the development of special programmes to ensure the delivery of training, counselling, and other needed support services to the youth members of this constituency.

ILGA –the Organisation

Many other resolutions relate to the internal functioning of ILGA as an organisation. The need for ILGA to transform was emphasised. The guiding principles the development of women and youth to be able to participate as equals in all processes. Furthermore, for ILGA to treat people with equality regardless of, among others, race, gender, economic status, sexual orientation, the recognition and respect of diversity and to make the organisation an organisation that serves the interests of all its members equally.

The process and consolidation of regionalisation was emphasised.

Phumi Mtetwa (South Africa) and Kursad Kahramanoglu (United Kingdom) were elected as Secretary-Generals

The following persons represent their regions on the Executive Board of ILGA
Latin America and the Caribbean: Jane Pantel (Brasil); Luis Gauthier (interim) (Chile)

North America: Claudine Ouellet (Canada); Harold Kooden (USA)

Africa: Annie Leatt (South Africa); Ian Swartz (Namibia)

Europe: Jackie Lewis (United Kingdom); Pierre Noël (Belgium)

Australia, New Zealand and Asia Pacific Islands: Jennifer Wilson (Australia) ; Wayne Roberts (Australia)

Asia: Sherman De Rose (Sri Lanka)

Women's Secretariat: Gloria Coreaga (Mexico)

Rome in Italy was selected as the venue for the 2000 conference, the host organisation being World Pride.

3. Pre-Conferences and Satellite Conferences

3.1 Africa Pre-Conference

3.1.1 Agenda

TIME	TOPIC	PRESENTER
09h00 - 09h15	Welcome and Introduction	Phumi Mtetwa; Zandile Makahamadze
09h15 - 10h15	Country Reports: <ul style="list-style-type: none"> • legal status of homosexuality and other laws pertaining to LGBT rights • general human rights situation and political democratisation • possibilities for positive change for LGBT rights 	GALZ; LEGABIBO; LEGATRA; TRP; NCGLE; UGANDA; KENYA
10h15 - 10h45	Building a lesbian and gay movement in Africa	Sheila Lapinsky
11h00 - 11h20	Discussion: Building a lesbian and gay movement in Africa	
11h20 - 12h35	Workshops: Identifying the Issues <ol style="list-style-type: none"> 1. building alliances *includes HIV/AIDS 2. building lesbian visibility and women leadership 3. legal, policy and political reform 4. building lesbian and gay organisations and networks 	Gerald Kraak; Zandile Makahamadze; Elizabeth Khaxas Josie Mqithi; Naomi Webster Evert Knoessen; Kevan Botha Josie Abrahams; Ian Swartz
13h35 - 14h50	Workshops: Developing Strategies, Tactics and a Way Forward <ol style="list-style-type: none"> 1. building alliances *includes HIV/AIDS 2. building lesbian visibility and women leadership 3. legal, policy and political reform 4. building lesbian and gay organisations and networks 	Gerald Kraak; Zandile Makahamadze; Elizabeth Khaxas Josie Mqithi; Naomi Webster Evert Knoessen; Kevan Botha Josie Abrahams; Ian Swartz
14h50 - 15h35	Workshop Reports	
15h50 - 17h00	Resolutions on the Way Forward <ul style="list-style-type: none"> • conference declaration • lesbian visibility and women leadership • education and training • information and resource sharing • networking and solidarity work • election of Africa representatives to ILGA World Board • election of Africa representatives to Chairing Pool 	Phumi Mtetwa; Zandile Makahamadze

3.1.2 Minutes Of The Africa Pre-Conference : People In Africa Demand Equality And Freedom

1. OPENING AND WELCOME

The chairperson welcomed everyone present at the conference. The conference started with “Aluta Continua” (The Struggle Continues) sung by Miriam Makeba. Greetings were extended by Zandile Makahamadze and Phumzile Mthethwa. A moment of silence was held in memory of the late Simon Nkoli.

2. INTRODUCTIONS

The Pre-Conference on Africa was attended by 64 delegates from 8 African nations: Botswana, Cameroon, Kenya, Morocco, Namibia, South Africa, Zambia and Zimbabwe, as well as representatives from other countries and organisations.

3. COUNTRY REPORTS

The following is a summary of the presentations made. The eight presentations clearly illustrated the two distinct and broad realities present in Africa.

South Africa and Namibia are countries in which LGBT rights are protected by liberal constitutions. As such, the movements in these countries have greater access to government and legal avenues than in the other six countries.

As a result of the constitution, there is increasing acceptance and tolerance of lesbian and gay people in society. The constitution has given safe social and political space for lesbian and gay people to use their constitutional rights and win more acceptance in society. But these are continually challenged by homophobic officials and sections in society.

As long as underdevelopment is not addressed, the new political framework could be undermined. The lesbian and gay movement is small, young and still weak.

Though important milestones have been reached in these countries, there is still a long way to go in achieving lesbian and gay equality. We have to change the day to day lives of our members, the closeted, the poor, the insecure and battered non-citizens of the lesbian and gay movement.

The other African countries do not enjoy this legal protection. In some countries organisations do not exist or cannot be registered.

In all these countries same-sex acts are punishable under the penal code, most inherited from the colonial past. Laws governing homosexuality are often lumped together with acts such as bestiality as “unnatural offences”.

All of this makes it difficult for organisations (where they do exist) to run projects such as AIDS-awareness workshops, raising public awareness, starting a national debate or to challenge the constitution.

Because of these constraints, the focus in some areas is on community building by establishing social groups to raise awareness.

GALZ has been very successful in building a public profile in Zimbabwe, and is working towards the formation of a coalition in order to bring the interests of the various groups in Zimbabwe together in order to break down the barriers and move towards unity.

Morocco has a unique position as the only Muslim state amongst the represented African nations. While the concept of homosexuality does exist, there are no linguistic construct on the Arab language giving identity to this concept.

In all of the African countries, the visibility of women in organisations is a particular problem. Women are often marginalised and excluded from organisations. It is the movement's responsibility to address this inequality.

The challenge of the future is to build a progressive LGBT movement in Africa—a movement which will ensure that human rights are taken forward for all people in Africa

4. BUILDING A LESBIAN AND GAY MOVEMENT IN AFRICA

The paper presented by Sheila Lapinsky from the NCGLE certainly set the tone for stimulating debate. It was generally well received by the African delegations, but also included some points of contention. Below is a summary of the main topics from the presentation.

Human Rights work in Africa is composed of people working in a liberal framework and is confined to urban elite and middle-classes. Historically, protests against human rights violations were taken up by workers' movements. The weakness in the Human Rights Movement is that it cannot bridge the gap which the mass workers' movement used to fill in the past.

All rights are indivisible and violations can occur based on gender, race, urban or rural divide and many other factors.

Queer rights can, therefore, not be divided off from other rights—the protection of all human rights is the battle cry. In particular we have to examine the role and involvement of lesbian gay movement in the following three areas:

- Violence against women
- Unemployment
- Health, HIV/AIDS

Are there programmes in these areas that focus on the specific needs of the lesbian and gay community? Do we in the lesbian and gay movement include these issues as part of a broader human rights agenda?

We also need to give careful consideration to leadership in the lesbian and gay movement in Africa. We must ensure that the development of leaders are to the benefit of the movement.

The goal would be to improve the quality of life in all the countries of Africa by working together to insist that LGBT rights are human rights. We should build on those successes that we have already achieved, and assist movements in those countries who are in more vulnerable situations.

A major obstacle to a pan-African movement lies in the concepts surrounding African identity: Homosexuality is perceived differently in the various cultures found in Africa. The idea of Africa is problematic in itself, because of the diversity and of the impossibility of characterising what is “African”.

Many of the issues raised in this presentation sparked much debate during various sessions and workshops, and has been identified as topics on which much more debate is needed.

5. WORKSHOPS

The conference broke into five groups. These workshops were also based on political discussion which followed Sheila Lapinsky’s presentation. The resolutions (see below) are based on the workshop reports and subsequent plenary discussions. The issues discussed were:

- building alliances and networks within broader civil society
- building lesbian visibility and women leadership
- legal, policy and political reform
- building lesbian and gay organisations and networks
- HIV/AIDS in Africa

The conference expressed grave reservations about the absence of representatives from Botswana, Kenya and Cameroon during this session.

6. CONCLUSION

A follow-up workshop was planned to discuss the nomination of African representatives to the ILGA World Board. In addition to the resolutions, the conference adopted a conference declaration (see below). The declaration is a preamble to the resolutions and is also a public statement from this conference.

3.1.3 Resolutions and Recommendations

CONFERENCE DECLARATION

We have met over this day in this pre-conference as more than 50 delegates from African countries and a few other countries.

This has been a conference of lesbian, gay, bisexual, transgendered people—basically people who love people of the same sex.

We are united by the common oppression and control of sexuality by patriarchal societal norms. We may have different identities on or sexuality and how we practice it.

We are involved in a struggle to form and understand our identities, as people who love people of the same sex, in the different African contexts. Concretely, we want equality and freedom in Africa in our lifetime.

We are also concerned about the interest and visibility of women who love women, lesbians, bisexuals and transgendered persons. We have marginalised them and excluded them from networks and organisations. But we will change this by creating safe social and political spaces for women by reaching out to women who love women, and by mainstreaming lesbian issues and interests in our networks and organisations.

But this struggle does not belong to us alone. The vision of a society based on equality and freedom is shared by many Africans. We all want education, jobs, safety, water, good health care and a better life for all. For us this is what equality also means.

We are also concerned by HIV/AIDS. We are scared of losing our friends. We fear we may be infected ourselves. We are also angry. We are angry because not enough is being done by leaders of society. We will use our fear, anger, and energy to work against HIV/AIDS in Africa. In doing this we will call for affordable treatment medicines and the eradication of poverty.

Our presence here as Africans challenges the argument that same-sex love is not African. We are African, we are lesbian, gay, bisexual, transgendered, we love people of the same sex.

Poverty, illiteracy, violence and dictatorships are not African.

For these reasons we commit ourselves to the following:

- we will work together to express solidarity and co-operation amongst lesbian and gay organisations and networks
- we will also work together with allies and supporters to mainstream our issues and understand other issues affecting society.
- we will build local and regional networks to make the above possible (reach out to regions not represented here)
- finally, we will struggle side by side to make our demands and win our freedoms in the context of fighting for a free and democratic Africa.

Forward to equality and freedom in Africa! Forward to a peoples' Africa!



A) HIV/ AIDS

Recognising the following:

- 1)** More than 20 million people in Africa are living with HIV/Aids and there are high numbers of daily new infections. A large majority of these people are poor people living in difficult social and economic conditions;
- 2)** African women bear the brunt of HIV/Aids in Africa. They cannot negotiate safer sex. They have to take care of the sick, children and aged. They do not have access to work, health care and information.
- 3)** Gay men are disproportionately affected by HIV/AIDS. They do not have access to state resources and information about safer sex;
- 4)** Except for a few countries HIV/AIDS still remains a largely hidden disease in Africa; and
- 5)** The public health systems in African countries do not adequately address HIV/AIDS management, care and treatment.

Believing that

- 1)** The rate of new infections can be drastically reduced and even eliminated through mass campaigns of public education, openness, care and support for people, families and communities living with HIV/AIDS;
- 2)** HIV/AIDS affects us all;
- 3)** The epidemic has (and continues to have) an immense impact on families, communities, countries, poor people, economics, public health and social services. Unless addressed dynamically and urgently, it can undermine social progress and the achievement of full social equality and justice in Africa; and
- 4)** The lesbian and gay community in Africa has an important role to play in mobilising itself and broader society to understand and be open about HIV/Aids, to work for affordable medicines and socio-economic conditions which make it possible to address HIV/AIDS.

Therefor resolve:

- 1)** To ensure that lesbian and gay organisations in Africa assume responsibility for working with other formations in campaigns to educate and mobilise communities around the epidemic;
- 2)** To support efforts to develop guidelines on HIV/AIDS management and treatment for African contexts; and
- 3)** To support efforts in accessing cheaper medicines for HIV/AIDS and related illnesses relevant for African contexts

B) LESBIAN VISIBILITY AND WOMEN LEADERSHIP

Recognising the following:

- 1)** African lesbians are not visible in international and African lesbian and gay organisations and women's organisations; and
- 2)** That African women's organisations do not address issues and interests of lesbians.

Believing the following:

- 1)** Issues and interests of African lesbians are also issues for international and African lesbian and gay organisations and women's organisations; and
- 2)** These organisations must address the issues and interests of African lesbians.

Therefor resolve:

- 1)** African organisations must develop self-realisation and empowerment programmes for African lesbians as a matter of urgency;
- 2)** As a matter of urgency, African organisations must conduct gender audits of their policies, practices and structures to see how these impact on the issues and interests of African lesbians and take steps to address discrepancies;
- 3)** Develop a platform for lesbian visibility and leadership in lesbian and gay organisations and women's organisations; and
- 4)** Increase networking and sharing amongst African lesbians.

C) BUILDING LESBIAN AND GAY ORGANISATIONS AND NETWORKS

Recognising the following:

- 1)** The existence of lesbian and gay organisations and networks in Southern Africa;
- 2)** The absence of lesbian and gay organisations in other parts of Africa;
- 3)** The existence of women's organisations, human rights organisations, trade unions and religious institutions;
- 4)** The vastness, size and poor communication infrastructure of the African continent; and
- 5)** The existence of different forms of sexuality, same-sex love and identity amongst Africans;

Believing the following:

- 1)** There is a need to understand the different forms of sexuality, same-sex love and identity amongst Africans and to forge our own identities;
- 2)** There is a need to build and develop indigenous forms of organisations and networks of Africans who love people of the same-sex;

Therefor resolve:

- 1)** To network, share skills and resources and co-operate amongst regional and sub-regional lesbian and gay organisations. Broadly, regions of Africa could be Southern Africa, Central and East Africa, North and West Africa;
- 2)** To recommend several models of organisational forms depending on situations in each country. This basically refers to forming social clubs and conducting social activities where it may be impossible to form openly lesbian and gay organisations;

- 3) To discuss the best form of a continental lesbian and gay organisation. This includes a discussion of whether African organisations should form a region/s of ILGA;
- 4) To have representation of at least Southern Africa and North/West African regions in the ILGA World Board for the interim period;
- 5) To discuss and reach a common understanding of the different forms of sexuality, same sex love and identity amongst African queers; and
- 6) To form working relationships with other lesbian and gay organisations and people in the South and African Diaspora.

D) ALLIANCES IN CIVIL SOCIETY, LEGAL, POLICY AND POLITICAL REFORM

Recognising the following:

- 1) Most African countries have extremely hostile political, social and legal frameworks for human rights and democracy generally, and lesbian and gay equality in particular;
- 2) Long-held, deep and entrenched cultural and religious attitudes of African societies are currently hostile towards same-sex love;
- 3) Historically, African societies have not always rejected same-sex love;
- 4) The existence of African and international human rights instruments which several African states have ratified;
- 5) The low level socio-economic development and justice in Africa and the impact of this on women; and
- 6) The existence of women's organisations, human rights organisations, trade unions, religious institutions and social development organisations.

Believing that:

- 1) Legal, policy and political reform for human rights, democracy and lesbian and gay equality will be extremely difficult and long in African countries;
- 2) Existing African and international human rights systems can be strategically used to establish some precedents and jurisprudence for equality and human rights broadly as a basis for achieving lesbian and gay equality;
- 3) Documentation of human rights violations broadly, and lesbian and gay rights in particular, is an important basis for legal, policy and political reform work;
- 4) Lesbian and gay equality is not separate from broader human rights and democracy;
- 5) Human rights are not just about first generation rights. In an African context, human rights also include socio-economic rights;
- 6) Existing civil society organisations in Africa have not addressed the relation between lesbian and gay equality and broader human rights;

Therefore resolve:

- 1) To jointly strategise carefully about how to use African and international human rights instruments to advance lesbian and gay equality;
- 2) To consult as broadly as possible in undertaking legal, policy and political reform work which may have regional or continental significance;
- 3) To build our collective capacity to understand and undertake work for legal, policy and political reform;

- 4)** To document human rights violations based on sexual orientation and identity;
- 5)** To form alliances and working relationships with African civil society organisations so as to start a dialogue on the thesis “lesbian and gay equality is a part of human rights”;
- 6)** To open a dialogue with progressive religions, cultural, human rights, trade union and political leaders and institutions on the situation of lesbian and gay people in Africa;
- 7)** To reclaim lost histories about how African societies and cultures have accommodated same-sex love; and
- 8)** To actively take up other non-lesbian and gay issues which are important for socio-economic development and democracy. These include support for democracy, gender equality, HIV/AIDS work, etc.

E) AFRICA AS AN INDEPENDENT, SOVERIEGN EQUAL PARTNER

- 1)** We call for genuine partnerships with international lesbian and gay organisations, trade unions, human rights and civil society organisations based on equality and respect for the sovereignty, independence and autonomy of Africa.

3.2 Women's Pre-Conference

3.2.1 Agenda

TIME	TOPIC	PRESENTER
09h00 - 09h15	Welcome and Introduction	Jennifer Wilson
09h45 - 10h00	Dynamic of Presentation	Gloria Coreaga
10h00 - 11h00	Panel Discussion: Evaluating Women's role in ILGA	Gloria Coreaga; Julie Dorf; Elizabeth Khaxas; Susana Fried; Malu Marin
11h15 - 12h15	Workshops: Identifying the Issues	
12h15 - 13h00	Working Groups Report Back	
14h00 - 15h00	Women's Plan of Action. How shall we shape it?	Kim Wu; Jackie Lewis; Irene Leon; Tina Machida; Rebecca Sevilla
15h15 - 16h15	Working Groups: Way Forward	
16h15 - 17h00	Working Groups Report Back	
17h00 - 17h45	Final Remarks and Closing	Rebecca Sevilla; Alejandra Sarda; Susana Fried

3.2.2 Minutes of the Women's Pre-Conference

ATTENDANCE

Most women attended this conference, and it is where issues which mostly affects women were discussed.

PANEL DELEGATED DISCUSSED THE ISSUES BELOW:

The Women's Pre-Conference started with a warm, vibrant greeting by YoYo: "I am Black, African, Gay, Woman and Christian! The only way to ensure Lesbian visibility is to network - so, enjoy and talk to every one in 1999".

This was followed by another powerful introduction in an obvious well thought-through exercise by Ulrike.

The exercise started with everyone being grouped in the familiar environment of what we know as our 'HOME' - country of birth, home language, sexual orientation, etc. - and took us across boundaries where we were confronted with not only the differences and similarities within a given identity, but how those boundaries often tend to shift.

The divide based on race, class, openness about same-sex love, language, countries and continents, age and experience, could not be denied - and in the end the theme of the day was the only criteria which all there present had in common - that of being A WOMAN!

EVALUATING WOMEN'S ROLE IN ILGA

Consensus was reached concerning the question of whether a need for a Women's Secretariat in ILGA existed, for the following reasons:

- There is still an imbalance of power between men and women within ILGE;
- Outside ILGE, male patriarchy continues.

A strong need was expressed for organisational support, leadership skills and training, and networking.

The invisibility of Lesbians, and a stronger focus on gender and women's issues, was a central issue of the days' discussions.

Other key issues included:

- Globalisation and the feminisation of poverty
- Increased participation of decision making bodies of ILGA
- The reality of Lesbian issues to be reflected on ILGA's agenda
- Indivisibility of rights
- Strengthened leadership structures

LESBIANS ANALYSE AND SHARE MAJOR NEEDS, CHALLENGES AND STRATEGIES IN THEIR REGIONS.

STREE GRAM - INDIA

Section 377 of the Indian Penal Code still defines same-sex love as a criminal offence. This makes visibility and advocacy very difficult.

Lesbian and Gay issues are mainly being dealt with within Women's organisations. Although the focus of the woman's groups are mainly on violence against women, sexual orientation has slowly but surely started to become discussion points.

This particular women's group comprises of an urban, middle class voluntary collective of women.

Although LGBT issues has started to draw a lot of positive attention, the reality of same-sex love is bleak, as is evident in the rising suicide rate of Lesbian couples.

The challenges which Stree Gram faces are: ensuring visibility, funding, and support to groups, organisations, and projects.

"Being a Lesbian is not the problem; living a Lesbian life, is!"

FEDAEPS - EQUADOR

Homosexuality in Ecuador has now been decriminalised, and sexual orientation is recognised in the constitution. It is FEDAEPS' belief that the South African Constitution assisted Ecuador in achieving this.

FEDAEPS called for effective cross-political communication between all movements in order to build a stronger bond and unity amongst all.

SISTER OF NAMIBIA - NAMIBIA

In 1993 Sisters of Namibia shifted their focus from broader societal issues concerning women, to a more specific lesbian and gay centred focus.

Sisters of Namibia has a very strong feminist foundation, and calls for Lesbian organisations to be strong on feminist issues. Further called upon ILGE to address the feminisation of poverty.

SISTERS OF BEIJING:CHINA

Sisters of Beijing is a new organisation, and thus faces a lot of challenges.

The organisation tries to establish good links with feminist movements, but also points out that sexuality is a very new idea in China's feminist groups.

SISTERS OF MERCY - ZIMBABWE

It comes as no surprise that the notorious President of Zimbabwe still looms as a spectre over Lesbian and Gay life.

Sisters of Mercy have a stronger connection with feminist groups than with women's groups.

A strong patriarchal society, and women being considered as minors, are big challenges for this organisation.

3.2.3 Resolutions and Recommendations

We have met over this day in this pre-conference as more than 80 delegates from 6 ILGA regions.

Recognising

- 1)** That we are united by the common oppressions and control of our sexualities by patriarchal societal norms;
- 2)** That all rights are indivisible, the rights of LGBT people cannot be separated from other rights; and with due regard to the aims of ILGA as stated in the Constitution which reads:
 - To work for the liberation of LGBT people from legal, social, cultural and economic discrimination;
 - And to promote universal respect for and observance of human rights and fundamental freedoms, including the elimination of all forms of discrimination

3) That the impact of globalisation on women and LGBT people results in:

- The feminisation of poverty;
- The greater divide between rich and poor in our world;
- Increased risk of HIV infection and the spread of AIDS, the limitation of access to medication and treatment

We affirm the need for this world conference to consider how ILGA needs to develop as an organisation to achieve its aims in the contexts of current realities for LGBT people across the world.

We therefore recommend to this conference that the conference needs to consider a Development Programme for ILGA to guide the Board in its work for the next two years. Such a development programme needs to include:

- 1)** The building of strategic alliances with organisations such as trade union movements and social and human rights organisations / networks;
- 2)** The promotion of women's leadership and participation within the international LGBT movement;
- 3)** The strengthening of regional structures and women's leadership in them;
- 4)** Addressing diversity as an integral part of development at both world and regional levels in order to build a strong and representative ILGA;
- 5)** A Youth Development Programme aimed at the prevention of the marginalisation of youth and to ensure that young people and their interests are promoted;
- 6)** The strengthening of ILGA's role in the international campaigns around access to affordable medication and treatment of People Living with HIV/AIDS;
- 7)** The consideration of ways in which to build partnerships with international agencies.

Conference should note that two intended Women's Caucuses will feed specific recommendations dealing with some of these issues as they affect Lesbian, Bisexual, Gay and Transgendered Women.

3.3 Pre-Conference on Religion, Ideology and Homophobia

3.3.1 Agenda

TIME	TOPIC	PRESENTER
09h30 - 09h45	Welcome and Introduction	Douglas Torr; Tom Hanks
09h45 - 11h00	Panel Discussion: Aspects of Religion and Ideology in South Africa 1. Experiences of a black lesbian pastor of HUMCC 2. Issues facing reformed churches of South Africa and creating affirming churches in the Western Cape 3. Communism, sexuality and freedom: Perspectives of an African Communist 4. Islam and Homosexuality in South Africa 5. African traditional religion and homosexuality 6. Experiences and difficulties experienced by a Jewish lesbian activist 7. Psychology and Religion in South Africa	Paul Germond (chair) Pastor Nokuthula Pieter Oberholzer Mazibuko Jara Shuaib Rahim Douglas Torr Sheila Lapinsky Robert Hamilton
11h15 - 12h30	Panel discussion continues	
13h30 - 15h00	Regional Discussions: Identifying the Issues and strategies in dealing with religion/ideology and homosexuality 1. Africa 2. Asia/ Middle east 3. Australia/ Pacific 4. Latin America/ Caribbean 5. North America 6. Europe	
15h15 - 16h15	Workshop Reports	
16h15 - 16h45	Discussion on viability of joint international structure dealing with the issues discussed above	
16h45 - 17h15	Resolutions for World Conference	

3.3.2 Minutes of Pre-Conference on Religion, Ideology and Homophobia

PRESENT DELEGATES FROM THE PANEL

Chairperson : Paul Germond

Robert Hamilton (Psychologist)

Sheilla Lapinsky (Guest speaker on behalf Jewish community)

Pieter Oberholzer (Gay & Lesbian Christian Outreach)

Pastor Nokuthula Dladla (HUMCC - Pastor)

Mazibuko Jara (Communist speaker)

Shuaib Rahim (Guest speaker on behalf of the Muslim community)

Douglas Torr (Anglican Pastor)

WELCOME AND INTRODUCTIONS

The chairperson welcomed everyone in the house for the first - 19th ILGA World Conference of its kind to be held in South Africa. After that the chairperson then asked all the delegates or attendees to introduce themselves. The attendance register was then filled.

PANEL DISCUSSION: ASPECTS OF RELIGION AND IDEOLOGY IN SOUTH AFRICA.

This is the major issue that was discussed by the panellist which was then followed by a lot of questions from the participants. So many questions were raised and they were followed by responses from the panel. Most speakers spoke about their experiences and difficulties in their communities for being religious and also being a homosexuals in the South African society or in general.

The panel and the delegates raised the following issues:

- Experiences and difficulties experienced by a Jewish lesbian activist present by a guest speaker in this particular conference.
- Experiences of a black lesbian pastor of HUMCC
- Issues facing Reformed churches of South Africa and creating affirming churches in the Western Cape.
- Policy and practice of the Communist Party in dealing with issues of sexual orientation.
- Islam and Homosexuality in South Africa.
- African Traditional religion and homosexuality.

PANEL CONTRIBUTIONS - PRESENTATIONS

Psychology and Religion in South Africa

Robert Hamilton is a gay psychologist whose clientele includes many lesbians and gay men. He find that it is impossible to adopt a neutral stance regarding sexual orientation. In therapy, the lesbian or gay client has a real need for therapist who is able to an affirming position.

Spirituality is often of great concern to gay and lesbian clients, even when the issue that drew them to therapy is something very different. Often they experience a major crisis in reconciling their faith and their sexual orientation. Previously this issue was ignored as not part of the domain of therapy, but he think there is now increasing recognition of spirituality is crucial to the process of healing in psychotherapy.

People adopt various strategies regarding their sexuality and spirituality:

- Continue to follow a traditional faith. This could also involve fighting for change from within.
- Abandon religion altogether and become agnostic or atheist
- Abandon traditional religion and find a home in some form of alternative spirituality such as Buddhism, New Age thinking or a gay-affirming denomination.

Robert presented three case studies to illustrate his ideas. These cover three of his clients whose sexual identity had been affected by religious bigotry, and illustrates the importance of reconciling spirituality and sexuality.

Experiences and difficulties experiences by a Jewish lesbian activist

Sheila Lapinsky recounted her experiences of growing up in a religious Jewish family where she experienced a lot of problems as a Jewish lesbian. Her father was highly orthodox and she had follow the culture and tradition of her family. From these experiences she learned about fighting for justice.

In her years at university, the hypocrisy she witnessed led her to become non-practising. She also realised that most Jewish lesbians were still in the closet. The orthodox community in South Africa is still characterised by homophobia, they do not accept homosexuality at all.

Issues facing reformed churches of South Africa and creating affirming churches in the Western Cape

Pieter Oberholzer is the director of the Gay & Lesbian Christian Outreach in the Western Cape (SA). Their main task is lobbying and pleading with all the mainstream churches to place acceptance of homosexuality on their agenda.

In order to stimulate this debate in churches, Pieter has visited a large number of congregations to deliver witness to what it means to be gay and Christian. He finds that there is a high degree of apathy amongst LGBT Christians, while it is clear from his dialogue with the church that they have to be exposed to LGBT Christians. Sometimes LGBT Christians have internalised the judgement of the church which says that you

cannot be a “Christian and Queer” –and therefor they believe talks with the church is futile.

We cannot make a difference if every GLBT Christian stand up in the or the community of faith claim their rightful place - things will start happening.

We must start acknowledging however, that most churches are not 'safe spaces' and that GLBT Christians may be nurtured at 'Gay Churches'. Yet even the so called gay churches have the obligation to our brothers and sisters hurting in the mainline churches - to enter into dialogue with them.

Experiences of a black lesbian pastor of HUMCC

Nokuthula Dladla is a pastor of the HUMCC (Human Unity Metropolitan Community Church which was established in 1994. She joined the church in 1997, leaving a church where being a lesbian was not acceptable.

In her attempts to change, spurred on by members of her church, she eventually started a fast. The church members used to visit her at her home, fasting and praying for her for six months. Finally she told them she was healed and was no longer a lesbian. But someone find out that she was lying.

The low point came when she was raped and her church members believed that God was punishing her because she was not willing to change.

Since joining HUMCC, she has found a place with a community of her calibre, who understands her sexual status. Where she is now, there is no discrimination. The church recognises and accepts her for who or what she is.

Policy and practice of the Communist Party in dealing with issues of sexual orientation

Mazibuko Jara is a South African communist and an atheist. In showing where the intersection between religion and socialism lies, he considered various theoretical aspects surrounding communism, the origin of the family, sexuality in society and the transformation of gender relations.

Historically, communism considers religion to be the opiate of the masses. Religion must, however, be respected. Liberation theology has changed this view. The socialist morality includes the following values: concern for the poor, action and faith, equality and justice. These values were espoused by the late saint and communist Archbishop Romero Nicaragua.

The basic need is for dialogue between all religious bodies first – then between religious bodies and forces for a fair, equal and just world system. This block of forces includes communists, non-communists, democrats, etc.

Islam and Homosexuality in South Africa

Shuaib Rahim questioned the apparent silence of the Quran on homosexuality, and whether homosexuality is indeed considered a sin. It is ironic that Islam can advocate putting homosexuals to death and yet be strangely silent about child molesters, wife beaters or serial killers.

The presentation gave several examples of killings of homosexuals in Muslim countries over the past years. Homosexuality is punishable by death in many Muslim countries. It must be noted , however, that persecution killings are not limited to Muslim countries.

South African Muslims are fortunate as they enjoy the blanket protection against discrimination on the basis of sexual orientation. This however, does not detract from the social and religious bounds of the relatively close-knit pockets of Muslim communities in South Africa. Aspects such as new-found fundamentalism and the rise of vigilante groups also plays an important part in the oppression of homosexuals.

In hating and condemning us, Islam creates a marginalised minority –a people who hate themselves, and doing irreparable damage to the souls it condemns.

Traditional religion and homosexuality

Douglas Torr discussed the problems associated with homosexuality in African culture. Firstly, sex and sexuality are not publicly discussed within traditional African society – sexuality is intimately tied to the rituals and symbols of a particular society. Secondly, recorded evidence comes mostly from outsiders like missionaries and officials. Europeans were often opposed to homosexuality, and hence African communities did not easily share information on these practices. Thirdly, the introduction of Western Christianity and European political and economic expansion has undermined traditional societies and values –leading to uncertainty within cultures.

Nonetheless, homosexuality does exist in Africa. Douglas described various accounts of homosexuality in African societies across the continent as well as in Southern Africa.

African traditional religion often sees homosexuality as a part of spirituality, even as part of a calling to be a religious authority.

At least three types of homosexuality can be found in African culture:

- transgenerational: an older adult takes a younger partner of the same sex. This often plays a societal role in the growth of children into adults. Also linked with migrant labour.
- equal relationships: often formed between adolescent boys, or between older women.
- transgenderal: a person is under the influence of an ancestral spirit and assumes its gender and dress as well as behaviour not normally associated with their own biological gender. They may take partners of their own sex.

A good example of combining traditional customs and practices with Christianity can be found in the HUMCC. The church strives to meet the needs of mostly black homosexual Christians facing homophobia within mainline churches. It uses rituals and language in its attempts to hold together Christianity, African culture, and homosexual identity.

What is liberating?

- 1) Original sources are liberating- institutions become conservative and sources become censored
- 2) Communities of love
- 3) Spirituality as opposed to institutionalised religion
- 4) Love of God and love of neighbour
- 5) Helping activists find meaning and purpose of activism

What is oppressive /negative?

- 1) Dogma and ritual organised religion
- 2) God is genderised
- 3) Religion expresses patriarchal culture
- 4) Religious and ideological opium's rob us of our identity
- 5) Fear of new ideas
- 6) Oppressive approaches to sex
- 7) Rationalised Human Rights abuses.
- 8) Hierarchy oppresses
- 9) We lack forums for dialogue
- 10) Separatist tendencies

Linking with Human Rights/ Justice issues

- 1) Explaining the concept
- 2) Use justice language
- 3) Link with the academic world
- 4) Central - respect for self and others.
- 5) Use tradition of persecution to identify with the oppressed minorities
- 6) Challenge homophobia rather than studying homosexuality
- 7) Challenge religious 'Hate speech'
- 8) Religion is about self improvement
- 9) Acknowledge and support work being done in order to support LGBT people from within religious groups - ILGA
- 10) Concentrate on religious groupings - commitment and care within them - their commitment to 'outside world'
- 11) Exchange and discussion needed about our various spirituality's from within regions.

3.3.3 Resolutions and Recommendations

ILGA Acknowledges and accepts the diversity in religious creed and ideology within its own member groups and throughout the world.

We resolve that:

- 1)** ILGA will encourage the freedom of religious expression, spirituality and ideology.
- 2)** ILGA recognises the importance of continuing research into the attitudes and perceptions of all the world's religions, ideologies and creeds.
- 3)** ILGA also recognises the need for partnerships and will encourage the networking of religious groupings and allies advocating a higher level of tolerance and appreciation within broader society.

4. World Conference

4.1 Monday, 20 September 1999

4.1.1 Agenda

TIME	TOPIC	PRESENTER
09h00 - 09h40	Welcome and Credentials Nkosi Sikelela iAfrika Presentation of Felipa De Souza award and moment of silence for Simon Tseko Nkoli	led by HUMCC choir
09h40 - 10h00	Icebreaker	
10h00 - 10h30	Conference Rules and Procedures: (incl. election of chairing pool)	ILGA Organising Committee
10h30 - 10h35	Messages of Support	
10h35 - 11h05	Secretary Generals' Report: (incl. reports on Women's Secretariat; Aids Working Group and Action Review)	Jennifer Wilson; Jordi Petit
11h20 - 11h50	Discussion and Adoption of SGs' Report	
11h50 - 11h55	Messages of Support	
11h55 - 12h35	Finance and Office Report	Tom Hoemig
13h35 - 13h40	Messages of Support	
13h40 - 13h55	Report Back: Women's Pre-Conference	
13h55 - 14h10	Report Back: Pre-Conference n Religion, Ideology and Homophobia	
14h10 - 14h15	Messages of Support	
14h15 - 15h00	World Statues of LGBT people	Cynthia Rothschild
15h15 - 17h00	Regional Discussions 1) Africa 2) Asia/ Middle east 3) Australia/ Pacific 4) Latin America/ Caribbean 5) North America 6) Europe <ul style="list-style-type: none"> • legal status of homosexuality and other laws pertaining to LGBT rights • general human rights situation and political democratisation • possibilities for positive change for LGBT rights 	

4.1.2 Minutes of World Conference Day One: Monday, 20 September 1999

PANEL DELEGATES

CHAIRPERSON	- Yoyo Yoyo (GLOW)
Martin Gustaffson	- GLOW Executive member
Peter Mohlahledi	- Co-chairperson (GLOW)
Jennifer Wilson	- General Secretary (ILGA)
Jordi Petit	- General Secretary (ILGA)
Tshidi Telekoa	- GLOW Executive member
Thulani Mhlongo	- GLOW Executive member

OPENING AND WELCOME

The chairperson welcomed all the participants present in the conference and also gave a special warm welcome to all the participants from different foreign countries who have travelled far in order to attend this conference, the first of its kind ever in Africa.

The chairperson then appealed to the conference for a moment of silence in memory of the late Simon Tseko Nkoli, which was followed by the National Anthem of South Africa--*"Nkosi Sikelela i - Africa"*.

PRESENTATIONS - PRESENTED BY PANEL DELEGATES

LESBIAN AND GAY ISSUES IN SOUTH AFRICA AND THE WITWATERSRAND

Peter Mohlahledi - (Co-ordinator GLOW)

The political transformation of South Africa 1994 has radically changed the context in which millions of South Africans live, and lesbian and gay people are no exception. Apart from the general improvement arising out of the country's democratisation, lesbian and gay people also enjoy greater recognition and protection of their sexual orientation today than ever before.

We are one of the few countries in the world whose constitution explicitly prohibits discrimination based on sexual orientation, and one by one the laws inherited from apartheid South Africa that humiliated and criminalised lesbian and gay people have been repealed.

However, South African lesbian and gay people still do not enjoy the freedom and the recognition that is their constitutional right in their day to day lives. Political transformation and our constitution have provided a valuable stepping stone, but the road to equality, dignity and freedom in the social, economic and cultural spheres is a long one. In particular, the following ongoing and coming struggles are of one (and they are often not just lesbian and gay struggles):

There is a struggle to educate gays and lesbians regarding their health. People have a right to health information and training that is free from prejudice and that can genuinely assist them in taking best health decisions. This is in the whole country's interest. There is a lot of ignorance around health issues, the HIV /AIDS issue being one, and lesbian and gay people and communities require the appropriate tools to combat this ignorance.

Lesbian and gay South Africans are often in the dark as far as their labour rights are concerned. Prejudice in the workplace is still rife, making it a priority for lesbian and gay organisations to educate, support, advise and lobby for further legislation measures when this is required.

Lesbian and gay politics in South Africa has a historically, or at least up till the late 1980's, been very white. This is not, as the African Christian Democratic Party would claim, because 'homosexuality is not a black thing'. Black lesbian and gay people were marginalised because of their blackness, or because they were women, or because they were poor and other struggles often took precedence over the struggle for the recognition of one's sexual orientation. However, since 1994, more and more black lesbian and gay people have been adding the issue of sexual orientation to the political agenda. This has often been in the face of enormous social and economic obstacles, especially in the townships and rural areas. Building capacity in these areas should be a priority if lesbian and gay organisations are to represent the majority and not minority.

The psychological pressure of people who come out as lesbian or gay where communities are ill-informed and homophobic can be enormous. For lesbian women and gay men to gain dignity, that is their right, it is often necessary for them to deal with deep-rooted internalised prejudice, values transmitted from a society that is often very quick to label lesbian and gay people as sick and second class citizens. This can only be done properly if lesbian and gay people are able to access counselling and psychological services that serve their needs. The development of such services, which can mean educating existing service providers, is a priority for lesbian and gay organisations.

Lesbian and gay rights issues cannot be separated from other human rights issues and the overall political and social development of the country. There is a need to educate the lesbian and gay society at large about their gay issues, and on the other hand, to educate the gay community about the larger issues of the country. It is through knowledge and exposure that South Africans in general will come to respect gay community as not just 'lesbians & gays' but as colleagues, parents, children and leaders with an alternative sexual orientation that can be respected and does not need to be hidden. Speaking to the country at large, and the country's leaders, is therefore also a priority for lesbian and gay organisation.

WHAT IS ILGA?

Jennifer Wilson - (General Secretary - ILGA)

The International Lesbian and Gay Association (ILGA) is a worldwide federation of national and local groups dedicated to achieving equal rights for lesbian women and gay men everywhere. It was founded in 1978.

ILGA has over 300 lesbian, gay, bisexual and transgender (LGBT) full member groups in over 70 countries. The regional breakdown of these organisations is as follows:

- Western Europe 38%;
- Latin America and Caribbean 26%;
- Eastern Europe 14%;
- North America 9%;
- Asia/Pacific 8%;
- Africa and Middle East 4%.

Through conferences, networking, lobbying, exchanging and distributing information, and calling for protest and international actions, ILGA members campaign for the rights of lesbian women and gay men. In this sense ILGA is unique in the world.

ILGA's ongoing work is co-ordinated by an Administrative Office, currently based in Brussels. This office is responsible for the facilitation of a quarterly bulletin, linkages between organisations, information dissemination, campaigns and various administrative functions. Between world conferences the management of ILGA is the responsibility of the Secretariat's Committee, which is made up of two Secretary Generals, a man and a woman, a Financial Secretariat, a Women's Secretariat, an Action Secretariat and Regional Secretariats. The world conference, at which these office-bearers are elected, takes place every two years.

In some, mostly Western countries the members of ILGA have been highly successful in promoting lesbian and gay rights and in placing these rights on the agendas of governments. However, in many countries the process has been slow and often painful due to opposition by governments and other bodies. ILGA recently embarked on a regionalisation process designed to provide greater flexibility in terms of strategy so that issues faced by member organisations in countries with a poor human rights record could gain proper attention.

CONFERENCE RULES AND PROCEDURES

Jordi Petit - (General Secretary - ILGA)

The conference rules were read in the conference for all the participants to comply with them. During that period of the reading of the rules translations were done by elected translators in order for everyone present to understand.

This included the election of chairing pool and briefing on resolution making. Different nominees were elected to chair the meeting, where members of different gay and lesbian communities were chosen according to their own countries.

The following people were nominated for chairing pool:

Eva Ogenborg (Sweden); Yoyo Yoyo (South Africa); Claudine Quellet (Quebec);
Gloria Coreaga (Mexico); Kim Wu (China); Kursad Kharamonoglu (UK); Ian Swartz

(Namibia); Funeka Soldaate (South Africa); Luis Gauthier (Chile)

Introduction

ILGA - (International Lesbian & Gay Association) is a world-wide federation of national and local groups dedicated to achieving equal rights for lesbians, gay men, bisexuals and transgendered people everywhere. Formed in Coventry, in the UK, in 1978, ILGA was specifically created as a federation of lesbian and gay organisations in order to represent these issues on the wider international stage. Since inception, ILGA has been a self-funding organisation with occasional grants related to specific projects.

ILGA's administration

ILGA's Organisational Structure:

ILGA has about 530 members from 83 countries in five continents. ILGA remains the only LGBT world federation. In 1992 ILGA embarked on a process of regionalisation by creating regional committees in each region of the world while having a world Executive Board representing each region within the ILGA structure.

ILGA currently has six regions: Africa; Asia; Europe; Latin America and Caribbean; ANZAPI (Aotearoa/ New Zealand, Australia and the Pacific Islands); North America.

Regionalisation was brought in to meet the growing need for self-determination and representation by developing organisations and to better reflect the regional and local organising needs of ILGA members.

In spite of the Administration Office limited and already over-stretched capacity the regionalisation process is being successfully implemented.

Organisational accomplishments in the regions:

Over the last two years, the regionalisation process was strengthened and consolidated. Given the already regular regional conferences in Europe, regionalisation was most effective here almost immediately; and a strong European Board and a regular newsletter back regular regional conferences. The 21st European Regional Conference will take place in Pisa next October.

The Latin American Regional Council was established in 1997/8 after the Lima Regional Conference. Especially noteworthy was the letter written to the Summit of American Heads of State calling for the enactment of human rights for LGBT people and for increased AIDS prevention programmes for homosexual and bisexual communities.

In other regions this process was/is necessarily slower. To compensate for this, during the ILGA World Conference in Cologne (1997), delegates of each region elected an Executive Board made up of delegates selected from each region to represent them.

During the past two years the Executive Board work was done mainly by e-mail; with two face-to-face meetings being held in Stockholm and Amsterdam (both in 1998). Unfortunately participation by Executive Committee members, both these elected in Cologne and in following regional conferences, dwindled over the two years since Cologne and less than half the ten elected members remain active.

ILGA's organisational accomplishments in the administrative office:

To date, the office staff in the Administration Office in Brussels has been temporary volunteers, however Enrique Gongora was hired in July and started work in the office on 6 September 1999. Bookkeeping has been handled by an outside bookkeeping service, with auditing of statements done by an outside accounting/legal firm. The Director in charge of the administrative office is Tom Hoemig –who has kept the office running since Cologne.

The tasks of the administrative office include:

- the creation, editing and publishing of the bulletin
- co-ordination of meetings –both regional and international
- updating and maintaining the database,
- co-ordination of communications among board members
- dealing with emergency issues as they arise,
- liaising with other organisations,
- day to day finance and management concerns,
- press releases and
- general inquiries from the public, other groups, governments and educational institutions.

The ILGA Website, available in English and Spanish, is increasingly important for ILGA, the international LGBT community and other agencies. It is quoted by government agencies and is the most comprehensive information source on LGBT issues in the world. Any updates or corrections are welcomed.

ILGA's funding and projects

ILGA is partly-funded by HIVOS, this grant covers approximately 30% of ILGA's administrative costs. This grant was initially made in 1998 for two years and following this conference, ILGA will be seeking to extend this grant period.

ILGA's main source of income is membership fees, however, less than 30% of ILGA's members pay full fees, with the remaining 70% receiving either subsidised or waived fees. The income from paying members is insufficient to allow ILGA to continue and external funding or an increase in fee-paying is vital for the continuation of the organisation.

Partial assistance has been supplied by the Barcelona local institutions for the Spanish Bulletin and Secretary General Jordi Petit's travel expenses.

At the regional level the Latin America Human Rights Project sponsored by the EC and HIVOS for 129.451 euros is still awaiting signature. If the project materialises, ILGA World will be the responsible legal party to transfer funds to the OASIS group in Guatemala. The political control for this project resides in the Latin America ILGA Council, and OASIS will handle the logistics.

ILGA's Activities

The activities of ILGA include the publications and Human Rights programme, GLBT Human Rights annual report, ILGA brochures and the Human Rights program.

For 1999 - 2000, the planned ILGA objectives were/are:

- to publish five Spanish and English Bulletins (an increase of one over the previous year) as well as the GLBT Human Rights Annual Report
- to prepare and promote the ILGA World Conference in Johannesburg, South Africa
- to begin building the African regional committee
- to begin the Latin America Human Rights Project with EC and HIVOS
- to work towards regaining our status as a recognised NGO with the ECOSOC division of the United Nations
- to collaborate with other groups to provide more information on lesbian and gay human rights needs to Mary Robinson, UN High Commissioner for Human Rights.

Results and advances in the last two years:

Since 1997, ILGA has improved both the quality and frequency of the ILGA bulletin, especially in Spanish publication. There are two Secretaries General who contribute and assist with this task, those are Jennifer Wilson who writes the editorial for each bulletin and covers much international news.

Jordi Petit co-ordinates the translation of the bulletin into Spanish and also contributes many articles. The bulletin is put together by the Admin. Office and covers international news and actions that are passed to the office.

ILGA activities for 1998 included the 20th Anniversary of ILGA; the Conference on Homosexuality, Work and Trade Unions; the presentation of the 3rd GLBT Human Rights Annual Report and the Human Rights workshops. These events coincided with the Amsterdam Gay Games and were hugely successful in building partnerships with other human rights event organisers. In addition, ILGA initiated and has maintained contact and increased visibility among the thousands of lesbian and gay activists from around the world.

The other activity which needs mentioning is that of the ILGA manifesto "Lesbian and Gay Rights are Human Rights". Hundreds of signatures were obtained and the campaign was useful in increasing ILGA's visibility and networking with other local and international NGOs. The Manifesto, with a representative selection of signatures, was distributed via a press release in December 1998, and was published in both the English and Spanish Bulletins.

Other important issues

Regarding ILGA's main work, ILGA has had a positive response to all its public contacts this year. Of particular note was the meeting that ILGA Secretary Generals - Jennifer Wilson and Jordi Petit, had with the UN Human Rights Commissioner, Mary Robinson.

ILGA also participated in a series of meetings to strengthen the public recognition of the global GLBT situation.

ILGA continues to grow, seeking ways to represent the international LGBT community and to build networks with other groups. The organisation's diversity is the organisation's strength, regionalism is their heart and their commitment is their lifeblood. Through ILGA's mutual support which fulfils that "Lesbian and gay rights are human rights".

FINANCIAL AND OFFICE REPORT

See Appendix ---- for financial statements

REPORT BACK: WOMEN'S PRE-CONFERENCE

[In our discussions of the following, we envisioned that each of the ILGA regions would have a woman representative serving as a liaison/information collector and disseminator between the Women's Secretariat and the specific regions. We do not want the female board member of that region taking on this task because that would over-burden her. Thus, we envision another woman representative in each region helping to co-ordinate the following information between the Woman's Secretariat and each region.]

The Woman's Secretariat, in its composition and its capacity to listen, should represent and be respectful of diversity.

Networking and Communications. The Women's Secretariat should

- 1)** maintain a list of lesbian, bisexual, transgendered women and women's organisations around the world this could be especially useful for new L, B, T groups contacting the Women's Secretariat seeking to connect with other groups.
- 2)** Do outreach to L, B, T women's groups who don not know about ILGA. (This will strengthen the women's presence in ILGA by drawing in more women's groups and it will be an important networking service for these other groups.
- 3)** Co-ordinate information at the ILGA international conferences so that women at those conferences can more easily connect with other women's organisations (this might involve, for example, having information available about all the groups and sharing this information in advance of the conference to all women coming).
- 4)** co-ordinate information at the ILGA international conference so that women can connect with each other more easily.

- 5) Facilitate leadership training for women's groups who want it (This need not be very expensive because ILGA members have many leadership training skills that we could share. Other cost-saving devices: have a trainer or trainers travel to a region rather than having all the participants travel to go to the training; also drawing on our own training expertise we could avoid paying high fees to trainers).
- 6) Connect with international NGOs, development organisations, human rights organisations, women's organisations – These connections could be used to disseminate information about ILGA's women's issues (i.e. use the other organisations mailing/e-mail lists etc. rather than having to bear the cost and labor of doing our own).

Greater Political Role

We think ILGA Women's Secretariat should assume a greater political role regarding LGBT women's issues and other women's issues. (For example, poverty is a women's issue and ILGA should therefore be taking a high profile on this issue.

Within ILGA, we think there has been very little focus on women's issues. (For example, we find it objectionable that feminism isn't even on the agenda at this conference. The Women's Secretariat must promote a political agenda for women within ILGA.)

Outside ILGA, ILGA should speak both regionally and internationally on women's issues (and here to as in 1.f above ILGA could usefully network with other international groups to make ILGA's political stance known. For example, we could advertise our stance on a women's issues by sending memos to various women's organisations and asking them to publicise our stance to their members.)

Resources: ILGA funds and fundraising

The Women's Secretariat needs to press for funds from ILGA.

We find it shocking that the Women's Secretariat did not have a say in determining scholarships to the conference. Poverty is a women's issue. It is harder for women to travel to these conferences. We want the Women's Secretariat to have a role in these decisions.

We want funding for leadership training for women's groups.

Communication with new organisations attending ILGA conference:

We didn't have time to finish this discussion, but think the Women's Secretariat needs to turn attention to communications with new organisations in ILGA. For example, information about ILGA and other organisations within ILGA that could be useful to new organisations should be sent out in a timely fashion before the conference to help orient these organisations.

REPORT BACK: PRE-CONFERENCE ON RELIGION, IDEOLOGY AND HOMOPHOBIA

WORLD REPORT ON STATUS OF LGBT PEOPLE

Introduction by Cynthia Rothschild

Cynthia Rothschild began by honouring Simon Nkoli - and activist, comrade and friend to many of those present at the conference.

Shortly after Cynthia was requested to present this session she realised that this task must be shared and that in order to the topic any justice it would be necessary to draw on colleagues from all over the world.

All the panellists are women –this was intentional –in order to make a statement about lesbian visibility, all women’s visibility, both in ILGA and our movements generally.

Cynthia spoke about human rights with particular reference to human rights as a principle of indivisibility and universality. While the details of our lives might differ and our experiences of enjoyment or violations of human rights might differ, it is the principles of human rights that link our experiences.

Cynthia went on to note that we all face at different moments and in different ways based on a range of identity factors:

- violations of dignity; privacy; bodily integrity
- discrimination
- freedom of association
- freedom of expression

our organisations face problems with:

- funding
- racism, classism and sexism within our organisations

We still face torture, the death penalty, murder –by police, or death squads, forced disappearances, rape and so on.

A grim picture by all accounts but one rich in advocacy opportunities.

Due to the time constraints, each panellist spoke for 5 minutes and offering an overview of the most stubborn challenges and what compels them in their LGBT work.

REGIONAL DISCUSSIONS

4.2 Tuesday, 21 September 1999

4.2.1 Agenda

TIME	TOPIC	PRESENTER
09h00 - 10h30	Racism, Sexism & Homophobia in South Africa	
09h00 - 10h30	ILGA's Work at the Council of Europe	
09h00 - 10h30	Beyond Bisexuality: When Identity and Behaviour Don't Match	
09h00 - 10h30	Ways to Run Your Organisation More Professionally and Live to Tell the Tale	
10h45 - 12h15	Building Capacity in ILGA Regional & International Structures	
10h45 - 12h15	Same-sex Identity in Africa. Being Gay, African & Christian	
10h45 - 12h15	Situations of Lesbians in Eastern Europe	
10h45 - 12h15	Murders of Gay Men, Lesbians and Transvestites in Latin America	
10h45 - 12h15	Constitution & Standing Rules	
13h15 - 14h45	International AIDS Treatment	
13h15 - 14h45	Thogzhi Experience	
13h15 - 14h45	Bisexuality: Facts and Myths	
13h15 - 14h45	Using Media as a Tool for LGBT Activists	
15h00 - 16h30	Legal Position of the Gay and Lesbian Community in Modern Russia	
15h00 - 16h30	Bold, Black & Beautiful	
15h00 - 16h30	Fundraising	
15h00 - 16h30	Shelter from Hate: Strategies for Building Inter-Church Support for LGBT Issues	

4.2.2 Minutes of Day Two: Tuesday, 21 September 1999

Racism, Sexism & Homophobia in South Africa

Facilitated by Yoyo Yoyo and Peter Mohlahledi - Gay and Lesbian Organisation of Witwatersrand (SOUTH AFRICA)

The workshop is run by South Africa's oldest predominantly black lesbian and gay organisation GLOW. Speakers and facilitators will explore questions around racism, sexism and homophobia in South Africa. It is hoped that the workshop will be attended by a broad variety of people from around the world interested in hearing South African voices, but also willing to share their own similar experiences. It will not be a theoretical session, instead, the focus will be on what racism, sexism and homophobia mean for ordinary South Africans.

This year in South Africa we celebrate ILGA's 21st Anniversary. But even as we celebrate, racism, sexism and homophobia continues to be an issue within the lesbian and gay communities and our organisations. Various experiences around this issue were discussed. Why, as we approach the new millennium, do we continue to experience these forms of discrimination, and do we have to attempt to find ways in which to address them?

The workshop was introduced by YoYo. Peter Mohlahledi and Dawie Nel shared their experiences of the impacts of racism, sexism, and homophobia in South Africa, particularly in political organising, and Dawie provided a theoretical analysis of the interrelations of these three oppressions. Then YoYo invited other participants to share their experiences, and this was followed by a rather contentious general discussion. Although the gay community is often portrayed as a family, it was evident that racism and sexism is frequently experienced there. While most people agreed that gay people must start with themselves because the problems within the gay/lesbian community reflect the problems of the wider society, many workshop participants declared that even if racism, sexism, and homophobia were completely eliminated, the world would still be a terrible place due to the class disparities between people-- who has access to resources and who doesn't. Although many believed that racism, sexism, and homophobia all flow out of a capitalist socio-economic system, it was clear by the end of the session that some did not agree with this. Even though it was evident that many black lesbians do not feel comfortable in white-dominated organisations, much of the workshop time was spent discussing gender conflicts within gay organisations.

The merits and threats of women-only space was the subject of extended heated debate. Many women asserted that women-only space is critical to their empowerment and self-discovery. Even if organisations were 50% women, women would still struggle to speak up due to gendered socialisation. The language of many men was also identified as an obstacle to men and women working together. In particular, participants noted that, although women can be prejudiced or bigoted against men, women cannot actually be sexist or oppress men because that requires institutional power which women do not have in relation to men.

The workshop ended before there was any shared understanding or reconciliation. Several individuals were chosen to draft a resolution to present to ILGA, and they were reminded to include all of the viewpoints from the workshop, not just the dominant ones.

The workshop discussed:

- how these three issues intersect with social and economic situation
- why people make apologies in attempting to challenge this behaviour
- the difficulties some people face when challenging this behaviour
- the impact it has on our lives within our communities, organisations and ILGA and,
- why some lesbians refuse to work in collaboration with gay men

These issues are recognised to be directly linked to class and power.

The new ILGA executive needs to include in their work programme:

- strategies for looking at how our own organisation functions,
- how scholarships are distributed,
- draft a policy which is non-discriminatory
- expel organisations which discriminate against diverse people,
- encourage its affiliate organisations to address the issues of equal representation,
- encourage organisations to create a safe environment which will empower people to contribute positively and enhance their organisation, and
- encourage members of their organisations to make contributions without them feeling guilty because of their race, gender, class, or religious background.

ILGA's Work at the Council of Europe

Beyond Bisexuality: When Identity and Behaviour don't Match

Facilitated by Lynn Dobbs - San Diego Bisexual Political Action Group (USA)

Participants will explore various views on sexual orientation/identity/expression and gender fluidity, along with how bisexuality and gender "transgressions" challenge traditional ideas regarding identity politics. Rigid sexual stereotypes and notions of "choice" will be questioned. Attraction, behaviour and sexual identity – what happens when who you "do" and who you "are" don't match?

Ways to Run Your Organisation More Professionally (and Live to Tell the Tale)

Facilitated by Ann Lee - Pink Triangle (MALAYSIA)

This will include strategic development methods such as preparing a Mission statement, Objectives, Strategies and 5 year plans covering such areas as Communications, Human Resource development, & Financial Planning

Objectives:

- *To share the experience of the 10-year+ development of Pink Triangle (Malaysia) which originally began as a small organisation of 5 volunteers providing one service (tele-counselling) and is currently an organisation of 25 paid management and staff, plus other volunteers providing a wide variety of services to six communities - PLHIV/AIDS, drug users, sex workers, transsexuals, gay men and women.*
- *To enable participants to apply strategic development methods to suit the objectives of their own organisation.*

Building Capacity in ILGA Regional & International Structures

Facilitated by Luis Gauthier - Movimiento Unificado de Minorias (CHILE)

ILGA is ongoing through a process of developing its own structure and capacity building. The regional process is its major challenge. But also its capacity to co-ordinate its efforts with other global organisations. The actual experience will be shared to develop suggestions in order to strengthen its development. By the end of the workshop, participants should have a better understanding of some key issues on capacity building of ILGA structures around the world. Participants will give an overview of the actual situation of ILGA at regional and global level.

The session will recognise the different experiences and suggest strategies on building structures at regional and global level.

The discussion will be developed according to the following questions:

- *What issues are in common from the different shared experiences? Achievements and difficulties.*
- *What have been the key components to success/failure on the different structures?*

Being Gay, African and Christian

Facilitated by CK Motlana - Hope and Unity Metropolitan Community Church (SOUTH AFRICA)

This workshop was the second half of "Same-Sex Identity in Africa," and led by Rev. C.K. Motlana. The Reverend treated workshop participants to a spirited and innovative interpretation of the Bible, focusing especially on the creation story. In particular, the Reverend questioned why Adam and Eve is continually cited as the perfect example of marriage. In his estimation, the purpose of Adam and Eve's relationship was companionship, not sex. When God was looking for a companion for Adam, the Reverend explained, first he paraded the animals. If the relationship was meant to be sexual, then God was leading Adam into bestiality, the Reverend asserted, much to the delight of audience members. Eve was pulled out of Adam (which means that she was

superior, according to one workshop participant, who reminded that God made increasingly greater things, using the lesser elements to fashion his improved models). Therefore, according to the Reverend, the feminine was created from the masculine. But what about men who have not had their feminine extracted? The Reverend explained that such a man would walk feminine. This is how he explains the existence of gay people. Just as you wear clothes to cover the body, you wear the body to cover the spirit—but the spirit does not need to match the body in a conventional way. He warned not to be misled by appearances.

There is no contradiction in being African, Christian, and gay, asserted the Reverend. First of all, Adam and Eve were African, although the missionaries failed to mention this. Secondly, the Reverend finds tolerance for gay people in the Bible in the form of the Ethiopian eunuch. Although a eunuch is traditionally understood to be a castrated man, the Reverend expands this definition to include gay people. His reasoning for this is because the Scripture says that “some were made that way and some choose it.” Because no one is born castrated, nor would readily choose it, the Reverend determines that God is here talking about gay people. And the eunuch was celebrated, “given a name higher than sons and daughters and angels.” Therefore, the Reverend admonished, “Mugabe must go and read the Bible.” When one workshop participant wondered whether young people were becoming gay to run away from their culture, the Reverend reminded that “it is good to have tradition, but not all tradition is good.” “African culture” has been used to justify homophobia. However, the Reverend reminded that there is not just one African culture, but many. While tradition is seen to be set in stone, culture is more dynamic, with many influences. The Reverend’s main problem with the church is that it is too quick to defend doctrine, to be Lutheran, for example, rather than Christian.

At the conclusion of the joint workshop, ideas for a resolution were discussed. Unfortunately, the first eight people who offered suggestions were not African, but white males from the United States.

Same-Sex Identity in Africa

Facilitated by Keith Goddard - Gays and Lesbians of Zimbabwe (GALZ)

Zandile Makahamadze opened the session, assisted by Keith Goddard from GALZ. Keith began by identifying how much baggage comes with trying to talk about same-sex identity in Africa. For instance, many states impose stereotypes on gay people: gays are “un-African,” criminals, diseased, child molesters, and against their own culture. People in other parts of the world, especially westerners, have a lot invested in finding same-sex sexuality in Africa, in discovering homosexual practices in areas “untainted by Westernisation.” For instance, they see men in Zimbabwe holding hands or spirit mediums possessed by the opposite sex and they label it same-sex identity. However, as Keith emphasised, there are differences between individual practices and political identity. Same-sex sexuality has been rarely institutionalised in Africa, according to Keith. Instead, such individuals have fit themselves into existing social structures. For example, many boys engage in homosexual activity during their herding days, but this is not taken as a crisis of identity. He believes that the accusation that homosexuality was imported into Africa contains a margin of truth because, although same-sex activity has been present

(and documented) in Africa for hundreds of years, punishment of it (homophobia) was brought by colonial administrators. Because European colonists were terrified of African sexuality generally, they suppressed it, and this became adopted as "tradition." Although this tradition was invented, homosexuality now is seen as "against the culture." Keith also discussed the impact of globalisation currently. Although he places great hope in the universal declaration of human rights, he also sees the danger of western gay imperialism. Because western nations control access to resources, African gays and lesbians must speak in a particular language of identity to be understood, whether this is relevant to their lives or not. Keith reminded that the "gay rights movement" arose from the U.S. civil rights movement, in a different context and time. Therefore, how useful is that experience to gays and lesbians in Africa? Keith believes Africans must look for their own paths. He advised that African gays and lesbians carefully borrow from the U.S. and Europe where it is useful, but to discard what is not relevant. For example, in the U.S., gays have moved toward separation from heterosexuals and founded gay ghettos. But in Africa, this approach is not useful because most gays and lesbians do not have economic independence. In fact, a main objective of GALZ is to reintegrate people into their families. Keith ended by explaining how the introduction of a political gay movement in Zimbabwe has actually shut down traditional expressions of same-sex bonding. For instance, now many men are less free to hold hands in public because they have become self-conscious now that such behaviour has been linked to homosexuality.

Whereas homosexual practices have even been quite common in Zimbabwe, the key, according to Keith, was that they were not discussed. He reminded that homosexual activity has frequently been used to boost virility, and people in Zimbabwe have always known that gay people existed, but it was never talked about. Discussing of sex generally in Zimbabwe is taboo; therefore, as Keith demonstrated, to be publicly gay is to delve into a forbidden area of culture. Whereas in the past, people may have been curious about gay people, now they are just anxious to distance themselves from that possibility.

Situation of Lesbians in Eastern Europe

Facilitated by Miriam Molner & Suzana Tratnik

Murders of Gay Men, Lesbians and Transvestites in Latin America

Facilitated by Luiz Mott - Gay Group of Bahia (BRAZIL)

The issue of homosexual assassination was discussed in this workshop where everyone present find that it was very sensitive and hurting more especially it does not happen to other countries, in which homophobia exist but not up to the extent of killing gays.

Behind Brazil's international reputation for welcoming sexual diversity, Brazil hides a shocking secret where a homosexual is killed or brutally murdered every three - four days.

The land of carnival is full of contradictions. A thriving lesbian and gay movement has brought about legislation which does not allow discrimination based on sexual orientation in about 73 Brazilian cities, 2 states and even national capital, Brasilia. On the other

hand, open displays of hatred toward sexual minorities can be seen in many aspects of this country's life. The media or a major newspaper in Brazil had a compile a statistics where all these cases of assassination had taken place, this is to pass the message of awareness to all the people who are losing their loved ones or friends through this kind of brutality. What worse there are no convictions of any culprits who are committing this brutality. The newspaper basically published a call for the death of homosexuals, quoted in one the posters where it says : "Keep Salvador a clean city, kill a faggot everyday".

According to statistics last year only , about 116 homosexuals were murdered including gay men, lesbians, and transgendered. Through the statistics the most targeted people is transvestites , who are killed and night and who are sex workers and sometimes they are being killed by their clients.

The reasons for these murdered is sometimes because of **homophobia** and **machismo**, and when investigated or researched the attitude of the community is that the homosexual has been killed because he forced to sleep with the person who has committed that hate crime.

Luiz Mott has given a presentation on this by bringing to light the details of anti-gay abuse in his country, Brazil. He brought to light a very clear and frightening pictures of corpses of some of those people killed. The true state of affairs for gays and transvestites murdered and where and how were they murdered. The reports were eye opening, for the first time to other people of this community and brings to light a difficult and often ignored topic. The violation of the fundamental human rights of sexual minorities in Brazil.

Luiz then provided information on more than 1200 murders of sexual minorities in the past decade.

This report continues to document a pattern of disregard for the sanctity of human life of human rights activists have long fought to change in that country and argues persuasively for all to bring national and international attention to these violations. Everyone involved in this project that others will take on this struggle and make it their own, invoking global law to ensure that millions of the Brazilian homosexuals /gays, lesbians, transvestites and transsexuals are given a chance to exercise their human rights.

The workshop was then concluded, and it really has left hurting feelings after seeing such terrible pictures.

Constitution & Standing Rules

Facilitated by Jackie Lewis (UNISON, ILGA-Europe Board); Erwin Kunnen (AOB)

Jackie Lewis described the current situation. The only document approved to this date were the Standing Orders of 1992 and the Constitution of 1997 approved at the World ILGA Conference in Cologne.

It was agreed to proceed first with the Constitution, and then the Standing Orders. The latter were imperative because the next plenary session – scheduled on Wednesday - had to address the issue.

It was noted that the draft proposed by the ILGA Board had additions, that appeared in italics, but also some elements had been taken out from the current Constitution.

Tom Hoemig (ILGA Administrative Officer) briefly explained why ILGA would benefit from having legal status : legal protection, possibility of operating in other countries without having to register in each, requirement by many funders to be a registered entity. The choice of Brussels could be explained by practical reasons, and the presence of many international NGO's and, consequently, legislative provisions specific to Belgium.

The workshop also noted that there should be further discussion on a number of issues in the future. This workshop could only address amendments proposed before the Conference.

(The references in the discussion that follows are based on the yellow paper-proposed Constitution changes)

The **Preamble** was the same as the one agreed in Cologne and did not raise any comment.

Articles 1-3 ; these would replace section B of the Cologne Constitution. There was no objection and the workshop approved them.

RECOMMENDATIONS:

Relating to:

Article 4 (aims and objectives); this would amend Section C of the Cologne Constitution and was drafted following remarks from the Belgian Ministry of Justice. The workshop was unanimous in noting that the proposed new wording would take out the activism component of ILGA, and therefore substantially change the nature of ILGA's aims.

Pierre Noël explained where ILGA-Europe, which was also engaged in the process of registration and faced the same legal requirements, stood. After receiving written comments from the Ministry of Justice, the ILGA-Europe Board had contact with the official in charge at the Ministry. The Board was now hopeful that registration can now be achieved without making any changes to its Constitution that alter its basic principles.

Participants gave various examples where organisations had managed to find wording that would satisfy the authorities and make possible non-profit organisation status without taking away the capacity of the organisation to undertake areas of work, e.g. lobbying. The workshop welcomed the offer of Claudine Quellet (Quebec), who has experience and expertise in this area to assist the Board.

Recommendation:

- 1)** that the proposed changes to section C of the Cologne Conference NOT to be approved;
- 2)** that the Board be mandated to continue seeking registration on basis of the current aims and objectives, and that it be authorised to make minor amendments to the text, which do not alter the principles of the current aims and objectives, if these are necessary in order to obtain registration; c) in relation with the draft text form;

Clarification - down at the end of proposed **Article 4** that the Board similarly be authorised to make changes, which are confirmed as necessary, for registration, where these do not alter in any substantive way the basis on which organisations can become members of ILGA or its current way of operation) that the Board be urged to liaise with ILGA-Europe.

Relating to:

Article 5.1. This would add a new requirement to section D.1 of the current Constitution, i.e. that member organisations would have to be legal entities in their own countries. The workshop agreed that it could not support this change, since some member organisations were too small or from countries where legal recognition of a LGBT group was impossible.

It was noted however that it may be necessary to include something in the Constitution, which would meet the basic legal requirement that member organisations have to be 'real'. Claudine Quellet volunteered to offer some advice on possible alternative wording which would not have the effect of excluding any of ILGA's current or potential members on the basis that they were not registered as legal persons themselves.

Recommendation:

- 1) that the proposed change NOT to be approved
- 2) that the Board authorise additional points to the Constitution, if necessary which would meet the legal requirement but would not have the effect of excluding any of ILGA's current or potential members on the basis that they were not registered as legal persons themselves.

Relating to:

Article 5.2. This article is the same as section D.2 of the current Constitution. The workshop considered a proposal from ILGA-Europe Board to amend section D.2.ii) of the current Constitution by adding "*The Executive Board can delegate the acceptance of new members in a region to a regional structure set up in accordance with E.1*". It was explained that this was put forward in order to facilitate the admission of new members between World Conferences. Various participants saw merit in this proposal for different regions.

Recommendations:

- 1) that the Conference approve the proposed change;
- 2) that the Board lay down clear procedures for any such delegation to any regional structure.

Relating to:

Article 5.3. This would amend section D.3.i) of the current Constitution. Jennifer Wilson explained the reasoning behind the proposal. The workshop agreed on the principle but felt that the text needed to be changed.

Recommendation:

- 1) that the Conference approve the addition of a new Article 5.3.ii) read as follows:
'Members facing the possibility of expulsion have the right to present their defense'.

Relating to:

Article 8.6. The proposed change states that *each full member take part in any World Conference* " would amend section G.6 of the current Constitution on voting procedures. It was noted that G.6 had been the object of substantive debate in Cologne ; there was no consensus amongst the workshop to reopen the debate.

Recommendation:

- 1) that the proposed amendment NOT be approved by the Conference.

Relating to:

Article 8.7. This proposed amendment would be a straightforward addition to Section G aiming at keeping proper records of the decisions taken at the World Conference.

Recommendation:

- 1) that the Conference agree to this proposed amendment.

Relating to:

Article 8.9. This proposal would add a provision on proxy to Section G of the current Constitution. At present, the matter is only dealt with in the Standing Orders. The workshop agreed on the principle that the provision for proxies should be mentioned in the Constitution.

Recommendation:

- 1) that Section G of the current Constitution be amended by addition of the following text : *A full member that cannot participate may be represented by another full member, in accordance with the provisions in the Standing Rules.*

Relating to:

Article 9.2.

- (a) This proposed new text would amend section H.2 of the current Constitution. The workshop expressed misgivings as to the inclusion of the Administrator in the Executive Board, because of possible conflicts of interest. However, it was noted that it is very sensible to allow the Administrator to attend meetings of the Board and other meetings.
- (b) It was also noted that the wording for the composition of the Executive Board agreed in Cologne had left out the Women's Secretariat

- (c) The amendment proposed by ILGA-Europe (having one region Europe, and not two Eastern/Western Europe) raised no objection.

Recommendation:

- 1) that the proposal to make the Administrator a member of the Executive Board NOT be approved;
- 2) that the composition of the Executive Board be amended to include the Women's Secretariat ;
- 3) that the list of regions in Section H.2 of the current Constitution be amended by deleting *Eastern Europe* and *Western Europe* and inserting *Europe*.

Relating to:

Article 9.3. The workshop considered proposals from the ILGA-Europe Board to Section H.3 of the current Constitution by deleting *in advance of the World Conference* and Section H.5 by deleting *from the members of* and inserting *to join* . These linked amendments would which mean that the two posts of Secretaries-Generals become additional to the regional representatives and the Women's Secretariat, and that regional structures could choose their representatives in the World Board in accordance with their own timetable. The workshop endorsed the principles behind both of these.

Recommendations:

- 1) that sections H.2 and H.5 of the current Constitution and the equivalent proposed Articles 9.2 and 9.4 be amended to read as follows:
 - 9.2 The Executive Board shall include two members, one female and one male, from each region recognised by ILGA, the two Secretaries-Generals and a representative of the Women's Secretariat. The regions to be represented are Africa, Asia, Australia/Oceania, Europe, Latin America /The Caribbean and North America. The regions can be altered at a World Conference.
 - 9.4 *The World Conference shall elect two Secretaries General, one female and one male, to join the Executive Board.*

Due to the of lack of time, the workshop agreed to postpone work on the rest of the Constitution to a later workshop which is still to be convened.

STANDING ORDERS

The workshop agreed that, for several reasons, it could not be feasible to try to discuss and review thoroughly the proposed draft new Standing Rules in order to agree a new version at this Conference. However, it would need to be clarified to the Conference that the current standing rules (as circulated in the green package) are still in effect, except for any provision which would have been made obsolete by the current Constitution, in which case it has to be read in the light of the Constitution. An obvious example of this would be

the mention of the “ Secretariats’ Committee ”, which is to be understood as meaning “ Executive Board ”.

It was agreed that the draft prepared by Jennifer Wilson formed a very good base for discussion for a new set of Standing Rules. Some changes might require extensive discussion, while there would also need to be some changes to reflect any changes in the Constitution, either made at this Conference or made in order to meet the requirements for registration.

It was also agreed unanimously that a new set of standing rules would have to be agreed at the next Conference and that the Executive Board should undertake a consultation process well in advance on a proposed draft so that this can be achieved.

It was noted that the workshops at this Conference are by default all general workshops, that the Board undertake the process of review and consultation on the basis of a timetable that ensures that a proposal will be circulated well in advance of the next Conference.

The workshop was adjourned with the agreement that it would best to ask the Chairing Pool to convene another workshop in order to review what is left of Article 9, as well as Articles 10, 11, 12 and 13 of the proposed changes to the Constitution.

International AIDS Treatment Access

Facilitated by Sydney Levy - IGLHRC (USA); and Treatment Action Campaign (SOUTH AFRICA).

The promotion of access to AIDS and other life-sustaining medicines in developing countries requires the mobilisation of different sectors of the world AIDS community. We will examine key terms involved with debates over international access to treatment, including: "compulsory licensing," "parallel importing", GATT (General Agreement on Tariffs and Trade), TRIPS Agreement on the protection of intellectual property, and WTO (World Trade Organisation). We seek to learn from the experiences of South African activists as well as activists from other countries on models for successful advocacy campaigns. We will also address efforts in the United States to pressure international trade bodies, politicians, government institutions, and the private sector around issues related to compulsory licensing and international trade agreements. Particular attention will be paid to effective co-ordination and complementation with parallel regional advocacy efforts. The United States' government has played a critical role in foreclosing options that would allow developing countries the production or importing of essential medicines at a reduced cost. These options remain legal under international law but are not put to use because of pressure from the United States' government..

This dynamic and informative workshop was led by Sydney Levy from IGLHRC. He gave audience members a quick and accessible lesson in international trade principles. The main reason that HIV/AIDS medications are not globally accessible is because U.S. pharmaceutical companies hold the patents to these drugs. This gives them the right to sell the drugs at any price, including selling them at different prices to different countries and even the right to not sell them at all. To counter this injustice, some countries, including South Africa, have been making use of two international trade practices, which Levy stressed, are completely legal under the World Trade Organisation's TRIPS agreement (Trade Related Aspects of Intellectual Properties). By parallel importing,

nations can choose to buy from countries other than the U.S. at a lower price. Using compulsory licensing, countries can pay patent holders a nominal fee for the rights to produce the drugs themselves. However, the pharmaceutical companies obviously do not want this, so they are claiming that such practices are illegal. In fact, the U.S. government is even taking the South African government to court to make such claims. Because such practices are in fact legal under international law, the U.S. government has also been investigating national patent laws country by country. Where more restrictive national laws do not exist to protect pharmaceutical companies' profits, the U.S. government has been threatening economic sanctions. The U.S. will pledge continued good trading relations in exchange for the passage of more restrictive national laws. This amounts to economic bullying and, according to Levy, places a heavy burden on U.S. activists to pressure their government. He also encouraged South Africans to work together with their government to defend their national interest against the interest of the U.S. Levy also warned that, although these practices are currently legal under international law, this may not remain so. The World Trade Organisation meets in November in Seattle and it is on the U.S. agenda to make changes to the TRIPS agreements. Levy handed out information packets to workshop participants, which included a petition to submit to the WTO meeting.

The discussion then turned to the situation in Africa generally and South Africa in particular, including HIV statistics, the response of the ANC government, and the results of the Lusaka Regional AIDS conference. Mazibuko Jara reported on the activities of the Treatment Action Campaign and encouraged delegates to attend the TAC picket the following day. Levy suggested international strategies, as well, such as global demonstrations at pharmaceutical headquarters all over the world and pitting pharmaceutical companies against one another in an effort to bring medication prices down.

We call on ILGA and its member organisations to:

- 1)** Familiarise themselves with information regarding access to treatment, both domestically and in international law.
- 2)** Disseminate this information as widely as possible to all their constituents, allies and the general population
- 3)** Sign and get other allied organisations to sign the attached call for action before the world trade organisation meeting in Seattle in Nov/ Dec this year.
- 4)** Wherever possible, lobby governments to ensure that the primacy of public health interests over commercial considerations is reaffirmed and that the legality of parallel importing and compulsory licensing is recognised , in order to safeguard access to essential drugs.
- 5)** Lobby non-governmental organisations (NGO) in preparation for the NGO consultation in Seattle, following the same principles described above.
- 6)** Declare December 1 an international day of Action to call for affordable AIDS drugs now around the world!

Thongzi Experience

Bisexuality: Facts and Myths

Facilitated by Alejandra Sarda - Escrita en el Cuerpo (ARGENTINA)

Bisexuality is still a controversial issue in most GLTB communities and movements all over the world. This workshop is aimed at bringing out myths and prejudices on this issue in order to discuss them frankly and respectfully.

Expected outcomes:

- *To hear questions that attendees might have around bisexuality and answer them to the best of our capacity.*
- *To encourage gay/lesbian activists to invite bisexuals in their country to work together and be allies in the struggle.*
- *To dispel myths and prejudices that divide us and weaken our strength as a community/movement*
- *To reflect on how identity politics severely limit our chances for success and our capability to set up alliances with other groups.*

The workshop was attended by about 40 people, from Africa, Asia, Australia, the Caribbean, North America and Latin America. There was a wide diversity in terms of age, life experiences, culture and sexual orientation, which added to the richness of the discussion. People were asked to define their sexuality without resorting to labels, but describing feelings, attractions and fantasies instead. This first part of the workshop gave us all the practical experience of how labels actually say very little about our sexuality. The descriptions voiced by the participants showed a very rich and complex landscape of attractions, fantasies, behaviours and feelings for both sexes (in most cases) or just for one (in some cases).

As part of the introductions, each participant explained how bisexual identities and behaviours were considered in her/his culture, taking into account the different standards for women and men in each case. This section was fascinating for us all, and opened our eyes to many different realities around the world. In the second part of the workshop, participants split up in small groups, each one working on a particular "myth" around bisexuality.

The workshop ended with an open discussion about the myths and their relevance. Several issues came up during this part of the workshop, some of them being the following:

- Discrimination experienced by bisexually-identified people in gay/lesbian environments.

- Lack of bisexual role models and a bisexual history with which people can identify.
- Falsely identifying oneself as lesbian/gay or straight in order to belong to a group. Bisexuality (and transgenderism) pose a threat to the patriarchal model of thinking in terms of opposites and confrontation;
- accepting that there are more than two options in life favours consensual modes of thinking and acting.
- Certain personality traits are wrongly linked with bisexuality.
- People of all sexual orientations can be dishonest, non-monogamous, confused, afraid to commit, etc.

The atmosphere of the workshop was very warm and friendly, favouring a very honest exchange of experiences and points of view.

Using Media as a Tool for LGBT Activists

Facilitated by Jordi Petit, Coordinadora Gai-Lesbiana (SPAIN)

"Democracia es Igualdad/Democracy means Equality". A TV spot and one pedagogic video from this official Spanish campaign against all forms of discrimination made in 1993. Presentation of two TV spots regarding partnership rights. These TV spots are available to ILGA members in some countries through the Young & Rubicam agency. This was produced by CGL Spain to attract sponsors to be widely broadcast.

This workshop considered the television commercials requested by the gay and lesbian co-ordinator of Barcelona. The TV spots are intended for anti-discrimination campaigns. Each spot poses a question to the viewing audience and invites viewers to phone in their agreement or disagreement on the issue presented.

The workshop reached consensus on the usefulness of such spots for all ILGA members - provided they are adapted to the culture, laws, or racial characteristics of the region where they are used.

There were no objections to the first spot which deals with succession rights of gay couples. However, the second spot which deals with lesbian visibility and equal rights should be reformulated as it contains controversial aspects. Organisations wanting more information should contact Jordi Petit.

Legal Position of the Gay and Lesbian Community in Modern Russia

Facilitated by Alexander Koukharsky - The St. Petersburg Gay and Lesbian Association "KRILIJA" (RUSSIA FEDERATION)

Legal position of gays and lesbians after the last version of the Criminal Code of Russian federation, adopted in 1996 by both chambers of the Russian Parliament (the age of consent is 14 years old, only rape is criminalised and the punishment is the same for

gays, lesbians and heterosexuals). Great progress after the fall of the totalitarian communist regime in 1991. The main goals of gay and lesbian community of our time: fight with homophobia in the minds of elderly part of the population, brought up when homosexuality was considered to be either an illness or a crime; human rights struggle for the state registration of the same sex couples; fight against any type of discrimination on the basis of sexual orientation. Gay pride movement in Moscow, St. Petersburg, Siberia and some other regions of Russia. The foundation of the first in Russian history officially registered gay and lesbian association "Krilija" (summer 1990), its human rights activity and help to HIV+ gays in the Republican Infection Hospital and in prisons. Original and modern goals. Practical results of "Krilija's" activity: mass media interviews, legal help to several gays, falsely accused in some criminal cases, international contacts. Commercial gay and lesbian infrastructure: discos, bars, restaurants, cafes, night clubs, saunas, beaches, etc. The foreseen future of gay and lesbian pride movement in modern Russia.

Bold, Black and Beautiful

Facilitated by Claire Andrews - UNISON (UNITED KINGDOM) ; Ian Swartz - The Rainbow Project (NAMIBIA) ; and others.

The international lesbian and gay sub-cultures and movements are dominated by Western notions and values. Black lesbian and gay people in Africa, North America, Europe, the Caribbean, Latin America and elsewhere have started to make links to share the experiences of being queer and black and express solidarity towards each other. This workshop will explore notions on being black and queer in various cultural contexts and discuss the possibilities for solidarity and support amongst black lesbian and gay people.

Draft resolution of the participants in the "black, bold and beautiful" workshop conducted on Tuesday, 21/9/99

PANEL DELEGATES

Claire Andrews; Donna Smith; Hassan Ortega; Kursad Kahramanoglu

After sharing their stories with participants this is what they recognised

Recognising that:-

Within the Black/African Diaspora, in all countries represented, there are a number of distinctions made between people on the bases of race, class, colour, money, gender and sexual orientation.

People are treated differently, and our societies have different expectations of people, based on these distinctions.

There is a myth, among the "straight" Black Diaspora, that homosexuality is, somehow, un-Black, or un-African, and not an indigenous part of their culture, or ethnicity.

For this and other reasons, including religion, homosexuals in the Black Diaspora are generally rejected, ostracised, marginalised, abused and victimised in their respective societies, by families, friends, co-workers and others.

Believing that:-

The preceding factors create, in Black people everywhere, a profound sense of inferiority and self-hatred, which leads to oppression of their own, and limited upward mobility.

In addition, Black gay people experience psychological and emotional trauma, including significant degrees of isolation and alienation, as well as the burdens associated with having to live incomplete or double lives; among the youth, this trauma may even lead to suicide.

It is possible, and absolutely necessary, to reverse these effects and reduce their incidence, but there has to be a commitment, among those affected and others working to promote their interests, to developing and improving their self-image.

It is therefore resolved that:-

Steps should be taken to facilitate the economic empowerment of gay Black people through the support of their businesses, and the sharing of skills.

Gay members of the Black Diaspora should make every effort to learn more about each other, as well as their own history.

Black homosexuals everywhere must increase their visibility, and by that and other means, offer support and encouragement to their brothers and sisters who are not yet out of the closet.

There should be increased networking within this constituency, through the groups or organisations which represent their interests.

Special programmes should be designed to ensure the delivery of training, counseling, and other needed support services to the youth members of this constituency.

Fundraising

Facilitated by Julie Dorf - IGLHRC (USA); Christine Lipat - Astraea International Fund (USA) and Ann Lee - Pink Triangle (MALAYSIA).

Astraea National Action Foundation the nation-wide lesbian foundation in the U.S, has been a feminist, grassroots oriented organisation since its founding in 1977. Astraea started multi-racial, multicultural group of women to support many programs and projects that were having difficulty getting funding due to their progressive and feminist perspectives.

Through the International Fund for Sexual Minorities, established in 1996 with a donor-directed grant from Heinrich Boll Foundation and with initial efforts of the International Gay and Lesbian Human Rights Commission, Astraea is committed to funding groups, projects, or organisations that are led by and for lesbians, gays, bisexuals, and transgendered (LGBT) communities that directly address oppression based on sexual orientation and sexual identity.

Organisations should also have the capacity for addressing interrelated forms of oppression including oppression based on gender, class, race, ethnicity, age, physical, and mental ability, national identity and religious affiliation.

Shelter from Hate: Strategies for Building Inter-Church Support for LGBT Issues

Facilitated by Mark Carlson - Spirit of the Lakes United Church of Christ (USA)

Workshop explores the history of an inter-faith anti-hate crimes initiative, and how one GLBT church is promoting understanding of gay issues in other (predominantly heterosexual) churches through a variety of efforts. Speaker will discuss strategies for building tolerance including:

- *working at being a multi-issue people*
- *identifying issues of mutual concern, and*
- *telling personal stories in innovative ways.*

The principles that have proved to be helpful in building support for LGBT issues in religious communities that were not supportive in the past are as follows:

- Be a multi-issue people - working on issues that are not directly to your benefit provides a multitude of benefits. It builds alliances with other groups which may prove helpful later. (the story of Simon Nkoli imprisonment with other anti-apartheid leaders shows how a multi-issue focus can benefit gay and lesbian concerns). Involvement with other groups working on other issues also provides you with fresh ideas and perspectives that will help shape creative proposals in your communities that wouldn't have happened otherwise. We at Spirit of the Lakes would not have come up with the idea for shelter of hate if we hadn't first been involved in bringing Tina to the United States. Strange as it may seem, even presenting yourself as gay and lesbian Christian already gives you a two-dimensional feeling that you might not otherwise have. Being a gay environmentalist or a lesbian concerned with educational policy does the same. And lastly, be a multi-issue people because it is the right thing to do.
- Tell your personal stories. Stories are a universal language, much like music. Listening to a person's story generates interest that can sometimes sidestep the prejudices and preconceptions of the listener. Hearing about our families and our relationships both friends and partners also helps.
- Use humour, a few of my co-writers wanted to exclude some humorous stories on Coming Out Coming Home because they thought they were too irrelevant for our serious intentions. I think humour is like wine that cleanses the taste-buds to take in more food for thought. The West African film Woubi Cheri also illustrated the power of humour and personal stories in a creative work.
- Keep a long-term perspective. I am increasingly coming to realise that our sense of urgency is understandable, but almost every problem that we are confronting will be present one, two, three years later. Some of our best results have been projects which have been over a year in the making. It took over a year and a half to write our play, but it ended up running for four years and becoming a video. The other thing about long-term perspective is that we are likely to only move people in their attitudes one stage at a time.

- Find points of commonality. While Hispanic people may often disapprove of homosexuality because of their catholic background they share our concern about hate crimes, many of the people that heard our play didn't think they had a lot in common with homosexuals but heard in our struggles for acceptance and affirmation with our families many points in common

We continue in our search for new ways to make LGBT issues interesting and intriguing to a wider audience. To that end, our next project is to begin collecting stories from LGBT Christians from around the world to produce the first truly global collection of such stories. The working title is Queer Witness and we have an interested publisher. Anyone interested in contributing can get further information from Mark Carlson.

Women's Caucus

As stipulated by the Women's pre-conference the women's caucus met again to continue with deliberations. A number of tasks were identified to be undertaken by the next Women's Secretariat in order to increase women's participation and visibility in ILGA.

A supportive structure was discussed which - ideally - should make the Women's Secretariat's work easier and more effective. One lesbian/bisexual women's group in each region should act as a "focal point" and network with other groups in the region and with the female regional representatives.

It was a very inspiring meeting that filled delegates with hope for the future of women in ILGA. On Thursday the caucus will continue developing their plans of action.

Recommendations

- 1)** Adequate resources should be allocated to the women's secretariat (WS) to accomplish its mandated tasks
- 2)** The WS should be a voting member of the World Board
- 3)** That the ILGA Board integrates a gender perspective throughout its work
- 4)** That one of the WS tasks be the co-ordination of female regional secretaries work
- 5)** To amend mandated task #4 in the ILGA Constitution and also make policy inputs to international organisations and agencies
- 6)** That the 5-year review of the UN 4th World Conference on Women and the World Summit on Social Development be priorities for ILGA Women's intervention in the next two years
- 7)** That a group comprised of one organisation in each region will be created as a support group for the WS. The support group will work with Women's organisations in their region and with the two board members from their region.
- 8)** That ILGA will create training and capacity building opportunities for its women members in co-operation with the WS

- 9)** That the WS will provide information geared to new ILGA members.

WS PROPOSED STRUCTURE

The caucus proposes that a support group be created with one organisational focal point in each region. This focal point will work with women's organisations in their region as well as their ILGA regional secretaries. Further, the organisations which comprise the support group will be committed to supporting this process with resources.

WS NOMINATIONS

The caucus nominates El Closet de sor Juana (Mexico) as the next WS.

PROFILE CRITERIA FOR SECRETARY GENERALS (female and male)

- 1)** They should have concrete experience in work that includes a gender perspective
- 2)** They should have concrete proposals to offer regarding the integration of gender into ILGA's work
- 3)** At least one of them should have a background in ILGA and both should have experience in Networking
- 4)** They should have a global vision of ILGA's work in the future.
- 5)** They should be supported by the regions they come from.
- 6)** The nominees should have a plan that includes their goals and objectives as well as a proposal for fundraising.

4.3 Wednesday, 22 September 1999

4.3.1 Agenda

TIME	TOPIC	PRESENTER
09h00 - 10h30	Political Economy of HIV/AIDS in Africa	
09h00 - 10h30	Documenting Human Rights	
09h00 - 10h30	ILGA Finance Report: Discussion	
09h00 - 10h30	Preparing for the 2002 Conference on Trade Unions, Homosexuality and Work	
09h00 - 10h30	Sports, Outreach and Gay Games VI	
10h45 - 12h15	Building Capacity in ILGA Regional & International Structures	
10h45 - 12h15	Building Partnerships for Workers Rights	
10h45 - 12h15	What Does the Future hold for ILGA ?	
10h45 - 12h15	Messing with Categories: The Politics of Service-Provision to LGBT Community	
10h45 - 12h15	What is ILGA?	
20h00	Caucus: Sharing Experiences for New Groups from Developing Countries	
20h00	Caucus of Latin America and Caribbean	

4.3.2 Minutes of Day Three: Wednesday, 22 September 1999

Political Economy of HIV/AIDS in Africa

Facilitated by Mark Heywood AIDS Law Project (SOUTH AFRICA)

Mark Heywood of the AIDS Law Project in Johannesburg provided an informative, sobering, and eye-opening presentation regarding HIV in Africa. His talk included statistics, facts and figures, charts and graphs, as well as the local implications of the AIDS epidemic. Heywood pointed to socio-economic causes and consequences to explain the high incidence of HIV in Africa. While HIV infection has declined in

industrialised countries due to behaviour changes, in developing countries there has been no significant behaviour change. For example, there are 1500 new HIV infections every day in South Africa. It is an epidemic “out of control,” says Heywood. Although there is now much information about HIV in Africa, Heywood predicts this high rate of infection for some time to come due to political and economic factors. Although Heywood also is angered by the lack of access to HIV treatment, he believes that even if there were unlimited drugs tomorrow, it would not make a significant difference. “Most people cannot change their behaviour,” Heywood explains. The reason for this is because of the social conditions under which most people in Africa are forced to live. For instance, Heywood tells how difficult it is to explain to a mine worker why he must wear a condom to protect himself from an invisible disease that he might get which might result in his dying in about 7 years when the mine worker is not sure if he will return alive at the end of the day from the mine.

Further, HIV is part of a general health crisis in Africa. There is a consciousness, according to Heywood, that if you live in Africa, you will die of some illness anyway. Governments insist they must control casually transmitted infectious diseases before they can address HIV. Heywood recommends that Africans need consciousness raising to counter this tendency towards passivity in order to insist on equal health rights. “Poverty and gender inequality spread AIDS,” says Heywood. He revealed how rates of HIV infections are highest where there is the greatest discrepancy between rich and poor. Even a difference of \$2000 per capita reduces HIV infection by 4%. Regarding gender, as long as men control sex, women will be particularly vulnerable. You might empower the women, Heywood explained, but nothing will change until the men are educated too. In South Africa, HIV has not been seen as a priority in the face of huge issues of political transformation. However, according to Heywood, this is shortsighted because the consequences of HIV will impact severely on social progress. HIV/AIDS most affects those of working age, from 15 to 50. Therefore, the consequences for the South African economy over time will be quite severe. The World Bank has declared that the net impact on the GDP will be relatively small and this has influenced the priorities of the South African government, which is fixated on growth. However, Heywood believes that this reflects the mindset of many of the world powers, that HIV is a convenient form of population control in the developing world, and it ignores the social and economic cost of HIV right now. For instance, HIV/AIDS is currently costing Gauteng R 500 million rands a year, and this is without a treatment program. The government has the mindset that it cannot afford treatment, but money will be saved in the long run if unnecessary hospitalisations can be avoided. Another way HIV/AIDS is impacting future workers is evidenced in the increase in child-headed households in many townships. Children must leave school and forego their education to look after sick parents.

After Mark’s presentation, many in the audience spoke up. Romeo shared about the homophobia he experienced at the Lusaka AIDS conference, Prudence admonished lesbians for thinking of themselves immune, people complained about the poor quality of condoms available, and participants were encouraged to attend the TAC picket.

Documenting Human Rights

Facilitated by Scott Long - IGLHRC (USA); Alejandra Sarda - Escrita En El Cuerpo (ARGENTINA)

Documentation is the fuel that moves the human rights machinery, without it no claim to violation is considered. And yet sexual minorities have had great difficulty in producing 'credible' documentation of human rights abuses. We will examine the challenges to produce this documentation, as well as offer some methodologies to document the violence and abuse against our communities.

ILGA Finance Report: Discussion

To stimulate discussion we prepared a paper which answered the questions raised during Monday plenary to the financial report and administrative office report statement.

1) Were the accounts externally audited?

All accounts since 1995 have externally audited. This was done by Le Group de Gestion (The Management Group). This is a public, external accountancy and management firm with offices across the Northern Hemisphere.

2) Are they complete? Information such as assets, depreciation, accruals etc. is normally included and there is none in these reports.

The auditors provided computer printouts listing all transactions, depreciation, assets, profit and loss, liabilities etc etc - approximately 85 pages for each year. These are in Brussels. The reports presented are a summary based on the audited reports.

3) There appears to be no qualified report from the Auditor in relation to the accounts.

The letter from Le Groupe de Gestion is an unqualified report from the auditors - it states "entries correspond to the operations actually made, and the end of the year accounting statements correspond to the actual accounting status of the association."

4) What are Active and Passive accounts? Concern that an auditor would have supplied more information.

Active accounts are assets the association has and these relate to bank accounts and their balances (or deductions in the case of interbank transfers).

Passive accounts are liabilities the association has and these relate to debts based on money borrowed from RFLS (Sweden) and the European Human Rights Foundation (EUHRF). These also include outstanding owings to suppliers at the end of the financial year.

Regarding more information from the auditor - see the response above.

Working towards the 2002 World Conference on Trade Unions, Homosexuality and Work

Presented by Michiel Odijk - ABVAKABO; Jan Willem de Jong - ABVAKABO; Erwin Kunnen - AOB (NETHERLANDS)

AIMS:

- *to exchange information about the 1998 International Conference on Trade Unions, Homosexuality and Work that took place in Amsterdam and evaluate the conference;*
- *to exchange info about the impacts and developments after this conference and the gradually growing relationship between ILGA and trade union movement;*
- *to enlarge the network of people involved in the issue of the role of trade unions preventing and fighting discrimination based on sexual orientation or gender role;*
- *to get new ideas about (i) topics to be dealt with at a new conference, (ii) key persons to be involved in the lobbying and preparation process for this conference, and (iii) new formats or formulas for the conference.*

EXPECTED OUTCOMES:

- *informal recommendations and suggestions to the provisional 2002 conference organizing committee*
- *extension of the informal working contact network on the issue of trade unions and ILGA work*

HISTORICAL BACKGROUND

Just before the 1994 ILGA World Conference in New York gay and lesbian trade union activists met, and came up with the idea of having a real world conference on the issue of discrimination at work and what trade unions might do against it, combined with the 1998 Gay Games in Amsterdam. This idea was worded as a proposal during a workshop at the ILGA conference, got a lot of support and—although it was a tough start—finally became a reality.

The conference in Amsterdam was quite successful, not only because it was an effective conference and an excellent atmosphere, but also because it has been successful in its spin-off. The trade union umbrella organisations PSI (= Public Services International, the world umbrella federation of public sector unions) and EI (Education International) had already taken the issue aboard, but have been working even more since the Amsterdam Conference.

One of the objectives of the Amsterdam conference was also to get the ETUC (European Trade Union Confederation) moving (as a start of getting the issue on the agenda of the global trade union organisations), and Michiel Odijk was very happy to be invited to a seminar in Turin in October 1998—organised by the Italian union CGIL—in which the representative of the ETUC stated that the ETUC now simply had to take this issue on board because of the Amsterdam conference. Also, at this seminar, a representative from another Italian union was complaining that their union had not been invited to the Amsterdam conference. It showed that people were envious because of the presence at the Amsterdam conference. It really made history.

In Spring of this year, the ETUC organised a 2 days seminar in Shepperton, UK, about the implementation of article 13 of the Amsterdam Treaty (this is the article stating that the European Council of Ministers may take steps to combat discrimination on various grounds, if the decision to do this is taken in unanimity).

At the Shepperton seminar, the ETUC has really taken the issue of discrimination on the basis of sexual orientation as part of the program, and since then ILGA Europe and the ETUC are working together behind the scenes in the Social Platform (an NGO organisation in the European Union) on the implementation of article 13.

RECENT STATUS AND PERSPECTIVES:

But one of results of the 1998 Amsterdam conference was also that an interim committee has been established to prepare another world conference on Trade Unions, Homosexuality and Work (maybe under another title) combined with the Gay Games 2002 in Sydney, Australia. The workshops shows some concern about this: from what is known, there seems to be not much of progress in this preparation.

The workshop comes up with some suggestions to help the interim committee work more effectively. Kursad Kahramanaoglu promises that he will try to encourage the unions in Australia through the PSI channels. Since the PSI booklet that has been officially launched yesterday during the ILGA conference, will have to be sent to every PSI affiliate, this can be done easily. Moreover, the workshop proposes that the world ILGA board should send out a letter to the interim committee, encouraging them in their work and offering them steps to strengthen their organisation. Of course, ILGA can not make any financial offer whatsoever.

RECOMMENDATION:

that the ILGA board should send a letter to the interim committee for the 2002 world conference on trade unions, homosexuality and work, encouraging them in their work and offering support without offering finances.

A draft letter is below:

Dear all,

On behalf of the ILGA World Conference in Johannesburg, we would like to reaffirm ILGA's commitment to the issue of discrimination (based on sexual orientation) at work and the role of trade unions in acting to prevent or combat this type of discrimination. Since ILGA's resources are very restricted, unfortunately we won't be able to combine this statement with any support in finances. However, the conference in Amsterdam in 1998 showed that both ILGA's involvement can be useful, and that ILGA's visibility can be effective, without this type of financial support.

At the conference here in Johannesburg we have seen and heard some of the spin-off of the 1998 conference, and it is extremely stimulating and encouraging to notice how developments in trade unions are getting shape.

We are aware of the fact that for a small group and especially a group that is scattered over the world, the actual working power can only be limited. That is why as of this moment, some ILGA members will be looking for strengthening your group, and hope to use the PSI and EI channels to raise in their affiliates awareness of the 2002 international conference on trade unions, homosexuality and work.

By this, we hope to contribute to the process.

Should there be any idea of how ILGA or its members might help in the preparation of this 2002 conference, please let now.

We wish you a lot of inspiration, success, and pleasure!

The executive board

Sports, Outreach and Gay Games VI

Facilitated by Kathleen Webster and Teresa Galletti - Federation of Gay Games (FGG); Leonie van Bommel - Gay Games VI Amsterdam; Stuart Borrie - Sydney 2002 Gay Games VI.

This session will address three general areas:

1. *GLBT Activism through Sports and Sports Organisation (Galletti and Webster) Why have GLBT sports and sports organisations, and events? What is the Gay Games and why have a Gay Games? This session will address creating a climate for change through sports, sport organisation, outreach programs, and the Gay Games. Discussion will include the broader topics of grassroots education, creating leadership programs, elite vs. recreational sports, partnerships with government, national, and international sporting bodies.*
2. *Outreach and the Federation of Gay Games (van Bommel)—The Federation of Gay Games advocates inclusion, participation and personal best. This part of the session will focus on the Outreach Committee of the Federation of Gay Games: its role within the Federation and the Gay Games movement; what is our core activity; international outreach during the fifth edition of the Gay Games in Amsterdam 1998, and beyond. This part of the session will also focus on our relationship with other international GLBT organisations, especially from those regions which were under-represented at previous Gay Games. Discussion will include how we want to cooperate, with both sports -, cultural- and more political GLBT organisations; which interests do we share and how do we differ; outreach and women; how to organise yourself for participation in the next Gay Games.*
3. *Gay Games VI (Borrie)—In the first week of November 2002, Sydney will host Gay Games VI and Cultural Festival. This event will bring together 14,000 lesbian, gay and transgender athletes, artists and their friends from more than 50 countries in a celebration of identity and personal best. There will also be a human rights/social justice program which will bring together a series of conferences and workshops hosted by partner organisations. These will focus on such themes as gender, sexuality and sport, hate violence, work and discrimination, homophobia, gay and lesbian activism, gay and lesbian rights and first nation (indigenous) lesbians and gay men from around the world.*

Building Partnerships for Workers Rights

Facilitated by Jackie Lewis; Carola Towle; Claire Andrews - UNISON (UNITED KINGDOM)

AIMS

- *To develop an understanding of why lesbian and gay workers rights are trade union issues;*
- *To share information on established and establishing partnerships between lesbians and gay men and their unions;*
- *To provide an overview of the regional and world structures and policies;*
- *To identify the core agenda for lesbians and gay men in trade unions;*
- *To highlight the diversity of the lesbian and gay community and the need to address the rights of all lesbians and gay men in pursuing this agenda;*
- *To develop the integration of work with trade unions and trade union confederations into ILGA's work.*

EXPECTED OUTCOMES

- *Greater understanding of the importance of trade unions to lesbians and gay workers;*
- *Increased knowledge of current developments on lesbian and gay workers rights at local, regional and global level;*
- *Identification of practical steps to ensuring lesbian and gay issues take their rightful place on trade union bargaining agenda;*
- *Awareness of the needs and rights of our diverse lesbian and gay community in all aspects of this work;*
- *Strengthening of ILGA's work with trade unions.*

The delegates of ILGA who identify LGBT's rights as workers rights in which trade unions can address, must address those issues, they must meet together and share relevant information in order to consider on how to consolidate ILGA's trade union work and to network to take LGBT issues into the unions, union confederations and international labour bodies.

Since UNISON's lesbian and gay activists facilitates the workshop, the British public sector trade union presented their work as one model. They said struggles over 25 years, beginning simply with a letter from one gay man to the union's journal, had led to a point where our rights are enshrined in the union's rule book. The rule book commits the union to tackling discrimination in the union, in the workplace and in society and gives us the rights to meet together as a formal part of the union structure and to put our issues directly on the bargaining agenda.

The importance of international networking in this process was emphasised and echoed by delegates from other unions. South African unions such as SAPU and NEHAWU, both of which have established links with UNISON through their partnership with NCGLE, spoke of their recently adopted policies and emerging lesbian and gay networks. AbvaKabo from Netherlands has a long history of lesbian and gay trade unionism, with

the work taking place through and informal network rather than formal structures, while still having access to the bargaining agenda.

The delegates from Namibia and Zimbabwe spoke of working in the context of countries whose ruling parties have pledged to deny LGBT's rights. GALZ recent approach to the leadership of the Zimbabwean Congress of Trade Unions had been encouraging and would be built on.

Work in Namibia has not yet reached this stage and links between the unions and SWAPO were close. The officer from PSI pledged to work with the Rainbow Project to raise our issues with PSI affiliate in Namibia, armed with the weapon of the PSI /EI booklet on lesbian and gay workers' rights which was launched at this conference.

RECOMMENDATIONS:

The recommendations in this context is that this conference affirms ILGA's belief:

- 1)** that trade unions are founded on the principles of solidarity and human rights
- 2)** that LGBT people face discrimination at work because of their sexuality
- 3)** that this discrimination is a violation of their rights as workers;
- 4)** that the principle of solidarity means that unions can and must fight for the rights of their LGBT members by every means including negotiating anti-discrimination policies, representing LGBT members facing discrimination, putting lesbian and gay equality on the bargaining agenda;
- 5)** that LGBT workers cannot be equal in the workplace unless they are equal in society;
- 6)** that while noting the persecution faced by the trade unionists in some of our countries, that a worker's place is in their union;
- 7)** that therefore their union and union confederations must campaign for their civil rights and for equality and protection under the law.

So the conference welcomes the following:

- The presence of many trade unionists at this conference, including members from NEHAWU and SAPU and delegations from AbvaKabo and UNISON;
- The growth of ILGA's movement with unions including ILGA's participation in the Amsterdam conference on Homosexuality, Trade Unions and Work;
- That union internationals Public Services International and Education International chose this conference to launch the first international trade union publication produced specifically to address our rights as workers rights.

It was concluded that this conference reaffirm ILGA's commitment to trade union work as an integral part of our struggle, both at and between conferences, and instructs the Board to continue and develop this work.

This work should be carried out in liaison with the ILGA trade union information pool and should include:-

- Collecting and sharing information on work within our unions as gains in one union can often be used to further gains in a sister union;
- Publishing trade union work in the ILGA bulletin and ILGA's work in our union publications;
- Urging affiliates to use formal links between their union and other unions to place our rights on the bargaining agenda;
- Requesting that each regional conference, as well as future world conferences, time table sessions considering the pursuit of LGBT rights through trade unions and trade union confederations and invite appropriate trade union bodies to participate;
- Consolidating ILGA's developing relationship with trade union bodies such as Public Services International and Educational International;
- ILGA being active in the campaign to place our issues on the agenda of all international labour federations and that of the (ILO) International Labour Organisation.

What does the future hold for ILGA? (1)

Facilitated by Jennifer Wilson - Secretary General (AUSTRALIA)

Messing with Categories: The politics of service to LGBT Community

Facilitated by Annie Leatt; Funeka Soldaat; Graeme Hendricks - Triangle Project; Dawie Nel - Gay and Lesbian Organisation of Pretoria (SOUTH AFRICA)

The purpose of the panel is to explore the tensions between building a strong gay and lesbian political movement and service delivery to gays and lesbians and other people who have sex with members of the same sex or gender. The aim is to look at how political movements require concrete and simplified notions of sexual identity whereas service organisations need to be able to deal creatively with a wide range of sexual practice among people who do not necessarily accept the identities of gay, lesbian or bisexual. The case of prevention work for HIV/AIDS will be used. We will outline the problem, look at its ramifications, discuss solutions already tried and assess their success or failure, and open up the discussion about possible future solutions in the hope of stirring debate amongst others working in developing countries.

This session focused to a large extent on service provision by LGBT organisations in South Africa. Service provision often poses difficult challenges in the black, gay community where the concept of gay identity is not easily adopted. This makes it difficult for gay and lesbian service providers to reach people in these communities.

Our focus must be on the shuttle of services—not on the sexual identity of the people we reach out to. We must make our services accessible by respecting identities and values.

As service providers we strive for the empowerment of LGBT people. We must recognise the difference between legal versus day to day empowerment. But the effect of the constitution is limited in everyday existence. Service provision is essential to ensure that we empower all members of our community, wherever they are.

Minutes from Plenary: Wednesday, 22 September 1999

Constitution, Standing Rules and Candidates for Secretary Generals

The workshop recommended that the application for full membership from Sydney Gay and Lesbian – Mardi Gras be approved.

However, the workshop panel delegates remain concerned about the discrimination on the basis of sexual orientation shown by Mardi Gras towards bisexual people and strongly urge the organisation to rectify that as soon as possible.

MEMBERS TO BE ACCEPTED BY ILGA

Since ILGA is a federation of LGBT organisations new members were accepted those are:

- 1) Sister Namibia of Namibia
- 2) The Rainbow Project of Namibia
- 3) Muhammed A Algumah
- 4) Georges Gonzalez – France
- 5) Pink Triangle – South Africa
- 6) SONG (Southerner on New Ground) – USA
- 7) Amnesty International Africa LGBT Network – South Africa
- 8) Right Companion – Uganda

The above organisations, 6 are full members and 2 are individuals. They need to be approved first before they can vote.

DURING THE VOTING PERIOD

SOUTH AFRICAN PEOPLE'S CONCERNS

A. MATTERS ARISING

People raised these concerns before the voting results came out. Some South Africans from lesbian and gay organisations had some concerns that needed to be attended to before the decision was taken over voting.

And those concerns were as follows and were totally ignored

That:

- 1) they do not support voting for the South African Secretary General because they were not given a chance to raise their own views.
- 2) that other capable people (volunteers) were not given the opportunity to participate in the conference because they could not afford to attend.
- 3) that it was inappropriate to give somebody a job, who is already employed, taking into account the current employment crisis in South Africa. They alleged that within the group/organisation the nominee represented, there was no sharing of skills, no access to information or empowerment of other people.
- 4) People also wanted to know the criteria used of nominating the candidate alleging that classism was used as a criterion.
- 5) People opposed the nomination of the Southern African Secretary General candidate on the following grounds:
 - of self-enrichment and personal gain for credit or recognition
 - non-representative of constituencies
 - does not empower new people e.g. young activists

Furthermore, certain factions within the Southern African delegation alleged that:

- delegates who were poor were being starved by the organisers
- ILGA – SA organisers knowingly exploited people because people were too intimidated to complain
- That there were many black lesbians who are not given a chance because people feel that they are incompetent or illiterate

- There is no recognition of some volunteers who are leaders of organisations or communities, stressing that to be part of the conference one could only be a volunteer or nothing else.
- Academics are chosen who do not contribute anything to the gay community except being celebrities

People also felt that they did not want to endorse the decision made concerning the issue of [the African-ILGA representative].

B. CORRESPONDENCE

According to the correspondence, it is believed that every gay person has goals in life and those includes the following:

- to empower ourselves as global lesbians of colour at this conference
- to raise general consciousness of all in attendance about issues as international lesbians of colour working in solidarity
- to create recognition of our presence as lesbians of colour at this conference
- to monitor developments in LGBT movements with regard to full participation and representation of the communities we love, live and work in
- to claim and create a safe space where we can discuss our short and long term strategies and issues
- to create and advertise spaces for cultural interventions by people in attendance at this conference.

C. CONCLUSION

African caucus took place whilst waiting for the voting results. It was decided in that meeting that all affected parties meet and the meeting was scheduled, where involved organisations had to hold a caucus.

And the mediation process to take place on Monday, 27 September 1999 at the NCGLE office. A volunteer mediator (Donna Smith – JFLAG) offered her services in order for the involved parties to reach an understanding.

4.4 Thursday, 23 September 1999

4.4.1 Agenda

TIME	TOPIC	PRESENTER
09h00 - 10h30	Partnership Laws	
09h00 - 10h30	What does the future hold for ILGA (2)	
09h00 - 10h30	Self-Defence and Safety for Women	
09h00 - 10h30	Masculinity	
09h00 - 10h30	Gender Outlaws and Gender Police: The "Crime" of Being Yourself	
10h45 - 12h15	Sex! Hot! Horny!	
10h45 - 12h15	Engaging the International Human Rights (1)	
10h45 - 12h15	Lesbians in Africa	
10h45 - 12h15	(Re)Imagining Ourselves through the Past	
10h45 - 12h15	Same-Sex Relations in the Arab and Western African Context	
13:15 - 13:45	NCGLE meeting	
12:15 - 13:45	Outlawed - video	
13:15 - 14:45	LBGT Youth: Heroes of the Future (10	
13:15 - 14:45	Engaging the International Human Rights System (2)	
13:15 - 14:45	ILGA Constitution II	
13:45 - 14:45	Violence and Hate Crimes	
15:00 - 16:30	Making Pride Relevant	

15:00 - 16:30	LBGT Youth: Heroes of the Future (2)	
15:00 - 16:30	Winning and Defending Equality - Panel Discussion	
15:00 - 16:30	Beijing + 5	
16:45 - 18:15	Plenary - including the elections for SGs, Women's Secretariat, Boardmembers from the Region	
20:00	Caucus - Latin America and the Caribbean	

4.4.2 Minutes of Day Four: Thursday, 23 September 1999

Partnerships Laws

Facilitated by Jordi Petit - Coordinadora Gai-Lesbiana (SPAIN) ; and Eva Ogenborg - Riksförbundet för sexuellt likaberättigande (SWEDEN)

Presentation of present partnership laws passed in Northern Europe and in Spain. Before we will analyze the contents of such laws regarding equality for Lesbian & Gay couples along with their differences, achievements and goals. Afterwards we will debate and introduce alliances and strategies in order to have these laws approved.

- *contents of the laws within different countries*
- *strategies to achieve partnership laws*

In Hungary common law partnership was introduced in 1997. This resulted from a suggestion made by the EU, and was implemented by the constitutional court which rephrased the law to read "two persons". Same-sex couples enjoy the same rights as married couples except in the case of children.

German same-sex couples can register as married in the state of Hamburg.

From the 60's to the 80's gays and lesbians in Holland fought many discrimination issues including the fostering of children. In the 80's they successfully lobbied for civil marriage rights, but have still not won adoption rights. Many straight couples also opt for registered partnerships.

In Canada and Quebec many straight couples also opt to register instead of getting married. In June same-sex couples won this right as well.

Children can not be removed from parents on the basis of sexual orientation, but only one person in a de facto marriage (whether straight or homosexual) is allowed to adopt a child.

Similarly, hetero- and homosexual couples can also form a de facto marriage in Spain, and one partner can adopt a child. Several laws are currently under consideration relating to extending some rights of married people to people in de facto marriages.

In the Nordic countries domestic partnerships for heterosexuals has been available for some years. This was extended to same-sex couples in Sweden in 1998, Denmark in 1989 and Norway in 1993. Same-sex couples can not adopt or have shared custody of children.

What does the Future Hold for ILGA? (2)

Self-Defence and Safety for Women

Facilitated by Aminta Steinbach - Coalition of Women Anti-Violence Instructors; Richelle Donigan - Hand to Hand Community Self Defense Center (USA)

Every woman's life has been touched by violence. Many of us live with fear. In our work as activists this fear can prevent us from reaching our full potential. It is possible to heal from the damage that has been done. Women's self defense is a way to discover and celebrate your personal power.

In this workshop we will help women sharpen their skills of awareness through games and simple exercises. You will learn and practice strong physical techniques; from kicks and punches to escapes and ground fighting. You will examine verbal self defense and explore effective responses as they vary by individual and by culture.

Masculinity

Gender Outlaws and Gender Police: The “Crime” of Being Yourself

Sex! Hot! Horny!

Engaging the International Human Rights (1)

Facilitated by Susana T Fried - Amnesty International Outfront / Center for Women's Global Leadership; Cynthia Rothschild - Amnesty International Members for Lesbian and Gay Concerns USA; Scott Long - IGLHRC (all USA)

This workshop will seek to demystify the human rights framework and international human rights system, in order to make these more relevant and usable tools for LGBT activists. Issues of sexual orientation, sexual identity and human rights will be set within an international human rights context, identifying key terms, concepts and institutions in which these discussions are taking place

Presenters will offer a step-by-step overview of international human rights law, documents and institutions (such as the United Nations, the World Health Organisation, etc.) as these pertain to, and create space for advocacy about, sexual orientation, sexual identity and human rights.

Lesbians in Africa

Facilitated by Naomi Webster - Sistahs Kpoanang; Jennifer Lemon - Uthingo Women's Group (SOUTH AFRICA)

Most of the discussion in this workshop related to the experiences in Namibia and Pretoria, even though there was a large number of African countries represented.

Sister Namibia is a feminist, lesbian organisation which gave birth to the Rainbow Project. In Namibia recently, a High Court judge recognised a lesbian relationship as "valid" for the purposes of permanent residence.

It is important for lesbians to understand the patriarchy they live under. Namibian women have little control over their sexuality. They are brought up to be mothers and wives, and have an average of 6 children. Men pay lobola for their wives, and wives are expected to please their husbands sexually and be submissive to them, while at the same time they are not expected to enjoy sex.

Access to contraception is limited and needs the consent of the husband. There is also a lack of facilities for safe abortion, and many women die of backstreet abortions.

Women are the poorest of the poor and are dependent on their families for survival. Under these circumstances it is extremely difficult to be an out lesbian.

The Women's Group of GLO-P (Pretoria) started in 1998 in an effort to diversify the organisation which was mainly male. They have grown from 7 members to 60 and are running outreach programs to the less advantaged areas around Pretoria.

Many of their members are ant-activist and there is difficulty in establishing a feminist agenda. There is particularly little literature on lesbians in South Africa, and funding for lesbian issues is low. The women in the group find it difficult to come out to their families, and few are out at work.

The group is running awareness programmes on STDs. However, all counselors on the GLO-P help line were male, though this is slowly changing. Issues around race also have to be addressed with only 20% black women in the group. Black communities around Pretoria are generally conservative on gay issues.

(Re)Imagining Ourselves through the Past

Same-Sex Relations in the Arab and Western Africa Context

NCGLE Meeting

LGBT Youth: Heroes of the Future (1)

Presented by Charmaine Carrol; Mario Claasen - Cape Town Youth Group (SOUTH AFRICA); Andre Soderland - RFSL (SWEDEN)

- *Briefing on the situation on HIV/AIDS & youth worldwide*
- *Question of equal age of consent*
- *Human rights situation in general and the correlation between this and GLBT issues and attitudes in society in general.*

Engaging the International Human Rights (2)

Facilitated by Susana T Fried - Amnesty International Outfront / Center for Women's Global Leadership; Cynthia Rothschild - Amnesty International Members for Lesbian and Gay Concerns USA; Scott Long - IGLHRC (all USA)

Human rights organisations and inter-governmental institutions have, for the past twenty-five years, been implored by a wide range of LGBT and feminist human rights advocates to expand their definition and practices of human rights. In some cases, such as Amnesty International or Human Rights Watch, NGO human rights organisations have expanded their purview, although not without significant resistance. Formal human rights bodies, as well, have slowly started to more comprehensively define human rights to include issues of sexual orientation and identity, although again, not without consternation. As recent United Nations decisions have show, the UN human rights system can provide a useful forum for gaining support for the application of

human rights standards, obligations and remedies for violence and discrimination against those who are, or are perceived to be lesbian, gay, bisexual and/or transgendered.

ILGA Constitution (2)

Facilitated by Jackie Lewis (UNISON, ILGA-Europe Board)

Documentation:

The Constitution as agreed in Cologne;

Proposed Constitution Changes (yellow pre-conference paper, also known as the “Brussels document”).

The workshop started with the remainder of the proposed amendments to the Constitution that had not been reviewed at the first session of the workshop, on Tuesday 21 September.

Relating to:

Article 9.8 of the yellow paper/would amend Section H.9 of the Cologne Constitution. The workshop agreed on the principle of the proposed amendment. However, it rephrased it in order to address different procedures that regions might (have) set up to resolve the issue of vacancies on the Executive Board when a regional representative drop out. It also endorsed the last sentence of proposed 9.8, allowing members of the Board to be re-elected, while noting that this was the result of a technical question raised by the Belgian Ministry of Justice and fitted the practice of ILGA. The workshop did not feel it was appropriate to open a debate on the issue of how many terms a Board member can consecutively have.

Recommendation:

- 1)** that the Conference amend Section H.9 of the Constitution by inserting the following: “In case of a vacancy for a regional representative, a replacement may be appointed by the relevant regional structure according to its procedures. If this is not possible, the Board may appoint a replacement until such time as the relevant regional structure can elect a replacement”;
- 2)** that the Conference agree to the last sentence of the proposed amendment article 9.8.

Relating to:

Article 9.10/would amend Section H.9. This proposed amendment would introduce in the Constitution a provision on quorum required for Board meetings and the possibility of proxy representation. The workshop felt that, because of the implications in terms of representatively, the quorum should be defined not according to Board members, but to

regions represented. Consequently, it agreed on the principle that the Board could validly meet only if 50% of the regions were represented, and at least one Secretary-General was present. It felt that this principle made unnecessary provisions on proxy representation.

Recommendation:

- 1) that the Conference agree that the quorum for a meeting of the Board shall be at least 50% of the regions represented, and one Secretary-General present, and the Constitution be amended to reflect this;
- 2) that the Conference authorise the Board to finalise the wording of this amendment to the Constitution;
- 3) that the Conference do NOT agree to the second and third sentences of the proposed amendment article 9.10.

Relating to:

Article 9.11/Would amend Section H.9 of the Constitution. The workshop felt that the whole of article 11 as contained in the proposed changes was made redundant in the light of the previous proposed amendment that it had endorsed.

Recommendation:

- 1) that the Conference NOT agree the proposed amendment contained in article 9.11;
- 2) that the Conference amend section H.9 of the Constitution by deleting its last sentence (which reads "*The Executive Board can allow electronic voting by members not able to physically attend a meeting*").

Relating to:

Article 9.12/Would amend Section H.9 of the Constitution. The workshop endorsed the idea of a special register for decision of the Board, which was both the result of suggestions from the Belgian Ministry of Justice and a good practice.

Recommendation:

- 1) that the Conference agree the proposed change spelled out in article 9.12.

Relating to:

Article 9.13/Would amend Section H.9 of the Constitution. This proposed change was the result of technicalities required by the Belgian law. The workshop endorsed it, provided that the three members act under the authority of the Board and that the text be revised to be less of Franglish (the text submitted to the Ministry had been partly drafted in French, then translated).

Recommendation:

- 1) that the Conference agree to amend section H.9 to provide that i) any three members of the Board, acting under the authority of the Board, may sign legal acts which engage the association and pursue actions in justice both as plaintiff and as defendant, and ii) to make clear that ILGA can only be committed to contracts and other legal acts by a formal decision of the Board;
- 2) that the Conference authorise the Board to finalise the wording for this amendment to the Constitution.

Relating to:

Article 12/Would amend Sections K.1 and K.2 of the Constitution. The workshop felt that the proposed change shown as articles 12.1 and 12.2 would be unworkable. However, article 12.4 was a technicality required under Belgian law and did not pose any problem. It only needed to be harmonised in its terminology with the remainder of the Constitution.

Recommendation:

- 1) that the Conference NOT approve the proposed changes under articles 12.1 and 12.2;
- 2) that the Conference approve the following addition to Section K of the Constitution: *“All amendments to the Constitution shall be approved by royal decree and published in the annexes of the Moniteur belge”*.

Relating to:

Article 13/Would amend Section K.3 of the Constitution. The workshop felt that the addition of a title *“Various provisions”* and the proposed amendments contained in article 13 were appropriate, pending harmonisation of the terminology used in accordance with the remainder of the Constitution.

Recommendation:

- 1) that the Conference agree to the addition in the Constitution of a new title following Section K, that would read *“L. Various Provisions”*;
- 2) that the Conference agree to amend current Section K.3 of the Constitution (to become L.1) by inserting the following phrase after *“In the case of the dissolution of ILGA,”*: *“the World Conference shall appoint one or several liquidators, shall define their powers and indicate how to affect distribution of the net assets.”*;

- a) that the Conference agree to the proposed change as article 13.2.

[For the facility of the participants, Section K.3 would read as follows, as amended:

L. Various provisions

1. *Dissolution of ILGA can be decided by a World Conference under the rules for the amendment of the Constitution. Notice, in this case, shall be mailed to members at least three months in advance of the Conference. In the case of the dissolution of ILGA, the World Conference shall appoint one or several liquidators, shall define their powers and indicate how to affect distribution of the net assets. The assets of the organisation shall go to an organisation or organisations having similar*

aims, the organisations to be decided by the World Conference or, in default of such decision, by the Executive Board.

2. *Anything not expressly addressed in these statutes will be decided according to the law of 25 October 1919, giving legal status to international associations.]*

2. The workshop reviewed the issues raised during the plenary session of Wednesday 22 September concerning the substance of the Constitution, but that had not been the subject of proposals of amendments circulated in advance of the Conference.

- Responsibilities of the Women's Secretariat and the Executive Board, as defined in the Constitution.

The workshop felt, as the Women's Caucus, that the provisions in Section F and H had to be reviewed in the light of the fact that the Women's Secretariat is a member of the Executive Board, and that their interaction goes beyond "*close co-operation*". Also, the workshop was clear that it is the Executive Board's responsibility as a whole to address gender issues within the overall work of the Board.

Recommendation: that the Conference instruct the Board to address the issue of how the responsibilities of the Women's Secretariat and of the Executive Board need to be defined, and make consequently proposals for constitutional amendments at the next World Conference.

- Names of regions. The workshop took note of the proper name which should be used to designate the region appearing in the current Constitution as "*Australia/Oceania*".

Recommendation: that the Conference amend Section H.2 of the Constitution by replacing "*Australia/Oceania*" with "*Aotearoa/New Zealand/Australia/Pacific Islands (ANZAPI)*".

- Working/official languages of ILGA.

The workshop agreed that the addition at the present Conference of an additional working or official language was a substantive change to the Constitution. However, it endorsed the idea of making French an additional official or working language of ILGA, given the significance of French as a communication language on the African continent. Also, so far the fact of having two official languages - English and Spanish - had meant that there had been an attempt of allowing more people to express in a language shared by many. Documentation was however generally available in English only, and the implications of having working/official languages needed to be explored further.

Recommendation: a) that the Conference mandate the Board to review the issue of official and/or working languages in order to develop policy proposals and consider proposals of amendments to the Constitution;

- b)** that the Conference endorse the idea of making French an official or working language of ILGA;
c) that the issue be put on the agenda of the next World Conference.

3. Remaining issues:

- The workshop noted that all the amendments made to the Constitution were based on the text of the current Constitution and that, consequently, everything that had not been taken out explicitly was still in. This comment referred to the fact that the Proposed Constitution Changes (yellow pre-conference paper, or "Brussels document") did not include two provisions to be found in Sections H.3 and H.4 of the Constitution.

- The workshop made the following general recommendation:

that the Conference mandate the Executive Board a) to make a thorough review of the Constitution and the Standing Orders in order to present proposals at the next World Conference; b) to take particular note of the need to ensure internal consistency within both the Constitution and the Standing Orders, and between the Constitution and the Standing Orders.

Violence and Hate Crimes

Making Pride Relevant

The first Johannesburg Pride parade ten years ago was a demonstration and a public call to end discrimination against homosexual people living in South Africa.

Over the years Pride became a social event which was dominated by white gay men. Pride has embarked on a transformation process with the political aims of lesbian visibility, community recognition, positioning Pride within the broader struggle for equality.

Last year a community outreach programme was launched to gain more black support and participation. This programme aims to mobilise people to raise funds to attend and participate in Pride. Women from all over South Africa and the world have been invited to lead this year's parade.

At the Mardi Gras different clubs and bars have been allocated space in order to accommodate as many people with different tastes as possible - creating a truly queer village. The hope is to open up the space so more marginalised groups feel comfortable with participating.

LGBT Youth: Heroes of the Future (1)

Presented by Charmaine Carrol; Mario Claasen - Cape Town Youth Group (SOUTH AFRICA); Andre Soderland - RFSL (SWEDEN)

Winning and Defending Equality - Panel discussion

Facilitated by Trisa Cheer - Women's Action for Change (FIJI); Rebeca Sevilla - Get Organised (NETHERLANDS); Irene Leon - Fedaeaps En Direeto (ECUADOR); Phumzile Mtetwa - NCGLE; Gerald Kraak - Interfund (SOUTH AFRICA)

The struggle for lesbian and gay equality has assumed many forms, achieved victories and suffered setbacks in various contexts in the world. In the majority of cases, lesbian, gay, bisexual and transgendered people are subject to persecution, torture and criminalisation. But this has begun to change. North America and Western Europe have long traditions of struggle and achievements. Recently, South Africa has gradually established a positive legal and political framework for lesbian and gay equality. In Fiji and Ecuador there have also been attempts to push for lesbian and gay equality. All these developments have not been smooth sailing. These five countries represent some of the best examples of how lesbian and gay people have fought hard to win and defend equality.

This workshop will receive inputs from a panel drawn from activists from these countries. These inputs will focus on strategies used to win equality and challenges facing activists in defending equality. This workshop will be a useful learning experience for all of us concerned with lesbian and gay equality.

Beijing + 5

Minutes from Plenary: Thursday, 23 September 1999

Ian and Erwin have counted the votes. 99 Ballots, some were spoilt. 37 Ballot papers in favour of Jennifer and 57 for Phumi. We now have a new ILGA Secretary General. Someone on behalf of ILGA, someone has to speak out. Jennifer has a long time of ILGA involvement. We must be grateful for the work that Jennifer has done, especially for the work that she's done. (flowers handed out).

Continuing, you left me with an awful job, we were supposed to have finished this plenary, a long time ago, and we're not even half way through. Openly, how do we deal. If we stop this plenary, we have a problem that tomorrow's plenary will last till 10 in the evening. What we wanted to achieve in this plenary, is that we also have a board, a full board, that can meet in Johannesburg, and start their work. We want a raise a hand, can we continue until the end of the report. Majority in favour of continuing until we have a board. The next thing to do is to explain the procedure until after we get a board. Mazibuko suggests that the meeting around the finance group continues in the interim.

At the conference at the plenary session, we decided that we wanted to have a board, and the procedure is that there is a male and female put forward for the board. We have the right to approve the matters for the board, so we are not taking new candidates, we simply approve the regional conferences and board - So, what I propose is that by region by region he will read out what came forward from the regions, and to be honest,

There are specific south African issues, and there are also specific ILGA issues, but they are not the same, so let's not dismiss one or the other.

There is a lot of emotion around the African candidate, and it will be addressed, but not at this point.

At the last ILGA conference. There will be a male and female candidate. The male one is Jordi Petite and ?

Australia: Jennifer Wilson & Wayne

N Pim: Claudine Quelle and Harold Gordond

Pam McMichael, North American Caucus, could the members of the caucus please stand with me. We had good discussion with our relationship with other regions. We do not want to we make a commitment to develop starters to develop strategies on race and racism. INSERT SPEECH.

Access to ILGA - we will put in interracial teams,

Jane Pantel/Luis Gauthier

Latin America Women in the region we are against this forces processed that has held a masculine member for the board because no women were able to be nominated, we would prefer that the decision be taken in the region. Two issues, one is the procedure - A letter from the caucus, says that Luis was presented as the regional rep.

Michael The Netherlands - feels embarrassed, that at a plenary, we are confronted with difficulties within America - I don't want to deal with them as a country. I remember one example of how we did this in the past, that ILGA as a conference did not take any stand in internal conflict, and therefore I suggest that we take the candidacy as engaged, and that the people from America, have a conversation during or after this conference.

I already Jane Pantell, regional secretary for Latin America and the Caribbean. The caucus the American is a legitimate for instance Africa and North America, during the caucus there was a legitimate selection process, legitimise by all the people complaining now - the plenary has no constitutional competence to sort this as it is a country issues - people who are in favour please stand up (Latin American) we did a very democratic process, everyone that was present understood - this is not the place to have this discussion.

(first aunt)I would not like you to take it as a regional conflict, this is not like inside fighting. What we want is that the process be democratic, and in the region, in Latin America, ILGA is very strong, and for that reason we don't want to take a forces decision, there was a quotation and the rules were not clear. WE take some distance from that doeskin, it is noted in the minutes. We mentioned that we were against the way in which the decision was take. It is our wish to see the democratic process fulfilled.

Claire Andrews - I was not at that meeting - but I too come from the Caribbean - what is happening here is what happened earlier on - we say it's not a personal thing - but we bring it here - let's deal with this outside the area - we have loads to do, let's get on with the issues.

I agree with what Claire said, we understand that this is a regional problem, I repeat that this is not the forum for this discussion to be heard - a questioning was made regarding Elizabeth's nomination - I represent. 60 organisations from our country - I know that people support Luis - the process was so democratic that the person questioning even participated.

Jacque - from France - In Manville I was in Buenos Aires - they asked me to represent them. This is the first time I was in the Latin American caucus. I want to give testimony that I attend 2 meetings, and complete democracy was followed, and everything that was said was written in the minutes. Besides we heard people talk of philosophy an delegate was very much surprised because into he forum we all become here to fight against our enemies, and not amongst ourselves. Now I ask that all of you that vote for Jennifer, now come forward and say that the process was against democracy. If you accept to be a part of a meeting, if you listen OT the others, and you keep participating in the meeting, afterwards you cannot question. Democracy is to accept what the majority decision.

CHAIR - What is the question? We have as I see it, by the rules we made have put forward a candidate, as far as I can see that's the invitation is what happened. Arena has challenged that. I think that as a chair, that there has been a caucus, they have put forward candidates, the procedure of the conference has been adhered to - are we challenging the rules of the conference? Arena, you can react to this. First step to be taken, did we follow procedure? As far as I know, we did. If this plenary says no, we did not, then we have another problem. Arena, you react.

Point of information: I raise this as a point of information, because I have in front of me Tues. Latin American and Caribbean meeting, it says at the end, Louis cc. Was nominated, with 6 for, and 3 against. Someone panel elected. 2 Notes of people objecting. Then the objections are noted, out of the resolution - let's move on.

Point of order, as far as I understand it, the chair has made a ruling that it stand, if there is a challenge to the chair's ruling, then we will vote, with no further discussion. This is the standing order of the ILGA world conference. We need to vote, not discuss.

Chair - women of Latin America, do you challenge the decision of the chair that it was a valid candidacy -

Arena - Point of clarification -

Chair - what is unclear for you?

Char - for the fourth time, the information got to me that the majority in the Latin American caucus, presented a male candidate, remembering the procedure, the procedure was correct, therefore we have to accept the nomination. If you don't accept my decision, we have a vote at plenary. The plenary is the highest order in this democratic forum.

Do you want to vote, yes or no?

Let's move to vote:

Our counting officers are ready:

We are voting on the doeskin is not correctly done,

Voted that it was incorrect - 9

Voted that it was right - clear the majority

pointing out that we need a standard majority, therefor Mr Gauthier is the candidate for Latin America

The decision was taken that IGLHURC abstains from this vote.

ASIA -

Gounti - WE have decided not to nominate a women - we all represent all groups and organisation, the most established organisation is the Pink Triangle and they were not able to nominate. They do not have any representation, we take this decision as it will take away from resources that we need to build our local and regional work. We do not

believe that ILGA will assist in our efforts. We don't want a simple a figure head, we express our utmost willingness to network with ILGA though.

Shor comment, this is was exactly what we were afraid of when we started this. We have a male candidate, welcome Sherma De Rose.

2 names from Africa - Ian Swart - and Annie Leatt - from Traiangel Project -

That is the ILGA World Board. One thing to go, the candidacy for the women's secretariat. There is only one candidacy, do we need discussion - Mexican Women - Gloria Careaga

We did not do all we wanted to do. There has been allot of emotions. Whenever I go to ILGA conference, we meet friends, let's not forget that we are working together. WE make friends working together.

IGLHRC - What's happening with the meeting about the financial crises, if it's not happening tonight, I challenge the chair - it is impossible to call for a financial meeting - ?

The NCGLE did say to conference that we go to the meeting, so it's happening anyway.

Let's talk about having a conference tonight, and then let's look at closing this plenary.

Comment: I am quite willing to have this happen tomorrow, but it was one of the items of the agenda, and it has to do with the next open meeting.

Anything you would have liked to discuss now, will be taken to the next plenary. Can we all live with this and be closed.

Caucus - Latin America and the Caribbeans

4.5 Friday, 24 September 1999

4.5.1 Agenda

TIME	TOPIC	PRESENTER
09h00 - 10h30	WORKING GROUPS - Resolution development 1. Networking, alliances, partnerships and fundraising 2. Building LGBT organisations and providing services 3. ILGA Constitution and Structures 4. HIV/AIDS and other Health Issues	
10h45 - 12h15	WORKING GROUPS - Resolution development 1. Lesbian visibility and women leadership 2. Legal, policy, political reform and international human rights system 3. ILGA Constitution and Structures	
12:15 - 13:15	Mashayabuqe - video	
13:15 - 14:45	Final Plenary	
15:00 - 15:00	Final Plenary (thanks and gifts)	

4.5.2 Minutes from Day Five: Friday, 24 September 1999

Endorsement on resolutions of different workshop held on Tuesday ,21 September 1999.

1. OPENING

The first chairperson who took part in chairing opened the meeting by reading the report with the new organisations accepted to ILGA membership.

All the new ILGA members are full members and they are as follows:

ALTERA - Lesbian and bisexual women association SLOVAKIA

LEGATRA - Lesbian, gay , bisexual, and transgendered ZAMBIA

LEGABIBO - Lesbians, gays, and bisexuals of Botswana BOTSWANA

2. MATTERS ARISING

2.1 BLACK, BOLD AND BEAUTIFUL

These were some of the recommendations made to address these issues:-

- taking steps to facilitate the economic empowerment of black gay people through the support of their businesses, and the sharing of skills;
- increasing the visibility of Black homosexuals and increased networking with this constituency;
- the development of special programmes to ensure the delivery of training, counseling, and other needed support services to the youth members of this constituency.

2.2 RACISM, SEXISM AND HOMOPHOBIA

In this workshop it was discussed how these three issues intersect with social and economic discrimination. The participants explored difficulties that people face when challenging this behaviour, the impact it has on peoples lives within their communities, organisations, and ILGA, and also why some lesbians choose not to work in collaboration with gay men.

It was decided in the conference that the new ILGA Executive Board should include in their work programme:

- a policy of non-discrimination;
- expel organisations which discriminate against diversity
- strategise by looking at how our own organisations function;
- distribution of scholarships;
- encourage its affiliates to address the issues of equal representation
- encourage organisations to create a safe environment which will empower people to contribute positively and enhance their organisation; and
- encourage members of their organisations to make contributions without them feeling guilty because of their race, gender, class or religious background.

2.3 WOMEN'S PRE-CONFERENCE

The women have met on this workshop where more than 80 delegates from ILGA regions attended

They stood together by recognising :-

- 1) that they are united by the common oppressions and control of their sexuality by patriarchal societal norm;
- 2) that all rights are indivisible; that the rights of LGBT people cannot be separated from other rights, and with due regard to the aims of ILGA as stated in the Constitutions which read as follows:
 - to work for liberation of LGBT people from legal, social, cultural and economic discrimination;
 - and to promote universal respect for and observance of human rights and fundamental freedoms, including the elimination of all forms discrimination that the impact of globalisation on women and LGBT people results in:
- 3) the feminisation of poverty
- 4) the greater divide between rich and poor in our world;
- 5) increased risk to HIV infection and the spread of AIDS, the limitation of access to medication and treatment

In the conference it was therefore recommended that the conference needs to consider a development programme for ILGA to guide the Board in its work for the next two years. The development programme needs to include the following:

- 1) The building of strategic alliances with organisations such as trade union movements and social and human rights organisations or networks;
- 2) the promotion of women's leadership and participation within the international LGBT movement;
- 3) the strengthening of regional structures and women's leadership them;
- 4) addressing diversity as an integral part of development at both world and regional levels in order to build strong and representative ILGA;
- 5) a Youth Development Programme aimed at the prevention of the marginalisation of youth and to ensure that young people and their interests are promoted;
- 6) the strengthening of ILGA's role in the international campaigns around access to affordable medication and treatment of People Living with HIV and AIDS;
- 7) the consideration of ways in which to build partnerships with international agencies.

2.4 CONSTITUTION

The chairperson continued the meeting just after, where on the other boardroom had an African caucus in which some issues were in their resolving process.

In the meeting the constitution had some amendments that needed to be approved in order to check with the house /participants if they were in agreement with the changes.

The amendments were as follows:

From the documentation agreed on previously

- a) The Constitution as agreed in Cologne
- b) Proposed Constitution Changes

(yellow pre-conference paper, also known as the "Brussels document"—see appendix --/--)

Following on the Proceedings

- 1) The workshop started with the remainder of the proposed amendments to the Constitution that had not been reviewed at the first session of the workshop, on Tuesday 21 September.

Article 9.8 of the yellow paper/would amend Section H.9 of the Cologne Constitution.
The workshop agreed on the principle of the proposed amendment. However, it rephrased it in order to address different procedures that regions might (have) set up to resolve the issue of vacancies on the Executive Board when a regional representative drop out.
It also endorsed the last sentence of proposed 9.8, allowing members of the Board to be re-elected, while noting that this was the result of a technical question raised by the Belgian Ministry of Justice and fitted the practice of ILGA. The workshop did not feel it was appropriate to open a debate on the issue of how many terms a Board member can consecutively have.

Recommendation:

- a) that the Conference amend Section H.9 of the Constitution by inserting the following: *“In case of a vacancy for a regional representative, a replacement may be appointed by the relevant regional structure according to its procedures. If this is not possible, the Board may appoint a replacement until such time as the relevant regional structure can elect a replacement”*;
- b) that the Conference agree to the last sentence of the proposed amendment article 9.8.

Article 9.10/would amend Section H.9.

This proposed amendment would introduce in the Constitution a provision on quorum required for Board meetings and the possibility of proxy representation. The workshop felt that, because of the implications in terms of representativity, the quorum should be defined not according to Board members, but to regions represented. Consequently, it agreed on the principle that the Board could validly meet only if 50% of the regions were represented, and at least one secretary-general was present. It felt that this principle made unnecessary provisions on proxy representation.

Recommendation:

- a) that the Conference agree that the quorum for a meeting of the Board shall be at least 50% of the regions represented, and one Secretary-General present, and the Constitution be amended to reflect this;
- b) that the Conference authorise the Board to finalise the wording of this amendment to the Constitution;
- c) that the Conference do NOT agree to the second and third sentences of the proposed amendment article 9.10.

Article 9.11/Would amend Section H.9 of the Constitution.

The workshop felt that the whole of article 11 as contained in the proposed changes was made redundant in the light of the previous proposed amendment that it had endorsed.

Recommendation:

- a) that the Conference **NOT** agree the proposed amendment contained in article 9.11;
- b) that the Conference amend section H.9 of the Constitution by deleting its last sentence (which reads “*The Executive Board can allow electronic voting by members not able to physically attend a meeting*”).

Article 9.12/Would amend Section H.9 of the Constitution.

The workshop endorsed the idea of a special register for decision of the Board, which was both the result of suggestions from the Belgian Ministry of Justice and a good practice.

Recommendation: that the Conference agree the proposed change spelled out in article 9.12.

Article 9.13/Would amend Section H.9 of the Constitution.

This proposed change was the result of technicalities required by the Belgian law. The workshop endorsed it, provided that the three members act under the authority of the Board and that the text be revised to be less of Franglish (the text submitted to the Ministry had been partly drafted in French, then translated).

Recommendation:

- a) that the Conference agree to amend section H.9 to provide that
 - (i) any three members of the Board, acting under the authority of the Board, may sign legal acts which engage the association and pursue actions in justice both as plaintiff and as defendant, and
 - (ii) to make clear that ILGA can only be committed to contracts and other legal acts by a formal decision of the Board;
- b) that the Conference authorise the Board to finalise the wording for this amendment to the Constitution.

Article 12/Would amend Sections K.1 and K.2 of the Constitution.

The workshop felt that the proposed change shown as articles 12.1 and 12.2 would be unworkable. However, article 12.4 was a technicality required under Belgian law and did not pose any problem. It only needed to be harmonised in its terminology with the remainder of the Constitution.

Recommendation:

- a) that the Conference **NOT** approve the proposed changes under articles 12.1 and 12.2;
- b) that the Conference approve the following addition to Section K of the Constitution: “*All amendments to the Constitution shall be approved by royal decree and published in the annexes of the Moniteur belge*”.

Article 13/Would amend Section K.3 of the Constitution.

The workshop felt that the addition of a title “*Various provisions*” and the proposed amendments contained in article 13 were appropriate, pending harmonisation of the terminology used in accordance with the remainder of the Constitution.

Recommendation:

- a) that the Conference agree to the addition in the Constitution of a new title following Section K, that would read "*L. Various Provisions*";
- b) that the Conference agree to amend current Section K.3 of the Constitution (to become L.1) by inserting the following phrase after "*In the case of the dissolution of ILGA,*": "*the World Conference shall appoint one or several liquidators, shall define their powers and indicate how to affect distribution of the net assets.*";
- c) that the Conference agree to the proposed change as article 13.2.

[For the facility of the participants, Section K.3 would read as follows, as amended:

L. Various provisions

- 1. Dissolution of ILGA can be decided by a World Conference under the rules for the amendment of the Constitution. Notice, in this case, shall be mailed to members at least three months in advance of the Conference. In the case of the dissolution of ILGA, the World Conference shall appoint one or several liquidators, shall define their powers and indicate how to affect distribution of the net assets. The assets of the organisation shall go to an organisation or organisations having similar aims, the organisations to be decided by the World Conference or, in default of such decision, by the Executive Board.
- 2. Anything not expressly addressed in these statutes will be decided according to the law of 25 October 1919, giving legal status to international associations.]

The workshop reviewed the issues raised during the plenary session of Wednesday 22 September concerning the substance of the Constitution, but that had not been the subject of proposals of amendments circulated in advance of the Conference.

Responsibilities of the Women's Secretariat and the Executive Board, as defined in the Constitution.

The workshop felt, as the Women's Caucus, that the provisions in Section F and H had to be reviewed in the light of the fact that the Women's Secretariat is a member of the Executive Board, and that their interaction goes beyond "*close co-operation*". Also, the workshop was clear that it is the Executive Board's responsibility as a whole to address gender issues within the overall work of the Board.

Recommendation: that the Conference instruct the Board to address the issue of how the responsibilities of the Women's Secretariat and of the Executive Board need to be defined, and make consequently proposals for constitutional amendments at the next World Conference.

Names of regions.

The workshop took note of the proper name which should be used to designate the region appearing in the current Constitution as "*Australia/Oceania*".

Recommendation: that the Conference amend Section H.2 of the Constitution by replacing "*Australia/Oceania*" with "*Aotearoa/New Zealand/Australia/Pacific Islands (ANZAPI)*".

Working/official languages of ILGA.

The workshop agreed that the addition at the present Conference of an additional working or official language was a substantive change to the Constitution. However, it endorsed the idea of making French an additional official or working language of ILGA, given the significance of French as a communication language on the African continent. Also, so far the fact of having two official languages - English and Spanish - had meant that there had been an attempt of allowing more people to express in a language shared by many. Documentation was however generally available in English only, and the implications of having working/official languages needed to be explored further.

Recommendation:

- a) that the Conference mandate the Board to review the issue of official and/or working languages in order to develop policy proposals and consider proposals of amendments to the Constitution;
- b) that the Conference endorse the idea of making French an official or working language of ILGA;
- c) that the issue be put on the agenda of the next World Conference.

Remaining issues:

The workshop noted that all the amendments made to the Constitution were based on the text of the current Constitution and that, consequently, everything that had not been taken out explicitly was still in. This comment referred to the fact that the Proposed Constitution Changes (yellow pre-conference paper, or “Brussels document”) did not include two provisions to be found in Sections H.3 and H.4 of the Constitution.

The workshop made the following general recommendation:

- a) that the Conference mandate the Executive Board a) to make a thorough review of the Constitution and the Standing Orders in order to present proposals at the next World Conference;
- b) to take particular note of the need to ensure internal consistency within both the Constitution and the Standing Orders, and between the Constitution and the Standing Orders.

2.5 RESOLUTIONS OF THE YOUTH CAUCUS

The youth has decided on the following resolutions. These solutions are addressed to all LGBT youth and to all ILGA member organisations.

The resolutions are:

- network with other youth organisations within their regions
- should get involved with other organisations, whether they are gay, lesbian, bisexual, transgendered or heterosexual
- create a space for LGBT youth to discuss issues that concern them
- to make outreach to all youth about LGBT issues
- to publicise and increase the visibility of LGBT youth and their activities and centres
- where possible to create a crisis shelter for LGBT youth, when faced with difficulties
- mobilise parents who are accepting of their children's sexuality to educate and support other parents face with the issue of acceptance
- to network with HIV /AIDS organisations concerning LGBT youth issues
- youth should run their own workshops and organisations
- focus on lesbian health issues, concerning rape, STD's and violence
- approach community libraries to stock LGBT literature
- address that LGBT youth do not discriminate on the basis of age and the older LGBT should not do the same.

The following were then resolutions addressed to all ILGA members:

- to empower youth in leadership skills
- make resources and experience accessible, but youth should not be judged or dominated to the usage of those resources and experience
- to examine all the youth work in terms of its effects on future /upcoming youth
- respect youth and make a concerted effort to involve youth on their boards and should be represented in their organisations.
- help with fund raising from ILGA world board and ILGA members
- help youth network with other organisations around the world
- the lack of visibility of LGBT youth at this world conference should be addressed
- 25 - 30% of scholarships for the future world conferences should be awarded to youth and advertising should also target LGBT youth
- HIV /AIDS work should include the youth, especially lesbian health issues

2.6 BUILDING PARTNERSHIPS FOR WORKERS RIGHTS- LESBIAN AND GAY MEN IN TRADE UNIONS

Recommendations were that the conference affirms ILGA's belief:

- 1)** that trade unions are founded on the principles of solidarity and human rights;
- 2)** while noting the persecution faced by trade unionists in some of our countries, that a worker's place in their union;
- 3)** that LGBT people face discrimination at work because of their sexuality
- 4)** that this discrimination is a violation of their rights as worker;
- 5)** that the principle of solidarity means that unions can and must fight for the rights of their LGBT members by every means including negotiating anti-discrimination policies, representing LGBT members facing discrimination; putting lesbian and gay equality on the bargaining agenda;
- 6)** that LGBT workers cannot be equal in the workplace unless they are equal in the society;
- 7)** the therefore their union and union confederations must campaign for their civil rights and for equality and protection under the law.

That this conference welcomes:

- 1)** The presence of many trade unionists at this conference, including members from NEHAWU and SAPU and delegations from AbvaKabo and UNISON;
- 2)** the growth of ILGA's involvement with unions including ILGA's participation in the Amsterdam conference on Homosexuality, Trade unions and work;
- 3)** that union internationals Public Services International and Education International chose this conference to launch the first international trade union publication produced specifically to address our rights as workers rights.

That this conference reaffirm ILGA's commitment to trade union work as an integral part of our struggle, both at conferences and between conferences, and instructs the Board to continue and develop this work. This work should be carried out in liaison with the ILGA trade union information pool and should include:

- 1)** Collecting and sharing information on work within our unions as gains in one union can often be used to further gains in a sister union;
- 2)** publicising trade union work in the ILGA bulletin and ILGA's work in our union publications
- 3)** urging affiliates to use formal links between their union and other unions to place their rights on the bargaining agenda;

- 4) requesting that each regional conference, as well as future world conferences, timetable sessions considering the pursuit of LGBT rights through trade unions and trade union confederations and invite appropriate trade union bodies to participate;
- 5) consolidating ILGA's developing relationship with trade union bodies such as Public Services International and Educational International;
- 6) ILGA being active in the campaign to place our issues on the agenda of all international labour federations and that of the International Labour Organisation.

2.7 ILGA AIDS WORKING PARTY

There are points that were raised by the ILGA Working Party on AIDS.

- 1) A letter of recommendation was read on behalf of ILGA which will be submitted to government, National AIDS Programmes, NGO's, Human Rights & Women's Rights Organisations with regional members. The issues are as follows :
 - Inequality between developed and developing countries in access to treatment and services
 - Travel restrictions for people with HIV /AIDS
 - Discrimination in policies of UN Agencies and governments in some countries towards LGBT people in relation to HIV /AIDS, education and services.
- 2) that ILGA has an official representative to attend
 - 5th ICCAP AIDS Congress in Malaysia in October 99. (More than 3000 participants from Asia Pacific will participate)
 - International AIDS Conference in South Africa in 2000
- 3) the ILGA bulletin has to include information about the activities during AIDS conference, etc.
- 4) the meeting has agreed to strengthen and support ILGA AIDS Working Party and have focal contacts in each region. Mr Sherman De Rose from Sri Lanka to act as the AIDS Working Party Co-ordinator until a nominee is selected. The conference urges that the next ILGA bulletin will carry an advertisement for this position.

2.8 BEIJING +5

After recognising that ILGA operates in an unequal world where some groups, organisations and regions have been disadvantaged in relation to others. Also recognising attempts within ILGA to make the organisation more representative and to ensure that historically disadvantaged people and groups are allocated more resources are not a question of charity but the fulfilling of some of the organisation's objectives.

2.8.1 Equality during ILGA conference

It was recommended that:

- 1)** ILGA World Conferences be organised in such a way that luxuries be avoided in the interest of stretching resources as far as possible so that maximum inclusion of people and groups from historically disadvantaged regions is achieved.
- 2)** The programme and logistics of ILGA World Conference be prepared in such a way that equality is promoted and that individuals and groups are not made to feel marginalised and dehumanized in any way through undue separation (e.g. in accommodation, transportation, meals, per diem, inaccessibility for people with disabilities, etc.)
- 3)** Organisers of ILGA World Conferences should commit themselves to sourcing funds in order to provide as many full scholarships as possible. This should be done with full participation and cooperation of the ILGA World Board..
- 4)** The ILGA World Board establish clear and acceptable criteria for the issuing of scholarships (including relevant deadlines and detailed information on visa, flight schedules and reservations) to attend World Conferences that these criteria be distributed to all actual and interested potential ILGA members. Furthermore, that a formal committee whose members should be publicly known, should be responsible and accountable for the scholarship selection process.
- 5)** At ILGA World Conferences, a liaison person be appointed from the organising committee to serve as a contact person for all matters pertaining specially to delegates who are in scholarships.

It was recommended that the former be adopted as ILGA policy and incorporated into the revised version of the Standing Rules.

'We commit ourselves to provide the elected Board with guidelines on scholarships criteria and relevant information for delegates on scholarships'.

2.8.2 THE BEIJING + 5 WORKSHOP

The delegates of this workshop recommended that in order to guarantee participation of ILGA in the process towards the BEIJING +5 Review, all female Regional Secretaries take as part of their duties:

- 1)** to communicate with regional networks that are co-ordinated to work on this issue and take active part in all meetings and drafting of documents.

- 2) to communicate with local and regional organisations working Shadow Reports and provide them with comments around lesbian and bisexual women's issues
- 3) to join the electronic forums already opened for participation and discussion towards Beijing+5
- 4) to distribute all relevant information to women's groups in their region and collect input from them about the process.

2.8.3 FROM WOMEN'S CAUCUS PASSED BY BEIJING +5 WORKSHOP

- 1) Adequate resources should be allocated to Women's Secretariat to accomplish its mandated tasks.
- 2) that ILGA Board integrates a gender perspective throughout its work.
- 3) that one of the WS tasks be the coordination of Female Regional Secretariat's work.
- 4) that the five (5) year review of the UN Fourth World Conference on Women and the World Summit on Social Development be priorities for ILGA women's intervention in the next two years.
- 5) that a group comprised of one organisations in their region and with the two Board members from their region.
- 6) that ILGA will create training and capacity building opportunities for its women members in co-operation with the WS.
- 7) that the WS will provide information geared to new female ILGA members.

The Women's Secretariat proposed structure

The caucus proposed that a support group be created with one organisational focal point in each region. That focal point will work with women's organisations in their regions as well as their ILGA Regional Secretaries. Furthermore, the organisations which comprise the support group will be committed to supporting this process with resources.

The Profile criteria for Secretary General - Female & Male

- 1) should have concrete experience in work that includes a gender perspective
- 2) should have a global vision of ILGA's work for the future
- 3) should have concrete proposals to offer regarding the integration of gender into ILGA's work.
- 4) should have a plan that includes their goals and objectives as well as a proposal for fund raising

- 5) at least one of them should have a background in ILGA, and both should have experience in networking

For the next World Conference the following amendments were suggested for the ILGA constitution - Women's Secretariat chapter F:

(iii) and (vi) be transferred to the World Board section, as both tasks should be undertaken by ILGA as a whole

(iv) be amended as follows: *attend regional conferences within and outside ILGA in order to make policy inputs to international organisations and agencies.*

2.9 DOMESTIC PARTNERSHIP

On the recommendation of the Domestic Workshop the following letters of support to the process of the bills in Germany and Spain are presented to the plenary for their approval.

TO : THE PRESIDENT OF THE SPANISH CONGRESS

ATT: Mr Federico Trillo

YOUR EXCELLENCY

From 19 - 25 September 1999, for the first time in its history, the International Gay and Lesbian Association is holding its XIX World Conference in an African country. The Republic of South Africa, the site of our conference was the first country in the world to include non discrimination on the basis of sexual orientation in its first 1996 democratic constitution.

The 200 delegates from 40 countries gathered on the occasion of our conference wish to express their concern for the delay in the deliberations for the proposed bill of de facto couples presented in the Spanish Congress.

We urge you to take the necessary measures leading to the unblocking of the process in accordance to the recommendations of the European Parliament of February 1994 to equalise homosexual couples to marriage.

We understand that homosexual rights and the recognition of their family relationships have been violated for too long.

For the ILGA World Conference

Secretaries General

2.10 SAME SEX IDENTIFY IN AFRICA AND BEING GAY AND CHRISTIAN IN AFRICAN WORKSHOP

Recognising

- 1) that government and other institutions in Africa and the South use religion, tradition and culture for political purposes to exclude and marginalize social difference.
- 2) that culture and tradition and religious are used to oppress women and uphold patriarchy
- 3) the immense religious, cultural and linguistic diversity existing on the African continent and elsewhere in the South
- 4) that the same sex relations occur in at least 55 African cultures
- 5) that it was not homosexuality that was introduced into Africa but homophobia and, some forms of gay identify
- 6) that poverty and patriarchy are by and large responsible for the uncontrolled spread of AIDS in Africa and the South and that, as a result, women remain helpless to protect themselves from infection.

Believing that:

- 1) the people of Africa and the South need to develop their own expressions of sexual and religious identities
- 2) people in Africa share many issues in common with people in Latin America Asia, the Middle East and the Anzace region
- 3) Human Rights are universal and cultures are dynamic and that fundamental rights, above all the rights to health and security must precede any considerations of religious or cultural preserve.

Therefore resolve:

- 1) To develop interfaith networks between people of Islamic, Christian and other faiths of Africa and the South
- 2) To encourage expressions of solidarity between people of Africa and the South

- 3)** To encourage further, intensive research and documentation into expressions of same - sex identity and religious beliefs of the people of Africa, Latin America, Asia, the Middle East and Anzace region with a view to dispelling the myth that LGBT issues are foreign to Africa and the South.
- 4)** to work towards encouraging dialogue with faith communities and other groups in order to address issues of lesbian visibility and the empowerment of women using the human rights model.

2.11 HIV /AIDS AND TREATMENT

The delegates of this conference call on ILGA and its member organisations to:

- 1)** familiarise themselves with information regarding access to treatment, both domestically and in international law.
- 2)** disseminate this information as widely as possible to all their constituents, allies and the general population.
- 3)** sign and get other allied organisations to sign the attached call for action before the world trade organisations' meeting in Seattle in November /December of this year.
- 4)** wherever possible, lobby governments to ensure that the primacy of public health interests over commercial considerations is reaffirmed and that the legality of parallel importation and compulsory licensing is recognised, in order to safeguard access to essential drugs.
- 5)** Lobby non-governmental organisations (NGO's) in preparation for the NGO consultation in Seattle, following the same principles described above.
- 6)** Declare December 1st and International Day of Action to call for affordable AIDS drugs now around the world.

2.12 LESBIANS IN AFRICA

Recommendation from the workshop was:

- 1)** That ILGA board would facilitate networking between lesbians in Africa and between African lesbians and other lesbian groups in ILGA.
- 2)** That ILGA facilitates leadership training for lesbians in Africa.

2.13 SEX, HOT AND HORNY

Resolutions from this workshop were that:

- 1) ILGA organisers have not taken these issues of HIV /AIDS into consideration by not having an HIV /AIDS information desk and for safer sex material.
- 2) Therefore the conference has put delegates at high risk
- 3) Lack of material in general, e.g lollies, dental dams, condoms, female condoms
- 4) So the delegates of this workshop therefore resolve that ILGA should take the issues of HIV seriously in this regard

2.13 WINNING AND DEFENDING EQUALITY

In this workshop, the main aim was to see what LGBT participants or people in general can learn from each other.

The workshop recognises the women's leadership for success of organising around constitutional changes and sexual orientation discrimination.

- In South Africa, Fiji, Ecuador, and Quebec, these countries now have constitution that protects sexual orientation. This consists of work on human rights issue as a model of successful action.
- Recognise that much work needs to be done on the implementation of these constitutional guarantees. This recommended that ILGA support these successful strategies through dissemination of information in the bulletin and networking of all interested, especially important in this work is the necessity of coalition with non LGBT groups and bringing international support and pressure on the respective governments.
- Equality must also be recognised through cultural sensitivity, it is essential that cultural differences not to be used to justify discrimination and homophobia.

2.14 MASCULINITY

The participants of the masculinity workshop held on the 23 September confirmed previous ILGA resolutions from 8(a) ILGA manual, that:

- 1) All future ILGA World Conference will set aside at least one morning or afternoon session during which a parallel scheduling of gay and lesbian only workshop which do not coincide with any other decision making workshops.

- 2)** They therefore encourage regions to take issues of masculinity as they relate to men specifically. In order to have regional conferences on the issue, prior to World Conferences.
- 3)** that ILGA Secretariat will be tasked on establishing a working group which will report on its progress to the next World Conference.

2.15 SCHOLARSHIPS

There was a number of problems that were raised in this workshop and were as follows:

- 1)** Lack of respect
- 2)** Too many announcements about accommodation which is very degrading
- 3)** Treatment of scholarship delegates not consistent with conference theme of Building Partnerships For Equality
- 4)** Scholarship delegates were not given T-shirts when others were given
- 5)** Scholarship delegates who were standing outside meeting area (one was sick) were told that they should be grateful to be in the conference and should go inside and participate
- 6)** There was confusion whether there would be daily allowances given to scholarship recipients
- 7)** Organising committee has a load of work!
- 8)** There was no time to concentrate on scholarship recipients
- 9)** the theme was Equality but the Parktonian was too expensive and transport was a problem
- 10)** one person was only given one day scholarship and wanted clarification
- 11)** At Student City, the bedding was not changed and food was rotten

Suggestions

- 1)** A responsible contact person was needed to explain the above problems
- 2)** Send tickets out on time
- 3)** Give more information before hand so it can be easier to make decisions

- 4) Choose a common place for everyone
- 5) Scholarships were to encourage participation – they are not for favours
- 6) Also that people should not be treated as if favours has been done for them.
- 7) Have a structured programme

So the resolutions to the above problems were as follows:

- there should be no luxuries in future
- there must be more people, as many as possible to participate in conferences
- do not split the accommodation because people are equal.

3. FINANCIAL AND MEMBERSHIP REPORT

The workshop recommends

- 1) that the financial report of the ILGA administrative office be accepted
- 2) that ILGA World Conference write to the New York 1994 Gay Games Committee requesting the payment of the approximately \$45 000 still owing to the ILGA from the Ian McKellen ILGA fund raising show.
- 3) that ILGA open an account in Euros and request that members pay dues in the following preferred order
 - paid bank transfer in Belgian Francs
 - paid bank transfer in Euros
 - credit card payment
 - paid bank transfer in US dollars or GB pounds
 - or, if necessary, in cheques
- 4) Payment by cheque should attract an additional handling fee of up to 40% of their value
- 5) that the membership of the Sydney Gay and Lesbian Mardi Gras be accepted (*see prior submitted resolutions*).

INCOME

Income statement has percentage of ILGA's income from membership fees has been decreasing and that it is far from covering ILGA's expenses. ILGA has many members who try to pay every two years at World Conferences and then only for the year of the conference, of which this does not bind by the rules of the association. In addition, ILGA has an increasing number of new applicants who ask for complete or partial fee waivers. Given this situation the association must improve the collection procedures and or increase fees unless it does more fund raising. Fortunately ILGA has the support of HIVOS to help in order to cover expenses and indeed to expand the activities.

EXPENSES

Expenses have been in line with budget plans and have been increasing as more members have been receiving the publications. ILGA has increased its activities and gained more world-wide recognition. This in turn points out the necessity of proper budgeting of every proposed project originating from any of ILGA members' or the Executive Board itself.

BALANCE SHEET

The Balance Sheet of ILGA is much stronger now than it has ever been. This is due to better financial control and administration, repayment of loans and increased income. In order to keep this trend ILGA need to continue fund raising activities and a better collection of the members' fees if ILGA has to continue it has to outreach to the LGBT communities.

CORRESPONDENCE

Announcements were made on different occasions to take place followed by break and then after the working group resolution development where some the above issues were discussed and endorsed by the chairing pool. Participants raised questions, statements and concerns which were ultimately resolved.

CONCLUSION

5.1 FINAL PLENARY (*Thanks & Gifts*)

The ILGA Board thanked everyone who attended the conference, and special thanks were given to volunteers who really played a big role and ensured that everything was in place because without them everything was going to be impossible. Many thanks were also given to all the affiliates and individual participants for their attendance.

The special thanks were also given to Carrie Shelver (ILGA – S.A organiser), and to all the world organisers, who dedicated their time in order to make the conference a success.

And South Africa LGBT also thanked all the funders for giving South Africans a chance to have such a big conference held in Africa for the first time.

The two new Secretariat Generals were given a chance to give speeches after being elected as ILGA executive representatives.

After speeches, the conference voted for the next World Conference venue, in which Rome was voted as the best place to hold this meeting. Participants from different organisations were requested to apply for scholarships in advance.

THE NEXT MEETING WILL BE HELD IN ROME NEXT YEAR (2000).

Appendices

Appendix A: List of Participants - Africa Regional Pre-Conference

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Messages of Support

IGLHRC

This message of support comes from IGLHRC where they congratulates ILGA for its 1999 conference. And also presented a prestigious Felipa Ward to Simon Nkoli. The message says ILGA is held in Johannesburg for the transgendered, bisexual, lesbian and gay activists from around the world gather in Johannesburg, the INTERNATIONAL GAY AND LESBIAN HUMAN RIGHTS COMMISSION (IGLHRC) would like to take the opportunity to congratulate and thank ILGA for its efforts. In 21 years, this is the first ILGA conference in Africa. It is such a benefit for both the prestige and mission of ILGA, since it is a federation of national and local groups dedicated to achieving equal rights for LGBT.

There are 5 staff members who have been sent by IGLHRC including the executive director, Julie Dorf, who will use a plenary session to bestow the Felipa Award to Simon Nkoli.

IGLHRC's mission is to protect and advance the human rights of all people and communities subject to discrimination or abuse on the basis of sexual orientation, gender identity, or HIV status.

Appendix – Secretaries General and Administrative Office Report (1997 - 1999)

Introduction

The International Lesbian and Gay Association (ILGA) is a world-wide federation of national and local groups dedicated to achieving equal rights for lesbians, gay men, bisexuals and transgendered people everywhere. Formed in Coventry, in the UK, in 1978, ILGA was specifically created as a federation of lesbian and gay organisations in order to represent these issues on the wider, international stage. Since inception, ILGA has been a self-funding organisation with occasional grants related to specific projects.

ILGA's Administration

ILGA's Organisational Structure

Now in our 21st year of existence, ILGA numbers about 530 members from 83 countries in five continents amongst our members. ILGA remains the only Gay, Lesbian, Bisexual and Transsexual (GLBT) world federation. In 1992, at the World Conference in Paris, ILGA began a process of regionalisation for its structures. The goal was to create regional committees in each region of the world while having a world Executive Board representing them all within the ILGA structure. This means organising regional conferences in order to re-enforce ILGA activities at the local level, while ensuring these feed local concerns into the wider international community. ILGA currently has six regions: Europe, Asia, Africa, North America, Latin American and the Caribbean and ANZAPI (Aotearoa/New Zealand, Australia and the Pacific Islands).

In theory, regionalisation is a simple process of democratisation, providing local input to resolve regional challenges. This was brought in to meet the growing need for self-determination and representation by developing organisations and to better reflect the regional and local organising needs of ILGA members. However, from an organisational point of view, the Administrative Office, supervised by the world Executive Board, was staffed by volunteers who focussed on essential tasks such as mail, the Bulletin, press releases, organising meetings, accounting, and who do not have the time to commit to assisting in the developing of stronger regional networks. In spite of any problems, the regionalisation process is well under way; and ILGA becomes more and more representative of the divergent and diverse groups that make up the international lesbian, gay bisexual and transgender community.

ILGA's Organisational Accomplishments in the Regions

Over the last two years, the regionalisation process was strengthened and consolidated. Given the already regular regional conferences in Europe, regionalisation was effective here almost immediately; and a strong European Board and a regular newsletter back regular regional conferences. Every ILGA Board equally represents both genders.

The Latin America Regional Council resulted from the Lima Regional Conference in December 1997 (held with the support of HIVOS). In the other regions this process was/is necessarily slower. To compensate for this, during the ILGA World Conference in Cologne (July 1997), delegates of each region elected an Executive Board made up of delegates selected from each region to represent them. This innovation was reflected in the new ILGA Constitution voted in at this conference.

The newly created World Executive Board included a man and a woman from Africa, Latin America, Europe, ANZAPI and provisionally Asia and only a single (male) representative from North America. These members are all themselves members of different organisations, and the composition of this Executive Board is a sample of our presence and federated nature through the world.

During the past two years the Executive Board work was mainly done by e-mail; Executive Board meetings were held by fax and e-mail throughout the last two years and face to face meetings were held at the July 1998 Stockholm EuroPride and continued in Amsterdam during the Gay Games that same year. Unfortunately, participation by Executive Committee members, both those elected in Cologne and in following regional conferences, dwindled over the two years since Cologne and less than half the ten elected members remain active.

The European Board functions well and will celebrate its 21st ILGA European Regional Conference in Pisa next October. Each month an Euroletter Bulletin is published. In July 1998, for the first time, representatives of ILGA-Europe met with representatives of the presidency of the European Union. One of the most important achievements has been the publication, in four languages and with European Commission support, of the report on homosexuality entitled "Equality for Lesbians and Gay Men -A Relevant Issue in the Civil and Social Dialogue". The report has been widely distributed and has received much acclaim.

The Latin America Regional Council was also very active in its region spreading, a great deal of information through e-mail. Especially noteworthy was the letter they wrote in April 1998 to the Summit of American Heads of State. This letter was endorsed by hundreds of people and organisations, including many not directly affiliated with ILGA. This petition, signed in Santiago de Chile April 18 - 19, calls for the enactment of human rights for GLBT people and for increased AIDS prevention programs for the homosexual and bisexual communities. This initiative was lead by the Latin America ILGA Council, which, with very few resources, showed how much will there is amongst organised ILGA members.

With this World Conference in Johannesburg, we hope to encourage strong, ongoing African involvement in ILGA. This will require additional consideration from the administrative office to ensure that outreach, assistance and sharing build these strong links. As is customary for ILGA conferences, ILGA granted total autonomy to the local hosts in the organising of this conference, while continuing to provide resources, some funding assistance and contact points. Both Secretaries General were in regular contact with the organisers, and the final agenda was confirmed when the conference organiser flew to Brussels to meet with the Administrative Office staff and Jordi Petit. Similarly to the development in Latin America, we are hopeful that through the Conference a strong new regional presence for ILGA will be created.

ILGA's Organisational Accomplishments in the Administrative Office

Up to now the composition of the office staff in the Administrative Office has been temporary volunteers, however Enrique Góngora was hired in July and started work in the office on 6 September, 1999. Bookkeeping has been handled by an outside bookkeeping service, with auditing of statements done by an outside accounting/legal firm. The Director in charge of the Administrative Office is Tom Hoemig –who has kept the office running since Cologne until Enrique's appointment.

The tasks of the Administrative Office include:

- the creation, editing and publishing of the Bulletin,
- coordination of meetings both regional and international,
- updating and maintaining the database,
- coordination of communications among Board members,
- dealing with emergency issues as they arise,
- liaising with other organisations,
- day to day finance and management concerns,
- press releases and
- general inquiries from the public, other groups, governments and educational institutions.

Enrique has dual Spanish and Peruvian nationalities, allowing him full residence in the EC. He is fluent in both English and Spanish and has a long experience in ILGA activities – having been working recently with the Barcelona team on the Spanish Bulletin. Enrique will be concentrating on establishing strong links amongst our regional networks, and will be a great help in the Latin America Human Rights Project (sponsored by EC and HIVOS) as this develops.

In the last two years, work in the Administrative Office has been assisted by two international volunteers. Nigel Warner in London manages the ILGA web page, an incredibly important channel of communication for us, while in Barcelona, the ILGA member Coordinadora Gai-Lesbiana (CGL) has a volunteer team that produces the Spanish edition of the Bulletin, and ensures its distribution to Latin America. In addition, this group has, for the last few years, also produced the GLBT Human Rights Annual Report (including the Spanish version) and taken responsibility for distribution of it. The most significant step in expanding and consolidating the Administrative Office was the incorporation of the London and Barcelona teams. This strengthened the flow of information from ILGA to our various regions and members and better addressed the language needs of our members, especially those in Latin America. The Spanish Bulletin highlights news from Latin America and other Spanish speaking regions, and the editors use the local Spanish jargon.

The ILGA Web Site, available in English and Spanish, is increasingly important for ILGA, the international LGBT community and other agencies. Many membership applications are received through the web page for both individuals and groups. The Human Rights Annual Report is available through this web site. In addition, the extensive country by country survey is a unique and vital resource for any groups interested in the human rights issues faced by lesbians, gay men, bisexuals and the transgender community. It is quoted by government agencies and is the most comprehensive information source on LGBT issues in the world. Any updates or corrections are welcomed.

ILGA's Funding and Project

ILGA is the recipient of a funding grant from HIVOS, a Dutch foundation that has a special interest in supporting economically less developed countries. Their grant is approximately 30% of ILGA's administrative costs. This grant was initially made in 1998 for two years and following this conference, ILGA will be seeking to extend this grant period.

ILGA's main source of income is membership fees, however, less than 30% of ILGA's members pay full fees, with the remaining 70% receiving either subsidised or on many cases, waived fees. The income from paying members is insufficient to allow ILGA to continue and external funding or an increase in fee-paying members is vital for the continuation of the organisation.

In terms of fundraising from other sources, partial assistance has been supplied by the Barcelona local institutions (Barcelona City Hall and provincial Deputy local assembly, called the Diputació de Barcelona) for the Spanish Bulletin and Jordi Petit's travel expenses (Secretary General).

At the regional level the Latin America Human Rights Project sponsored by the EC and HIVOS for 129.451 euros, is still awaiting signature. This project resulted from a long process among Latin America ILGA members concerning the organisational aspects; closing agreements with the European Commission was complicated, since there were four parties to meet with (ILGA Latin America, ILGA World, a revolving EC staff and HIVOS). If the project materialises, ILGA World will be the responsible legal party to transfer funds to the OASIS group in Guatemala. The political control for this project resides in the Latin America ILGA Council, and OASIS will handle the logistics. This project includes a full-time employee who will work in Guatemala for OASIS. In addition, the new employee in Brussels will assist and collect the bills incurred by OASIS, which will be passed along to the EC and HIVOS. Even without the hypothetical contribution from the EC, a part of this project will still be funded by HIVOS. It is very important to recognise the ability of the Latin America ILGA Council to carry out this project with widespread consensus in the region.

ILGA's Activities

Publications and Human Rights Programme

The work plan for ILGA for the period 1998 to 1999, apart from strengthening the Administrative Office and increasing the regional development of the organisation, includes a reference to increasing the exposure of ILGA as a human rights organisation. As the Cologne Conference requested, our work plan includes the promotion of regionalisation and increased emphasis on the development of solidarity and human rights actions.

Publications: Bulletins

Information is one of the key objectives of ILGA. As we presented to HIVOS in the Work Plan 1998 – 1999, we have advanced and consolidated the Spanish and English Bulletins. Each quarter, the Brussels Administrative Office produces around 700 English language bulletins. These are mailed to about 550 associate, individual and full members and to different authorities and the media. In terms of a geographic split, about half of these bulletins are sent within Europe and the remainder to other regions. A full breakdown appears below:

	TOTAL	Europe	North America	Latin America	Asia	Africa	Pacific (ANZAZPI)	Middle East
Individual	190	130	44	3	2	4	6	1
Associate	28	20	3	2	-	2	1	-
Full	311	162	35	72	21	8	9	4
TOTAL	529	312	82	77	23	14	16	5

The Spanish Bulletin is published three times a year from Barcelona and is mailed to Spanish speaking members, mainly in Latin America. This Bulletin is mailed to full members and to a list of non-member groups and individuals – a total of around 200 recipients.

The geographical breakdown of Spanish Bulletin distribution in Latin America country by country is:

Argentina – 16	Bermuda – 1	Bolivia – 4	Brazil – 77	Chile – 7
Columbia – 12	Costa Rica – 5	Cuba – 2	Dominican Rep. – 2	Dutch Antilles – 1
Ecuador – 5	Guatemala – 4	Honduras – 4	Mexico – 32	Nicaragua – 5
Panama – 1	Peru – 6	Puerto Rico – 5	Venezuela – 3	

These lists are continually updated to ensure that target markets and groups, whether members of ILGA or not – receive this vital information. This year was the first time in ILGA's history that we were able to publish and distribute a regular Bulletin in both the official languages of ILGA. The next step is to increase the frequency of these Bulletins, expand the reach even further and add more governments, agencies, authorities and NGO's. Bulletins are also distributed at international events such as the PanAmerican AIDS Conferences in Santiago de Chile (November 1995) and in Lima (December 1997), the World AIDS Conferences in Vancouver (July 1996) and in Geneva (June 1998), the Sexual Diversity and Human Rights Seminar in Mexico D.F (May 1998), the International Conference in Amsterdam about Trade Unions, Homosexuality and Work (July 1998), the Gay Games in Amsterdam (August 1998) and The Hague Peace Conference (May 1999).

GLBT Human Rights Annual Report

The third GLBT Human Rights Annual Report of ILGA was presented on 8th August 1998, during the Gay Games in Amsterdam. This date coincided with the 20th anniversary of ILGA's federation. The report is another very good tool for ILGA to show the legal situation, advances and actions regarding Gay, Lesbian, Bisexual and Transgender people around the world. As mentioned, a team of volunteers in Barcelona generates this

report, based on contributions from ILGA members in individual regions. The Annual Report receives widespread attention in the gay press, as well as in mainstream media in many countries. The English edition of this report is included in the English-language Bulletin that is published around this time. We also distribute the Annual Report via the web page, but many groups in less economically developed regions lack access to this technology.

ILGA Brochures

The previous ILGA brochures have been used to explain the function of ILGA and how to register for membership. With HIVOS subsidies in 1998, we updated 700 brochures in four languages (Spanish, English, French and German). These brochures were distributed for the first time at the Gay Games in Amsterdam, along with the Spanish and English Bulletins and the GLBT Human Rights Annual Report. The majority of participants at the Human Rights workshops, organised by Amnesty International and HIVOS during the Gay Games, picked up many of these information packs, particularly the Spanish and English ones.

Feedback from activists in other countries is very favourable regarding the brochures and dual Bulletin and brochure packs. These seem to be especially valuable in developing countries. As a result, we now distribute these brochures at every international event, such as The Hague Peace Conference last May, as well as by mail.

The most important result of the publications issued during the last year is the increase in ILGA's visibility, reaching more and more people with our message. Due in part to this increased visibility, the number of groups applying for membership in ILGA continues to grow.

Human Rights Program

During 1998 - the year in which ILGA was conferred Consultative NGO status by the Council of Europe - our main objectives were:

- to publish the quarterly Spanish and English Bulletins as well as the GLBT Human Rights Annual Report
- to celebrate the 20th Anniversary of ILGA, and thereby increase visibility
- to support and participate in the Amsterdam Conference of Homosexuality, Work and Trade Unions
- to participate and collaborate in Human Rights workshops organised by HIVOS and Amnesty International during the Gay Games in Amsterdam
- to celebrate the 50th Anniversary of the Human Rights Declaration with the ILGA Manifesto employing the slogan "Lesbian and Gay Rights are Human Rights", as well as to collect signatures for this text

For 1999 - 2000, the planned ILGA objectives are:

- to publish five Spanish and English Bulletins (an increase of one over the previous year) as well as the GLBT Human Rights Annual Report

- to prepare and promote the ILGA World Conference in Johannesburg, South Africa
- to begin building the African regional committee
- to begin the Latin America Human Rights Project with EC and HIVOS
- to work towards regaining our status as a recognised NGO with the ECOSOC division of the United Nations
- to collaborate with other groups to provide more information on lesbian and gay human rights needs to Mary Robinson, United Nations High Commissioner for Human Rights

RESULTS AND ADVANCES IN THE LAST TWO YEARS

Since 1997, we have improved both the quality and frequency of our Bulletins, especially the Spanish publication. Both Secretaries General contribute and assist with this. Jennifer Wilson writes the editorial for each bulletin and covers much international news and Jordi Petit coordinates the translation of the bulletin into Spanish and also contributes many articles. The Bulletin is put together by the Administrative Office and covers international news and actions that are passed to the office.

ILGA Activities for 1998

The 20th Anniversary of ILGA; the Amsterdam Conference of Homosexuality, Work and Trade Unions; the presentation of the 3rd GLBT Human Rights Annual Report and the Human Rights workshops during the Gay Games organised by HIVOS and Amnesty International were consecutive events in Amsterdam where ILGA was well represented. Many ILGA members participated in the Work Conference and the Human Rights workshops at the University during this period. For ILGA this was a way to support human rights events organised by others, working effectively alongside them.

These two events were a huge success, due in part to the large number of participants as well as to the quality of the conclusions reached. For both events the relationships between activists from widely dispersed countries were strengthened, especially by the presence of activists able to attend through scholarships. We appreciate those participants from developing countries who were able to travel the long distance to Amsterdam.

The official event celebrating the 20th Anniversary of ILGA was hosted by the City of Amsterdam and held in the City Hall. This was a huge success, again due to the large number of ILGA activists – old and new - activists who arrived from many countries, including many developing countries. We appreciated the speeches made by the official delegate from the Amsterdam City Hall, in addition to the speech by the representative of the HIVOS Board. In conclusion, during these two weeks in Amsterdam, ILGA maintained contact and increased visibility among hundreds and hundreds of gay and lesbian activists from around the world.

ILGA Manifesto

After the Cologne Conference (July 1997), ILGA members took on the task in their respective countries to obtain hundreds and hundreds of signatures for the Manifesto "Lesbian and Gay Rights are Human Rights". The work undertaken and the results generated were spectacular. Worth special mention are Mexico, Brazil, Germany, Spain, Russia and India. Given the previous low level of participation in ILGA activities, there was an astounding response from Greece

In terms of international non-governmental organisations, Amnesty International and the World Association for Sexuality stood out as the most important. This campaign increased the visibility and networking of ILGA with other local and international Nogs, such as the Spanish and Brazilian trade unions, the Human Rights Institute of Greece, the Canadian Lawyers Association for International Human Rights, the Asociación Americana de Juristas from Ecuador, the Department of Social Work in Birbhum India, Instituto Mexicano de Sexología, Nicaragua's Fundación Xochiquetzal, Members of the European Parliament, etc. The Manifesto, with a representative selection of signatures, was distributed via a press release in December 1998, and was published in both the Spanish and English Bulletins.

Other Important Issues

Regarding ILGA's main work, we have had a positive response to all our public contacts this year. Some of the meetings that ILGA Secretaries General have participated in are:

- in March, Jordi Petit held an official meeting with Pierre Sané, Secretary General of Amnesty International, to request greater commitment to help homosexual prisoners.
- in May, Jordi Petit, visited Gays and Lesbian Of the Witwatersrand (GLOW), the hosts for the 1999 World Conference in Johannesburg.
- in May, Jordi Petit, participated as an invitee in the First Sexual Diversity and Human Rights Seminar organised by the Mexico D.F. city hall.
- in July, the World Executive Board of ILGA held a meeting in Stockholm during EuroPride, the main objective being to prepare for the World Conference in Johannesburg
- during EuroPride, Jordi Petit and Jennifer Wilson spoke at the launch of the Parade through Stockholm
- in October, Jennifer Wilson participated in the InterPride World Conference in Los Angeles. Jennifer was the keynote speaker and talked about the need for greater vigilance and collaboration.
- in October, both Secretaries General, Jennifer Wilson and Jordi Petit, accompanied by Kurt Krickler from ILGA Europe, were received by Mary Robinson, the UN High Commissioner for Human Rights, in Geneva. This historical meeting, a first for Mrs Robinson, was widely publicised in the gay media as well as in mainstream presses the world over. ILGA is the only international GLBT federation officially received by the UN.

- In November, Jennifer Wilson participated in a Federation of Gay Games World Conference in Seattle, where she spoke on strategies for lesbian and gay human rights.

One of the issues raised through this year, both at the meetings with Mary Robinson and in a letter to Jacques Santer the President of the European Commission was the violence and murders taking place in Mexico. As a result of this, Mexican authorities have been forced to reconsider and reopen some of the files that were previously not investigated. The Citizen's Committee Against Homophobic Crime hailed this as a major achievement and a huge success for human rights in their last report and credited ILGA solidarity with this accomplishment.

At the meeting with Mary Robinson, ILGA was asked to provide information for training UN staff, treaty bodies and rapporteurs. ILGA, with major assistance from IGLHRC, provided a comprehensive information pack dealing with extra-judicial killings and general discrimination. The UN has made further contact regarding this and ILGA will be seeking a follow-up meeting with Mary Robinson's office in the year 2000.

All these meetings and activities, supported by HIVOS, especially the establishment of an official relationship with the UN Human Rights Commissioner, signify important accomplishments for ILGA.

ILGA Activities for 1999

Stated as a main objective in Work Plan 1999, the South Africa Conference is one of the most important events for ILGA this year. In order to ensure the success of this event, the first requirement was to build a coalition of representatives of various Southern African countries (South Africa, Namibia, Botswana, Zimbabwe, Zambia) into a working group to develop and prepare for this conference. This accomplishment alone represents a significant step towards stronger regional networking and representation in a region where only South Africa had regular ILGA contact.

The Conference structure has benefited from Carrie Shelver, a skilful conference organiser who works under the auspices of the National Coalition for Lesbian and Gay Equality (NCLGE), one of the conference organising coalition members, in South Africa.

While greater participation from the African and Southern Regions is a strong desire for this conference, we are mindful of the need to ensure a large participation from other developing countries. An outline of the conference was mailed to many agencies in order to grow the scholarship fund, and we can confirm that the Conference will have the largest scholarship fund in ILGA's history. The strongest supporters of this have been HIVOS (Harare), the European Community and Mama Cash.

Worthy of special mention for this conference are the sessions dedicated to the Future of ILGA. These will be looking at the wider lesbian and gay community and the various organisations that serve this community. To this end, invitations have been issued to Amnesty International, International Gay and Lesbian Human Rights Coalition, Federation of Gay Games, International Association of Lesbian and Gay Pride Coordinators, Gay Parents Network, Lesbian and Gay Immigration TaskForce, Al-Fatiha – LGBTQ Muslims, Older Lesbian and Gay Network and the International lesbian and Gay Youth Organisation. The discussions are to consider ways of working together, of supporting

and strengthening each other and of using each other's networks to promote our interests.

Latin America Human Rights Project

As mentioned earlier, this project is also an important issue during 1999. In February this year, the EC indicated they were not in favour of HIVOS' official support for this human rights project. In July, the situation changed; and the EC agreed to receive a petition regarding this project which placed ILGA's Administrative Office as liaison and confirmed HIVOS' participation. We have resubmitted the application and are awaiting a response.

Recognition of ILGA by ECOSOC at the United Nations

In October 1998, the Economic and Social Council (ECOSOC) of the United Nations (UN) asked ILGA to reapply for status as a recognised Non-Governmental Organisation (NGO). This status gives ILGA observer rights with ECOSOC and the right to participate and give input to the NGO section of ECOSOC. ILGA's previous recognition with ECOSOC had never been revoked but only suspended. However, this request to reapply was seen as an opportunity to move forward and forge a new relationship with the UN.

Jeffrey Blair, an attorney in New York, undertook the work of completing the UN application and submitting this to ECOSOC in April, 1999. ILGA will most likely be requested to appear before the ECOSOC section of the UN in February 2000.

Other Important Issues

Building on the success of the previous year, ILGA has again participated in a series of meetings to strengthen the public recognition of the global GLBT situation. Some of the activities the Secretaries General have been involved in this year include:

- on February, a meeting took place in The Hague among the ILGA representatives and HIVOS delegates to analyse the ILGA Work Plan and review the status of the Latin America Human Rights Project.
- on February, Jennifer Wilson spoke at Sydney Gay and Lesbian Mardi Gras in a session on Asian Activism regarding the work of ILGA and outreach in the Pacific and Asian regions.
- on May, Secretaries General Jennifer Wilson and Jordi Petit attended the Hague Peace Conference. The results from this conference were positive, as we established networks with other international NGOs, such as the World Citizen Foundation and many others. ILGA was the only GLBT organisation present at this conference.
- on July, Carrie Shelver, conference organiser of the South Africa Conference, met with representatives of ILGA's Executive Board in Brussels. All the preliminaries for the Conference were agreed at this meeting, scholarship eligibility criteria were established, and a draft agenda was agreed.

- at this same meeting we completed the selection for the new employee for ILGA's Administrative Office in Brussels, fulfilling one of our main commitments to HIVOS and strengthening our central structure. Enrique Góngora was appointed for this post.

Summary

In conclusion, all the efforts made since 1997 by the Secretaries General, the Executive Committee and the Administrative Office have focused on strengthening our regional structure, re-enforcing the office in Brussels, supporting regional work in Latin America and Africa, and developing the profile of ILGA.

Over the next two years, ILGA will start work on strengthening Asia and the Pacific Region and is in contact with groups in Australia, Noumea, Fiji, Noumea, New Zealand, Indonesia, the Philippines and India. ILGA will also be building on our successes - we appear before the UN next year to apply for recognised status, we are attending Creating Change in the US in an attempt to strengthen our US connections, and will remain in contact with High Commission Robinson's office to ensure that lesbian and gay rights remain on the human rights radar.

ILGA continues to grow, to seek ways to represent the international LGBT community and to build networks with other groups. Our diversity is our strength, our regionalism is our heart and our commitment is our lifeblood. Lesbian and gay rights are human rights.

Jennifer Wilson

Jordi Petit

Appendix –/– : Financial Statements

INCOME (in Belgian Francs)	1995	1996	1997	1998	1999
Fees and Donations	92,121	2,137,124	1,381,163	910,052	342,986
HIVOS				910,900	686,454
Advertising					
Travel Scholarship Donations	592,213				
McKellen Show			451,289		
Office Rental -BLGP			15,000	10,000	
Echange Difference			117,131	8,861	
Bank Interest				10,591	281
Other Income	2,305	32,268			
TOTAL	686,639	2,169,392	1,964,583	1,918,654	1,029,721
1. donation of 200 000 BEF					
2. HIVOS grant –first installment					
3. HIVOS grant –second installment					
4. Relates to income for PHARE/TACIS					
5. One-man show in Brussels by Sir Ian McKellen					

EXPENSES (in Belgium Francs)	1995	1996	1997	1998	1999
Office Rent				84,000	42,000
Telephone	28,987	131,073	31,390	30,730	27,957
Postal	5,963	11,083	16,781	7,879	7,463
PHARE/TACIS project expenses	10,411				
PHARE/TACIS partner transfer	492,995				
Fees (accounting etc.)		16,850	100,590	89,578	27,795
Other Office Expenses	9,998	111,502	42,399	76,782	29,892
Travel	14,976	382,381	41,875	190,465	18,325
Printing Bulletin & HRAR		208,393	149,618	371,050	77,573
Distribution Bulletin & HRAR	10,886	154,168	113,375	91,873	77,649
Employee/ Consultant Fees	83,549	935,085	781,866	220,000	110,000
Miscellaneous Costs Aronovitch			54,300		
Depreciation		10,637	18,137	7,499	
Miscellaneous Expenses paid by RFSL	3,832		300,406		
Bank Charges	4,176	32,902	46,867	36,531	14,013
Exchange difference		51,932		9,804	
McKellan show			88,526		
World Conference Subsidy				18,000	
ILGA Europe Subsidy					111,157
TOTAL	665,773	2,046,006	1,786,130	1,234,191	543,,824
Retained Income	20,866	123,386	178,453	684,463	

ACTIVE (in Belgian Francs)	1,995	1,996	1,997	1,998	1,999
Due from Customers		4,555		68,250	71,250
Equipment (depreciated)		10,636	7,499		
Petty Cash	1,054	944	19,143	755	755
Lloyd's Bank (pounds)	175,099	140,141	69,639	10,337	24,979
GiroBank (pounds)	122,866	138,473	16,731	10,769	10,521
CGER current account BF	115,282	137,680	44,023	97,580	146,387
CGER (pounds)		11,613	34,158	14,197	32,583
CGER (dollars)		34,307	39,444	37,133	54,666
CGER savings 1	554,455	554,455	580,974	2,570	2,570
CGER savings 2 (HIVOS)				890,856	894,819
Interbank Transfers	(225,500)	(75,529)		38,605	38,605
TOTAL BANKS	742,202	941,140	784,969	1,102,047	1,205,130
TOTAL	743,256	957,275	811,611	1,171,052	1,277,135
<i>PASSIVE</i>					
Debt RFSL			91,460	20,397	20,397
Debt EHRF	886,400	926,400	443,200		
Suppliers		51,307	119,930	309,171	(75,643)
Accumulated income over expense	(143,144)	(20,432)	157,021	841,484	1,332,381
TOTAL	743,256	957,275	811,611	1,171,052	1,277,135
