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Всемирная Организация Скаутского Движения  
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المنظمة العالمية للحركة الكشفية

## Invitation

# Scouting Without Barriers

## “LGBT Training”

Athens, Greece | 21 – 24 April 2016

**NOTE:** Participants are requested to arrive on **WEDNESDAY, 20 APRIL 2016**, in the afternoon. The departures are from **SUNDAY, 24 APRIL 2016** after 15:00

### Background

To continue the series of trainings and following the Scouting for All - Roundtable LGBTI – “Inclusion of LGBTI (lesbian-gay-bi-trans-intersex) in Scouting” organised in June 2015 in Brussels, Belgium, the European Scout Region (ESR) successfully applied to the Council of Europe – European Youth Foundation for the implementation of the Work Plan 2016. The aim of the project is to be more open towards welcoming all young people, with a specific focus towards LGBTIQ+ youth and provide them a safe environment.

The objectives of the **Work Plan 2016** are to:

1. Better reach towards excluded groups of young people, such as LGBTIQ+;
2. Better understand, target and respond to the needs of these groups of people;
3. Collect information on other existing problems in the field of "Diversity & Inclusion", prioritize them according to the profile and needs of young people across Europe and include them in our next triennial plan;
4. Encourage NSOs in being pro-active about being more inclusive and developing an environment for their activities that is welcoming for all;
5. Better cooperate and coordinate with other actors and partners active in this field.

### Aim

The aim of the training is to support NSOs in understanding their current position in regard to integration of LGBTIQ+ topics in their programmes. The training will support NSO work on developing their skills and a plan of action to push their efforts further in becoming more open and inclusive.

### Objectives

The main objectives of the training are:

1. Mapping the current needs of NSO on LGBTIQ+ inclusion and strengthen or build a safe space / environment (share diversity messages, no tolerance on discrimination, develop advice and guidance)
2. Supporting NSO in creating internal networks of LGBTIQ+ leaders, role models and champions for Diversity to raise the awareness level of scouts in relation to LGBTIQ+ topics
3. Encouraging NSO to take an active role in promoting tolerance, inclusion and access to rights of people from LGBTIQ+ groups in their national realities.

The training will target LGBTIQ+ inclusion, with a focus on updating current practices and including TIQ+ in the focal point group as well.

It will be provided with the support of IGLYO, OBESSU and Transgender Europe (TGEU).

### Dates

**21-24 April 2016**

Participants should arrive on **Wednesday, 20 April 2016** in the afternoon and depart **Sunday, 24 April 2016** not before 15.00.

### Venue

The event will take place at the Kastri Contemporary Hotel (<http://www.domotel.gr/>), corner of 154 El. Venizelou & Romilias Str, 14671 Athens, Greece.

The accommodation will be on shared rooms basis (double room) and trainings will take place at the same location.

### Methodology

In order to meet all the learning styles and needs, a variety of Scouting methods will be used, such as: presentations, case studies, self directed learning, role-plays, debriefs, simulations, brainstorming and reflection groups.

### Follow-up of the meeting

The participants and their respective NSO agree in further developing their programmes of inclusion, taking care that the topics of TIQ+ are in focus as well.

In addition, the sending NSOs are identified as the target group to achieve multiplying effects in the long term, in particular by supporting the participants to provide inputs and further dissemination within their organisations.

### Languages

The Scouting Without Barriers – LGBTI Training will be held in English.



Supported by the Council of Europe – European Youth Foundation



## Participants profile

This training is targeting

- Young volunteers aged 18 – 35, preferably
- Already involved at national, regional or local level in educational programmes or training programmes or reaching out young people from excluded groups, in particular LGBTIQ+, who are all
- Able to communicate well in English.

## Number of participants

The event is designed to accept up to 40 participants, ideally 2 to 3 volunteers per NSO.

## Applications

The **enclosed application form**, or scanned copies of it, should be mailed to the World Scout Bureau – Europe Support Centre Geneva or e-mailed to [europa@scout.org](mailto:europa@scout.org) by **6 April 2016**.

If the application is sent by e-mail, please send it through your national office or International Commissioner (to confirm the support from your national association). Applications received directly from individuals will be referred back to the association.

## Participation fee

The participation fee is **EUR 75.00 per participant**.

### Note:

For NSOs / NSAs that participated in the Human Rights & Communications Training (Budapest (HU) in November 2015 or Brussels (BE) in February 2016) the participation fee is EUR 25.00 per participant.

The fee covers all accommodation and meals from the evening of WEDNESDAY, 20 APRIL 2016 to lunch on SUNDAY, 24 APRIL 2016. The fee covers all programme materials and documentation.

The travel costs from the country of residence to Athens, Greece and return will be reimbursed up to 70%, on the basis of agreed travel costs between the organisation and the organiser of the event.

The participation fee will be directly deducted from the travel costs reimbursement.

## Travel arrangements

Please note that completion of the application form does not necessarily mean that applicants are accepted onto the event. Please do not book travel until participants have been selected, and have been advised in an acceptance letter which will be sent by 8 April 2016. Only then should they make their own travel arrangements and obtain a visa, if necessary.

If you require an official invitation to obtain a visa, please indicate this clearly on your application form. Please be aware, that it may take up to six weeks to obtain a visa, so please send your visa form with the application form in order to allow sufficient time for that process.

Travel forms will be included in the information package to be sent to participants with the acceptance letter.

## Insurance

The European Scout Region of WOSM does not cover the participants during the event neither during the travel to or from the venue. Please note that this is the exclusive responsibility of the national association to check and be sure that the participants are covered by an insurance policy (illness, accidents, repatriation etc. ...).

## Planning Team

- Emilie Van den Broeck, Belgium, Diversity & Inclusion Priority Project Group, WOSM European Region
- Mike Preston, United Kingdom, facilitator for Diversity & Inclusion Priority Project Group, WOSM European Region
- Camilla Palazzini, WSB Europe Support Centre Brussels
- Rose-Marie Henny, WSB Europe Support Centre Geneva

## Additional information

If you need any further information please contact:

- Rose-Marie Henny, Director Diversity & Inclusion ([rmhenny@scout.org](mailto:rmhenny@scout.org))
- Emilie Van den Broeck, Diversity & Inclusion Project Priority Group ([emilie@sqp.be](mailto:emilie@sqp.be))

## Annexes

- Application Form
- Draft programme