



25 Égalité
YEARS

ÉGALITÉ – LGBTI STAFF OF EU INSTITUTIONS

Work Programme 2017-2018 – 25 years of ÉGALITÉ

ÉGALITÉ will work on the following policy issues;

- Remain available to its members in addressing their problems and concerns;
- Follow up on the EC Communication « A better work place for all: from equal opportunities towards diversity and inclusion » and work with the relevant services on implementation of the concrete action points. ÉGALITÉ's representatives in other EU institutions will attempt to ensure that similar action points are adopted in all EU institutions;
- Work on resolving issues for EU staff working in delegations and missions;
- Follow up on the positive reply to our request for equivalent maternity leave for gay men having children. We expect this decision to be adopted by the end of 2017 and ÉGALITÉ will work to ensure that it comes into effect in 2018;
- Following up on the negative reply on reimbursement of IVF costs, the ÉGALITÉ Committee will develop a new strategy on how to deal with this issue;
- Gather information about best practices in leading public administrations and private multinational companies. Participate in relevant workshops and conferences on diversity and inclusion at work;
- Look into the issue of non-recognition of LGBTI partnerships by the EU administration, reported by some members;
- Following the worrying number of cases of harassment and inappropriate behaviour by members of the staff, ÉGALITÉ will advocate for the introduction of sensitivity and unconscious bias training with the goal of reducing such behaviour toward all minorities and women. ÉGALITÉ will request that such trainings be obligatory for newcomers and management, and optional for other staff members;
- Following last year's success, ÉGALITÉ, in cooperation with the Representation of the European Commission in Belgium, Queer Stagiaires and Stand up For Europe, will organise the second participation at the Belgian Pride and work with the EU institutions on developing scenarios for having the EU represented at Pride events across the EU;
- Launch two support groups that will allow any interested Egalité members discuss with a member of the Egalité Committee their issues on the following topics:
 - Harassment at work and Coming out at work
 - Building a Family (Surrogacy, IVF, Adoption, Co-parenting, day-to-day Family issues)
- Work with EU institutions on having ÉGALITÉ and LGBTI rights mentioned to new staff at welcome-sessions;

Organisational issues

- expand the ÉGALITÉ Committee to include also representatives of EEAS, EIB and ECJ, at the same time strengthening its Luxembourg branch;
- Modernise the mailing system while respecting a high standard of privacy;
- Set up a “Help fund” for ÉGALITÉ members seeking to pursue the EU institutions at EU courts, as long as the concrete lawsuit is in line with ÉGALITÉ’s mission and goals and the ÉGALITÉ Committee sees value in supporting such a lawsuit. The criteria for access to this fund, as well as the level of possible financial support, will be made transparent to all members before the fund is launched;
- Financially support Queer Stagiaires' activities up to 200 € per year; a representative of Queer Stagiaires will be invited to join the ÉGALITÉ Committee as an equal member, with their mandate lasting until the end of their internship;

Social activities

- Organise networking drinks every other month throughout the year;
- Open ÉGALITÉ’s social networks to external suggestions for events from different LGTBI organisations in Brussels and Luxembourg, expanding the offer of social activities to our members and helping them integrate in their host cities;
- Open ÉGALITÉ’s social networks to our members who wish to organise drinks, picnics, walks, theatres visits etc...
- The ÉGALITÉ Committee will organise additional social events apart from the ones mentioned above;

Networking and Communication

- Maintain and strengthen cooperation with the EU institutions, notably the European Commission, European Parliament, ILGA Europe, European Parliament Intergroup on LGBT Rights, Brussels Gay Sports and other organisations;
- Establish relations with Trade Unions, Staff Committees and other staff associations in the EU institutions;
- Network with other non-EU institutions' LGBTI staff associations to draw support and inspiration for our work;
- Revise our communication strategy and strengthen our social media presence;
- Work on raising visibility of ÉGALITÉ on Institutions’ intranets;
- Work on raising our physical visibility in institutions.

Work programme adopted at ÉGALITÉ Committee's meeting on 29 November 2017.