



Inclusivity, Power and Change

LNOB Platform

Thursday 21 October 2021



Quick Background COC Nederland

- COC is the LGBTI organisation of the Netherlands, membership based, 20 local chapters
- History of a continuous process of inclusion and expanding representation
- Ongoing conversations from LGBTI to Sexual Orientation Gender Identity and Expression and Sex Characteristics (SOGIESC)
- Also attention for inclusion of LGBTI people with refugee status, people with disabilities, bicultural, people of color, young people, old people...
- Leading principle in our work 'Inside-Out'



International programs: shifting paradigm on decision making

- Leading principle 'Inside-Out'
- Shifting decision making from Amsterdam to the people involved
- More awareness about power, power relations and ingrained patterns of dealing with power
- Collaboration in 'Power of Pride' in an Alliance with Pan Africa ILGA (PAI) and ILGA Asia (membership based networks)
- In 22 focus countries + ILGA membership countries in Africa and Asia.
- Serious about making joint decisions
- Input from a Advisory Group of LGBTI activists in program development and now from an established International Advisory Committee (of LGBTI activists)
- International lobby & advocacy is a joint effort of PAI/ILGA/COC
- Aim to further strengthen L&A capacities of PAI and ILGA Asia



International programs: Participatory Grant Making

- Moving towards Participatory Grant Making
- On country level: movements in-country know their own context best, can assess risks, their safety and security, set priorities, agree on indicators and agree on a model of decision making on budget allocations and project selection
- COC facilitates the process and makes sure that less outspoken, more marginalized LGBTI-led groups and organisations have real influence and take part in decision making (eg. LBQ groups, rural LGBTI groups, intersex, transgender and non-binary initiatives)
- Accountability to each other, not just to COC/PAI/ILGA Asia or MFA
- Quite a ride. Learning as we go, reflecting and adjusting
- Different contexts: different PGM models and time lines
- Taking movement dynamics and conflicts into consideration
- Falling back into old patterns
- We don't need to get it right in one go, space to strengthen the participatory grant making models



Inclusion and diversity

- Are we doing everything we can to leave no one behind?
- For sure not... we are not there yet
- LGBTI people and organisations are themselves criminalized, marginalized, discriminated, violated and left behind
- Sometimes difficult to be asked about inclusion of others, if you are yourself just finding your voice and are getting recognized. Eg. intersex people, refugee LGBTI
- A lot of stigma and discrimination within the LGBTI communities
- At the same time, lot of solidarity within the LGBTI movements
- Also alliances built with other groups and social movements, joint strategy development and moral and technical support.



Inclusion and diversity: what are we doing

- Not speak for others (inside out)
- But be able to make sure that others are not marginalized and able to use their power
- We see and support conversations in movements about inclusion of other groups, LGBTI living with disabilities, doing sex work, using drugs, living in rural areas, young LGBTI, LGBTI that are migrants, indigenous LGBTI etc...
- Support for individual capacity development and self acceptance (also of those diverse people)
- Support for creation and strengthening of communities and informal groups, organisations and movements
- Conversations about democratization of organisations and inclusive movements



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