

**Epsilon Project Advisory Board  
3rd Meeting  
13/10/17  
16:00-18:00 GMT  
Via Skype**

Agenda Item	Who
<b>Welcome &amp; introductions</b>	All
• <b>Updates</b>	All
<b>Epsilon training for professionals and volunteers working with LGBTI refugees</b>	All
• Comments & Feedback on the draft modules	
AOB	All

**1. Attendees & Intro**

Rosa Heimer (Chairing the meeting / UK EpsiLon Project Coordinator)

Moira Dustin (part of SOGICA project /researcher)

Wouter Bolding (coordinator of a shelter for refugees in the NL / happy to be at the board, has to train volunteers in recognizing problems of LGBT community and welcoming);

Ahmed (Researcher at the university of Montreal);

Armin (Refugee from Iran / volunteer of asylum support / English language);

John Gray (organized seminars on queer migration / interested in the educational dimension of LGBT / worked for Queering ESOL / <http://queeringesol.wordpress.com>);

Maria Cantiello (Academic)

Armin gave a workshop at conference about Epsilon in cooperation with Movisie. Interactive workshop, asked for feedback. Shared own experience with Dutch immigration office.

**3. Feedback:**

John – focus on terminology is very important. Terminology is changing is not fixed. It is a minefield. Term non binary is increasingly being used. Do they match how asylum seekers and refugees see themselves? Cultural differences need to be acknowledged.

Maria – Make terminology more consistent, make meanings more coherent.

Moira – Module 1.7 – comment  
can contribute with proofing

Armin – Reiterate that Dutch officials ask about knowing LGBT organisations as a means of testing proving someone sexuality. Which should not be acceptable.

Wouter – module 3.3 – Suggestions below

Ahmed – Conference in December at UCL – LGBT asylum issues - <http://www.ucl.ac.uk/european-institute/projects/lgbtq-migration> / End of November event in Brussels organized by ILGA - <https://www.ilga-europe.org/resources/news/latest-news/seminar-lgbti-asylum-and-roundtable-public-authorities> . Raised the point of terminology and asked what version we would be using.

Armin - LGBT Refugees barrier to the labour market / housing

Ahmed – Raised the point of terminology and asked what version we would be used of acronym. Rosa says this will yet be discussed and defined but as suggested the most appropriate one seemed to be LGBTIQ+

**Actions for the future:**

Once training modules are finalized share again with Advisory board. John and Moira offered to proof read the English to ensure consistency.

MODULE	TOPIC	Comments
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<b>Module 1 – Being LGBTI</b>	1.1. Sex, gender, Sexual orientation, sexual identity and gender identity: what are they, how do they differ and how do they inter-connect with each other (CY)	
	1.2 LGBTIQA: terminology and definition (CY)	Ensure to be consistent with terminology. Use terms commonly used in Anglo-Saxon contexts if training being delivered in English
	1.3 Trans-identities and gender non-conforming persons (GR)	Ensure to include currently used terms such as non binary
	1.4 Differences between LGBTIQA identities and LGBTIQA behaviors (MSM and FSM) in a cross-cultural perspective (IT)	
	1.5 LGBTIQA rights in [country] // <u>country specific</u>	
<b>Module 2 – LGBTI asylum seekers and refugees</b>	2.1 LGBTIphobia and discrimination towards LGBTIQAs: why LGBTIQAs might need international protection? (CY)	
	2.2 SOGI-claims for asylum seekers in [country] : basics of the procedure // <u>country specific –</u>	
	2.3 Bi-sexual, intersexual and asexual asylum seekers: impact on SOGI claims of not being LGT (IT)	
	2.4 Sex workers and international protection: overcoming the stigma (IT)	
	2.5 Support system for LGBTIQA asylum seekers in [country] // <u>country specific</u>	
	2.6 How to talk about LGBTIQA-related issues with people from different cultural backgrounds (UK)	

	<p>2.7 International good practices on how to reach, support and protect LGBTI asylum seekers in shelters (with a special focus on transgender)</p> <p>(GR)</p>	
	<p>2.8 How to pose questions on sexual preference and gender identity without crossing other people's boundaries (according to the UNHCR guidelines)</p> <p>(UK)</p>	<p>Moira / Question on do's and don'ts card on whether to ask if a person knows LGBT places could be made more explicit the reason why it may be helpful to explore that.</p>
<p><b>Module 3 – LGBTIQ inclusive environment for migrants, asylum seekers and refugees</b></p>	<p>3.1 How to promote inclusive environments for migrants in LGBTIQ organizations</p> <p>(NL)</p>	
	<p>3.2 How to recognise homophobia and racism among colleagues and how to challenge it</p> <p>(NL)</p>	
	<p>3.3 How to increase the acceptance of LGBTIQAs among newcomers</p> <p>(NL)</p>	<p>Wouter- Not start from the perspective of the individuals but from the context back in their country. "How they would feel if their freedom or equalities were curtailed" and then slowly going into the specific issues of LGBT people in their country. Making it relatable. How would it feel if it happened to you? Reasons why they fled. His experience is that the perspective of the newcomer experience is a good way of starting from to gain the empathy first.</p> <p>Armin – Such work is not being done to increase awareness among other refugees / John reiterates the point and the importance.</p> <p>Double problem of isolation of LGBT refugees in wider host country society and their own</p>

		community  Francesca Stella work / recommended to look at it by John who will share with us
	3.4 How to deal with personal boundaries (for example in professional/volunteer – LGBTIQA refugee relations)  (GR)	
	3.5 How to engage/promote bicultural LGBTIQA-friendly people and bicultural LGBTIQAs people (including 2 <sup>nd</sup> generations) in NGOs // case studies (one per country)	
	3.6 How to work with migrant associations / communities on LGBTIQA-related topics // case studies (one per country)	