



## **LGBTI+ Gozo Action Plan 2022 - 2026**

Written based on data collected - LGBTI+ Gozo Research Survey - December 2021.  
Presented at the Annual General Meeting - 12th February 2022.

## Foreword

The second iteration of LGBTI+ Gozo Action Plan will present a blueprint of objectives that the organisation will commit to achieve by the end of 2026. This 32 point document reflects on the realities and conversations held across the 6 year tenure of the organisation and is supported by data collected in December 2021, where LGBTI+ Gozo interviewed, through a structured quantitative interview, 69 - LGBTI+ individuals (Mix of Gozitans and Maltese/Expats living in Gozo).

These real life experiences are a testament of growth that the LGBTI+ community in Gozo have experienced throughout the last few years, and bare the organisation with heightened responsibility to engage in meaningful connections and a more open community in Gozo.

The Action Plan presented, focuses on a cross section of events, projects and initiatives that the organisation will engage in throughout the next four (4) years, with four major themes being Community, Education, Services and Policy. Additionally, a number of action points are an indication of the organisation's growth, with particular focus not only on the matter of sexuality or gender but other identities that shape our diverse community.

Lastly, this action plan will see the organisation into 2026, with monumental celebrations to be held throughout this 4 year period, principally the organisation of a weekend long Pride in Gozo in 2023 and subsequent years. The organisation also will celebrate its 10 year anniversary in 2025.

We look forward to these historic moments and continuing the work being done to achieve this action while fostering strategic partnerships with relevant authorities now and in the future.

## Community

LGBTI+ Gozo recognises the importances of a strong resilient community, that through thick and thin can support each other with the mantra 'All for One, One for All'. Experiences such as COVID-19 have taught us that the need for a strong community is not to be underestimated. Based on this, are the following points:

1. A number of social events such as movie nights, games night, walks and others will be organised within a safe space
2. LGBTI+ Gozo will create a 'Peer to Peer' mentoring support system that works through connecting members of the organisation
3. The organisation will focus on engaging with more expats and foreign based nationals in Gozo
4. As an assurance to the value of being a member of the organisation, LGBTI+ Gozo will offer a membership card with discounts and offers from a number of regional local businesses
5. LGBTI+ Gozo will continue its working relationship with international queer organisations whilst working on improving its communication channel with new organisations, in order to enhance skills to its volunteers and further contribute to networking
6. The organisation will connect with rural based LGBTI organisations across Europe to share practises, resources and reflect on common experiences
7. LGBTI+ Gozo commits to organise Pride in Gozo on an annual basis, with weekend-based activities in Gozo in celebration of Euro Pride 2023 with community discussion, creative exhibitions, workshops and social events
8. LGBTI+ Gozo will organise and commemorate a celebration towards its 10-year anniversary in 2025

9. As a reflection of the global network, the organisation will continue to participate in a number of international projects

## Education

A knowledge based community is a strong community. Furthermore members from the Gozitan LGBT community expressed the need for a comprehensive approach to educate key stakeholders in society. This will support the organisation's message of inclusion, diversity and belonging in society and will equip individuals with fact-based information on current realities.

10. LGBTI+ Gozo will continue to organise the seminar 'Better Together' targeting educators, community leaders and service providers on the island of Gozo. The aim is to understand and explore the topic of sexuality and its relationship with several intersectionalities

11. The organisation will implement a creative exhibition through the writing of a number of literary works from its own members

12. In order to enhance volunteering skills to our younger generation, the yearly Activist Academy will be organised to equip them with knowledge, soft skills and understanding

13. LGBTI+ Gozo will collaborate with content creators towards an online campaign to further educate our younger generation on various topics

14. LGBTI+ Gozo commits to organise the yearly public open day *LOVE is LOVE* in celebration of the different facets of romantic relationships for Valentine's Day

15. The organisation will enhance further discussion with religious institutions in Gozo and ensure to organise periodic meetings to facilitate such discussion aiming to build a relationship between members of these communities

16. LGBTI+ Gozo will facilitate and participate in regional or national interfaith dialogue events

17. LGBTI+ Gozo will connect with local regional services both in the private and public sector in order to offer training about inclusive policies and practises at the workplace

18. LGBTI+ Gozo will work on further representing LGBT identities through projects and campaigns to normalise and validate these identities in Gozo

19. LGBTI+ Gozo will work on engaging members from its community in self-growth spaces to connect with all parts of their identities and have a space to reflect and grow

## Services

Access to equal services on the island of Gozo is a key mission of the organisation. In the past few years the organisation successfully lobbied for the opening of GU Clinic in Gozo, access to HIV medication in Gozo and other services. This success is because of the initiatives of the organisation and the understanding of the regional needs of Gozitans. Keeping these regional needs in mind, the following points are being put forward:

20. LGBTI+ Gozo will continue to oversee and periodically report on current services being offered in Gozo, especially the GU clinic, HIV medication accessibility and the facilitation and usage of Qawsalla Hub in Gozo

21. LGBTI+ Gozo will continue to provide psychosocial services, and connect with already established services to enhance the network of collaboration that is already in place

22. To foster belonging and a sense of community the monthly LGBTI+ youth group will be renewed

23. Continuing to recruit a comprehensive network of queer friendly professionals that offer services in Gozo to be added to the directory

24. LGBTI+ Gozo will collaborate with local LGBTI organisations to create a network of families of LGBTI individuals, that can support each other through periodic meetups

25. Organise trainings and workshop tackling inclusive practices to Queer-Friendly Professionals and community leaders on a periodic basis to make sure that they adhere to the name *Queer-Friendly Professionals*

26. As part of the constant fight towards equal access to services, LGBTI+ Gozo will review the current Trans realities in accessing Trans Health Care on the island and commit to tackle the current struggles and limitations faced

27. LGBTI+ Gozo will work towards the possibility of recruiting a full time employee

## Policy

Diversity does not hinder us but it makes us strong; such a statement is the cornerstone of the organisation's work. It is this that enables LGBTI+ Gozo to recognise the importance of a sustainable policy structure, that represents everyone irrelevant of their identities. Additionally, the access to services is to be complimented with a strong vocal lobby. Therefore the current points are being presented:

28. LGBTI+ Gozo will continue to advocate for the access of scientifically updated HIV medication as part of the Pharmacy of Your Choice Scheme

29. The organisation will engage in the national conversation about sex work in Malta, once it takes place. The organisation will focus on the regional realities of Gozo to be a voice for these realities

30. The organisaiton will continue to activley participate in the National Sexual Health Strategy for Malta

31. LGBTI+ Gozo will seek to foster further collaboration with local organisations that work across different identities in Gozo

32. LGBTI+ Gozo will engage in policy discussion organised on a regional and national level through various avenues for further equity within the Gozitan society