

WE PROJECT

PROMOTING WORK-BASED EQUALITY FOR LGBT+Q+ YOUTH

Dear Readers,

It has been four exciting months since the WE Project was launched in October 2020! Ever since, we have been working steadily towards our goal of promoting work-based equality for LGBT+Q+ youth.

It is from '**work-based equality**' that the acronym '**WE**' stems in case you have been wondering, and it also adds a sense of togetherness that we want to bring to work environments!

We have had kick-off meetings, the ethics for our study was approved, social media channels have been started, international legal frameworks have been reviewed, best practice examples have been considered, youth and stakeholder interviews and focus groups have been successfully taking place in our member countries, and a graphic designer has been engaged to assist us in the delivery of our work to the wider public.

The following sections provide more detail to our activities, **so do read on!**

ETHICS

Ethical approval is standard practice to seek before research on subjects involving human interventions are to be carried out. The Ethics committees want to see details of how researchers plan to carry out their data collections, and to verify if data and privacy protections as well as follow-up interventions if necessary are in place according to the principles of the declaration of Helsinki.

Our research protocol involving interviews and surveys on a vulnerable population group was thoroughly reviewed and accepted in October, hence enabling us to move forward.



CONSORTIUM MEETINGS



Kick off meeting

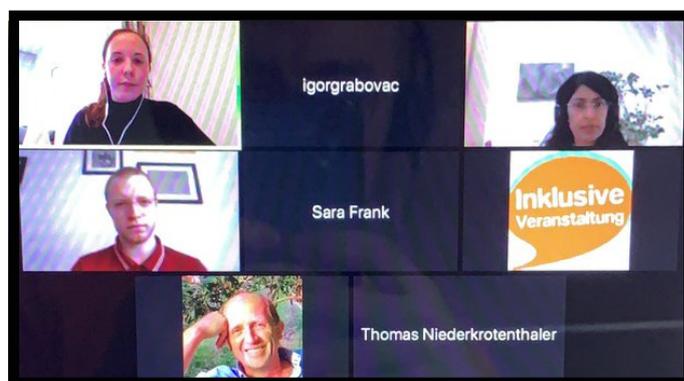
The meeting gave us the opportunity to establish our roles within the consortium, to map out and agree on responsibilities, output and deadlines, and to start advertising WE with a common vision.

Our next meeting will be held on **11.03.2021**, and will be hosted by JAZAS. Unfortunately it will also be online.

So we will have to savour the real Serbian atmosphere and hospitality at some later date.

Our kick-off meetings were held on **08.10.2020** and **09.10.2020** online.

Medical University of Vienna were the organisers and had planned to have a two-day Kickoff conference in Vienna but had to cancel that attempt, as the wave of SARS-CoV2 compelled us into lockdowns and travel restrictions. Nevertheless, it was great to see one another virtually – some of us met for the first time.



Radhika (MUW) and Lovro (SORA) leading a workshop on LGBTIQ youth health and well-being during the annual symposium of the Austrian Public Health Association.

REVIEW OF LEGAL FRAMEWORKS

This work package was solely managed by Comenius University Bratislava, our partners from Slovakia, and involved reviewing the legal structures that are actually in place with regards to the rights of LGBT+Q+ individuals in the EU, as well as in our Consortium member countries.

Overall, it was established that there still is a need to develop specific legal mechanisms for LGBTI+ people especially in the light of gender rights and the rights of intersex people. This review was successfully delivered to the EC in January 2021.

This will also be available online through the EC but also on our project website later on.

BEST PRACTICE EXAMPLES

A total of 22 best practice examples have been collected from our consortium member countries and analysed, in order to guide the development of training materials as well as to be part of the toolkit that will be developed by Polibenestar Institute.

These examples will help to foster equality for young LGBTI people entering the labour market through increasing the knowledge of non-discrimination principles for employers and the workers themselves, with the ultimate aim of promoting acceptance, diversity and tolerance.

A report of this analysis was also successfully delivered to the EC.

A best practice toolkit will follow in due course. Look for the report online once it gets approved by the EC.

DISSEMINATION STRATEGY

The SORA Institute (Austria) is responsible for the dissemination of our project vision, goals, and strategy. They have diligently made several social media outlets:



<https://twitter.com/weprojecteu>



<https://www.instagram.com/weprojecteu/>



<https://www.facebook.com/WEProjectEurope>



<https://www.researchgate.net/project/WE-Project-Promoting-Work-Based-Equality-for-LGBT-Q-Youth>



<https://www.linkedin.com/company/we-project-eu/>



<http://www.tiktok.com/@weprojecteu>

Using these we have been disseminating information on our project to target groups, stating conversations and bringing our project closer to our communities. Furthermore, leaflets and press releases have been created and sent out to stakeholders and youth target groups, inviting them to participate and contribute to our project.

A website will also be created with the help of Forum For Freedom in Education, our Croatian partner, in order to showcase information on our project and disseminate news about our project activities and achievements.

More information on this will follow in due course. Our dissemination report was also delivered successfully to the EC.

Also in November the team from the MUW and SORA organised a workshop on “Health and Well-being of LGBTIQ Youth” within the national symposium of the Austrian Public Health Association. Within this workshop, together with other experts, they presented an overview of the WE-Project and discussed some of the planned activities.

Please subscribe to our newsletter to receive the newest information on the WE-project: <http://eepurl.com/hkEQwr>



QUALITATIVE AND QUANTITATIVE RESEARCH



YOUTH AND STAKEHOLDER INTERVIEWS AND FOCUS GROUPS

As of end of January 2021, around **49 individual youth interviews**, **two focus groups with 6 LGBT+ youth participants**, and **six focus groups with more than 29 stakeholders** involved with professional interactions with young LGBT+ were done in all the member countries, with some having more success in numbers than others. Some interviews are still taking place as this paragraph is being written.



QUESTIONNAIRE SURVEY

There are varying numbers of respondents to our survey, with **Spain** in the lead, followed by the **UK, Croatia, Austria, Serbia** and **Slovakia**. More than 400 respondents altogether have completed the survey so far.

GRAPHIC DESIGNER

In order to enhance the professional tone of our future deliverables, Julia Monedero has joined our team to help us in the graphic design of our deliverables, newsletters, web platform and toolkit.

**WE HOPE YOU ENJOYED OUR FIRST
NEWSLETTER!**

**DO STAY TUNED FOR OUR NEXT ONE, WHICH
SHOULD BE OUT IN MAY WITH EVEN MORE
EXCITING INFORMATION.**

BEST REGARDS

YOUR WE PROJECT TEAM