



Canada 

Babaylanes EQUALITY FELLOWSHIP

Curriculum

Strengthening the governance participation
of young and emerging LGBTQI advocates
through a continuing learning program

Description of the Project

There is increasing and persistent misinformation about and continuous decline of the valuation of human rights in the Philippines. With this national context and the limited successes in having LGBTQI-responsive policies and legislation, there is a need to expand and sustain the LGBTQI advocacy community both at the local and the national levels of governance. This project aims to address these concerns by developing and empowering a larger pool of advocates from young and emerging LGBTQI leaders.

Many young LGBTQI student leaders develop their activism and advocacy skills while they are in university and while they belong to LGBTQI student organizations, some of which have received mentorship and support from Babaylanes. However, the disruption of the physical learning modalities made it harder for LGBTQI student leaders to organize. Additionally, as we learned from the graduates of the LGBTQI Students Network, many of them lose their platform in advocacy when they leave their universities. There are very limited opportunities for them to take part in the larger LGBTQI movement, without affiliation with a more established LGBTQI organization. On the other hand, many of these older CSOs are not able to tap new advocates who will sustain their work in the movement.

The Babaylanes Equality Fellowship (BEF) aims to not only capacitate young and emerging LGBTQI advocates, but also contribute to the sustainability of LGBTQI organizations which are instrumental to the active participation of more diverse LGBTQI voices in leadership and good governance.

Training Design

Under the program, the fellows will undergo eight Discourse & Discussion (D&D) sessions, four Hangout sessions, five Field Visits, focus group discussions (FGD), implementation of their batch project, and virtual graduation.



Discourse & Discussion Sessions

Over a period of six months, eight sessions will be conducted on different topics pertinent to the LGBTQI Rights advocacy. These sessions will be in a "Discourse and Discussion" (D&D) format. A pre-recorded lecture video on an advocacy discourse will be uploaded on a Monday which will be followed by an online forum with guide questions from the organizers. Then, at the end of the week, on a Saturday, a live synchronous interactive discussion session will be conducted with the resource person.

Hangouts

Hangouts will be held where participants and mentors can talk about special topics in a more conversational format. Some participants will also be given the opportunity to lead peer mentoring sessions.

Field Visits

The participants will virtually visit the offices of several LGBTQI organizations working in the advocacy. This will be their opportunity to be acquainted with the work that the organizations are doing. As such, we have chosen five organizations working on different areas to immerse the participants into the different facets of our advocacy and connect them with the larger LGBTQI network.

The organizations the participants will visit are:

1. **Babaylanes, Inc.** - Youth Organizing/Education
2. **LAGABLAB LGBT Network** - Lobbying
3. **Rainbow Rights** - Legal Protections
4. **Galang Philippines** - Community Organizing
5. **TLF Share Collective** - LGBTQI Health

Batch Projects

The participants will be grouped according to the industry they are currently working in. One group will be for the public sector and the other group will be for the private sector. The goal of these batch projects is for the participants to influence policy change/s in the sector they belong to. Throughout the implementation, students may seek consultation and mentoring from the organizers, training consultants, and resource speakers. After the implementation, the batch will conduct an assessment of the project.

Virtual Graduation

A one-day online graduation and culmination activity will be held to recognize the hard work and passion of the participants throughout their BEF journey. This will also serve as their celebration for finishing the whole curriculum and for implementing LGBTQI-inclusive policies in the sector they belong to. All the resource persons will be invited to impart final mentoring on the LGBTQI advocacy work.

Tentative Schedule of Activities

DATE	SESSION	DESCRIPTION
Discourse: March 7, 2022 Discussion: March 12, 2022	Session 1: Leadership and Advocacy	This session will highlight and harness leadership skills, and capacities that are anchored in the advocacy.
Discourse: March 14, 2022 Discussion: March 19, 2022	Session 2: Effective Advocacy Communication	This session will go over the qualities of effective communication that advocates should always be mindful of.

DATE	SESSION	DESCRIPTION
April 9, 2022	Hangout 1	
<p>Discourse: April 18, 2022</p> <p>Discussion: April 23, 2022</p>	<p>Session 3: Gender, Sexuality, & Feminism</p>	<p>This session will discuss frameworks on gender and sexuality and how they can be applied with the feminist approach.</p>
<p>Discourse: May 2, 2022</p> <p>Discussion: May 7, 2022</p>	<p>Session 4: Human Rights Advocacy</p>	<p>This session will discuss the principles and nuances of human rights and how it, as a framework, is used in LGBTQI advocacy and social justice.</p>
May 21, 2022	Hangout 2	
<p>Discourse: June 6, 2022</p> <p>Discussion: June 11, 2022</p>	<p>Session 5: LGBTQI Issues and Protection</p>	<p>This session surfaces the different SOGIESC-based issues and corresponding legal protections advocates can consider.</p>
<p>Discourse: June 20, 2022</p> <p>Discussion: June 25, 2022</p>	<p>Session 6: Project Management</p>	<p>This session provides a guiding framework for efficient and accountable project management with specific attention to the realities of LGBTQI advocacy.</p>
July 9, 2022	Hangout 3	
<p>Discourse: July 18, 2022</p> <p>Discussion: July 23, 2022</p>	<p>Session 7: Community Organizing</p>	<p>This session also provides a guiding framework for a grounded, responsive, and ethical way of organizing LGBTQI communities.</p>

DATE	SESSION	DESCRIPTION
Discourse: August 1, 2022 Discussion: August 6, 2022	Session 8: Lobbying	This session discusses the strategies deployed by advocates when engaged in lobbying.
August 13, 2022	Hangout 4	
August - December 2022	Implementation of the Batch Projects	
September - November 2022	Field Visits	
January 2023	Graduation and Culmination Activity	

*Dates indicated are subject to change depending on the availability of the mentors. Final schedule will be developed before the start of the courses.

**Hangouts will be conducted in an informal and conversational format where participants and mentors can talk about special topics not covered in the D&D sessions. The participants can choose the topics and they will also be given the opportunity to lead peer mentoring sessions. The current suggested topics for these Hangouts are:

1. SOGIESC Training of Trainers
2. Philippine LGBTQI History
3. Social Media Branding
4. Batch Project Planning

Graduation Requirements

Please note that fellows need to attend *at least*:

- **6** out of 8 D&D sessions
- **2** out of 4 Hangouts
- **3** out of 5 Field Visits

Additionally, batch projects will only be considered *accomplished* once the implementing fellows receive a signed Certificate of Completion endorsed by the Project Officer and approved by the Babaylanes Executive Director.

To be eligible for graduation, fellows need to attend the minimum number of required sessions and acquire the signed batch project Certificate of Completion.

Babaylanes, Inc.
Quezon City, Philippines

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