



## Political Leadership Academy for Sexual Minorities in India

### Call for Participants

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*Bengaluru – India, January – September 2017*

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#### 1. Introduction and goals

Solidarity Foundation (Solidarity) and the Gay & Lesbian Victory Institute (Victory) are looking for participants for the LGBTIQ Political Leadership Academy in India, from Karnataka, Telangana and Andhra Pradesh, that will be held in Bengaluru from January to September 2017. The trainings are scheduled over four sessions, held in Bengaluru from January to July 2017. You can submit your application clicking [here](#). The deadline to apply is 22/01/2017.

The **goal of the Political Leadership Academy** is to provide the necessary tools for sexual minorities/LGBTIQ (lesbian, gay, bisexual, trans, intersex and queer) individuals that want to participate in the democratic processes, understand social and political systems, and attain public office, to advance towards equality. The training will provide comprehensive non-partisan training for future community leaders and supporters.

There will be **four** three day sessions. These will comprise of theoretical sessions, group work, and workshops; participants will acquire the necessary skills and strategies to become an effective leader able to represent and work for their communities within the democratic frame. Sessions will be conducted in Kannada, Telugu and/or English. Translation will be provided.

Solidarity Foundation is an India based foundation, set up to provide support to sex workers and sexual minorities by offering fellowships and grants. Solidarity Foundation serves as a bridge between resources, ideas and knowledge. Solidarity works on the frontline of social change.

The Gay & Lesbian Victory Institute is a U.S. non-governmental organization whose mission is to increase the number of lesbian, gay, bisexual and trans people in public office and provide services and support to help their success.

#### 2. Do we need a LGBTIQ Political Leadership Academy in India?

The topic of sexuality and gender identity and expression remains largely taboo in the public sphere in India, in fact the Indian democratic institutions are at times openly hostile towards equality for sexual



minorities/LGBTIQ people. In order to advance towards equality and help to reduce violence, it is essential to strengthen the capacities of LGBTIQ leaders so that they are best prepared to participate in the democratic process, claim their rights and hold public office positions, bringing their voices to the table.

Strengthening the leadership skills of sexual minorities/LGBTIQ people will facilitate a more fruitful dialogue with political institutions. More politically prepared leaders from the communities will help to position LGBTIQ equality on the country's agenda and more effectively address the violence affecting this population, both from civil society and from within the other institutions. At the same time, openly LGBTIQ leaders produce a double educational effect on the population - they are a tool of awareness within state institutions, enabling other public officials to put a face to the LGBTIQ reality, and they also provide positive role models for LGBTIQ people.

### 3. Target Audience and Selection Process

Solidarity and Victory are looking for 30 LGBTIQ over the age of eighteen living in India, especially Karnataka, Andhra Pradesh, and Telangana, preferably with the following profile:

- Member of the sexual minorities/LGBTIQ population.
- Expressed interest and commitment to participating in the democratic process.
- Commitment to advocacy for equality for sexual minorities/LGBTIQ and other under-represented groups with political authorities and political parties.
- Demonstrate maturity, communication skills, willingness to learn, positive attitude, and appreciation for diversity.
- Committed to participate in all the activities organized by the Academy.

The convening organizations have a clear commitment to diversity. We encourage lesbian and bisexual women, transgender people; intersex people; linguistic, ethnic and religious minorities; Dalits; people living with HIV; people with disabilities; and other underrepresented groups within the LGBTIQ population to apply.

#### SELECTION PROCESS

Solidarity and Victory staff will make the selection of participants, together with other experts from the region and collaborating organizations.

The application process contains two parts: a written application form and a personal interview for those shortlisted.

The selection will take into account geographical diversity, gender, age, and other personal and social characteristics in order to achieve the most diverse group possible.



#### 4. Application, deadline and scholarships

Applications will be open until 22/01/2017 or until all the places are filled.

The application must be completed in English, Kannada or Telugu,

Solidarity and Victory will provide scholarships to attend the training, that would include:

- Training.
- Materials.
- Transportation to the training (for those who do not live in Bangalore).
- Accommodation.
- Meals.

#### 5. Information

If you need more information write to us at [International@victoryinstitute.org](mailto:International@victoryinstitute.org).

#### 6. Curriculum and Methodology

The training consists of four modules, each module three days.

These trainings will apply classroom teaching and adult learning based participatory methods strategies mixed with interactive modules, and subsequent monitoring and support for participants. Each session will have a central theme, with Indian consultants as trainers. In some sessions there will be interventions by other experts who complement the expertise of the consulting team. Those attending the Academy will be divided into groups and each night and will complete a number of tasks as a team.

##### Module 1 – LGBTIQ Leaders as Change-Makers

- Dates: 10, 11, 12 March 2017
- Objective: Reinforcing the self-confidence of LGBTI leaders who are considering participating in the democratic process and gaining a deepened intersectional knowledge of the needs of the LGBTIQ people in India.
- Sections:
  - A. LGBTI Political Leadership.

Topics:

- Reasons to participate in the political process and obstacles to overcome as an openly LGBTIQ leader (including lessons learned from women and dalit's groups).
  - Managing intersecting identities: LGBTI Leaders: representing the LGBTI population and the whole community.
  - Breaking through: successful LGBTIQ political leaders.
  - Learning how to navigate political parties as an LGBTIQ leader.
- B. Knowing the needs of the LGBTIQ population in India.

Topics:

- Learning about the priorities of each group within the LGBTIQ family.
- Laws and policies that effect LGBTIQ people in India
- Caste, Gender Class and LGBTIQ: Intersectionalities of discrimination
- Winning allies' minds: Using data to offer solid arguments for equality.
- Winning allies' hearts: Using values' language.

## Module 2 – Indian Political System and Human Rights Mechanisms

- Dates: 5, 6, 7 May 2017
- Objective: Understanding the political system and the mechanisms to protect human rights in India and how to use them to advance equality.
- Sections:

- A. Political System in India

Topics:

- Introduction to democracy
- Key components for an effective democracy.
- Indian political structures and electoral processes.
- Local level governments: structure, functioning, and opportunities to participate and run for office.
- Developing public policies
- Examples of civil rights advancements through the Indian political system.
- Political parties: how to break through.

- B. Human rights protection mechanisms

Topics:

- National and international human rights framework
- Current legal and institutional framework to promote and advance equality for LGBTIQ people.



- LGBTIQ rights within the overall human rights framework. Module 3 – Communication and Interpersonal Skills
- Specific cases of human rights violations

### Module 3: Advocacy, Communication, and Messaging.

- Dates: 28, 29, 30 July 2017
- Objective: Developing key communication and social skills for political leadership.
- Sections:
  - A. Public Speaking
    - Topics:
      - Public speaking techniques.
      - Body language and appearance.
      - Debate techniques.
      - Journalistic interviews.
  - B. Social Skills
    - Topics:
      - Conflict resolution.
      - The art of meetings.
      - Building coalitions with other groups.

### Module 4 –Electoral Campaign Techniques

- Dates: 18, 19, 20 September 2017
- Objective: provide the tools and skills necessary to carry out a successful electoral campaign.
- Sections:
  - Topics:
    - Creating and maintaining a campaign plan
    - Building the campaign message
    - Voter contact techniques
    - Campaign financing
    - Public image
    - Campaign staff and volunteers
    - Building alliances