

RAINBOW CITIES Network

One pagers on local LGBT policies



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One pagers on local LGBT policies, per municipality, in alphabetical order

On the occasion of 3rd annual meeting of the Network
19-20 November 2015, Geneva, Switzerland

All over Europe, attention for LGBT citizens is increasing. Since discrimination against LGBT people often takes place in their direct surroundings, municipal and regional authorities have, in coordination with other levels of government, an important and specific task when combating discrimination against LGBT people. Combating discrimination against LGBT people is rarely explicitly dealt with by most local administrations. These Rainbow Cities are the exception to this; they consider it their task to protect and support their LGBT citizens.

Exchange of good practices, interventions and initiatives between these cities is an important way to increase the impact of local approaches and to spend budgets effectively. With the developments in European cities regarding sexual diversity and gender identity, exchange between cities from different countries seems only logical.

The Rainbow Cities Network is a network in motion. Political shifts in the local government can mean an increased attention for LGBT citizens, but it can also have the opposite effect. New members joined, while other members decided to prioritise differently. The Network remains an interactive, inspiring place to discuss, exchange and work together on increasing social inclusion and equality for all.

The aim of the network is threefold:

1. Exchange experiences among policy makers from European cities on mainstreaming LGBT in local policies.
2. Exchange of local good practices with regard to sexual orientation and gender identity.
3. Link up with (developments in) international networks and organisations.

Members of the network contribute to the annual meetings by delivering a so-called one pager, in which the progress of their local LGBT policies and initiatives is summarised. These one pagers are the basis for reflection and exchange on certain themes. This document contains the one pagers of almost all current Rainbow Cities.

The European Rainbow Cities Network currently has 22 members: Amsterdam, Berlin, Bergen, Brighton & Hove, Cologne, Dumfries and Galloway, Geneva, Ghent, Hamburg, Hannover, Ljubljana, Madrid, Mannheim, Mexico City, Munich, Nijmegen, Rotterdam, The Hague, Turin, Utrecht, Vienna and Zürich.

These cities all signed the Rainbow Cities Memorandum of Understanding, committing to the goals and activities of the Network. The MoU can be found in this document. Representatives of the members cities meet once a year, each time hosted by a different European city. The temporary coordinator is Ms Juul van Hoof, program manager LGBT issues at Movisie, Netherlands centre for social development.

In case of any questions regarding the Network or for details on the membership procedure, please contact the coordinator via j.vanhoof@movisie.nl.

Memorandum of Understanding Rainbow Cities Network

The Rainbow Cities agree:

Local governments have responsibilities in a wide range of policy areas and provide services to all their citizens. They make sure that all citizens are treated equally and have equal access to services provided by the local administration. Furthermore, they are responsible for creating an environment that is defined by respect for diversity and inclusion. Within mainstreaming diversity, implementation of local LGBT(I) policies is an important element.

The Rainbow Cities Network as a means to strengthen local LGBT(I) policies

Local governments are becoming more committed to establishing LGBT(I) Policies to promote safety, equality, self-determination, empowerment and social inclusion within their cities and beyond.

The participating local governments within the Rainbow Cities Network share a commitment to ensuring that LGBT(I) people are fully included without facing any form of discrimination or violence in the city. Therefore, Rainbow Cities commit themselves to playing an active part in this. In order to do so they join forces and form the Rainbow Cities Network.

The main objectives of the Network are:

- Promoting the inclusion of LGBT(I) people and increase visibility of LGBT(I) issues.
- Sharing experiences, expertise, materials, good practices and challenges.
- Exploring possible common actions on special days, events or occasions.
- Developing projects / collaboration between two or more cities.

Every Rainbow City commits itself to:

- Executing and enhancing an active LGBT(I) policy or mainstreaming LGBT(I) issues within the general local policies.
- Designating one or two representative(s) of the municipal administration in charge of LGBT(I) issues to participate in the Network. This representative will participate at the annual meeting and actively contribute to the exchange within the Network.
- Contributing to the exchange within the Network by annually drawing up an overview of their actions with regard to LGBT(I) policies in the provided template. This one pager will become publicly available via the Rainbow Cities Network website.

Signed and agreed upon by

Title:

Representing:

Acknowledgement:

The Rainbow Cities Network (RCN) appreciates the efforts and support of the Dutch Government as well as the City of Amsterdam for bringing together different cities with an active LGBT(I) policy and for encouraging the creation of a network.

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Municipality of Amsterdam – The Netherlands



Policy

Freedom is one of the keywords applicable to the city of Amsterdam. For centuries, Amsterdam has been a safe haven for anybody persecuted for their religion, ideas or lifestyle. Its liberal values ensure a safe and comfortable place for all people, no matter what their gender is, or the colour of their skin, or their sexual orientation. The new LGBTI policy of the city of Amsterdam 2015-2018 prioritises and ensures LGBTI attention in the fields of safety and anti-discrimination, education, youth, diversity, health, care, sports, work & economy, arts & culture and international exchange on good practices for the years to come. The new policy is to be adopted by the city council in December 2015.

Goal

More social acceptance of LGBTI's. This means that the living environment is safe, that attention for LGBTI is structurally embedded within the policies of organisations and that LGBTI's are visible and empowered. Amsterdam likes to make the step from tolerance to acceptance.

For how long has there been a specific LGBT emancipation policy?

Since 1982

Key focus areas (short term and long term)

- Promoting a safe living environment for LGBTI in the street and neighbourhood.
- Promoting a safe and tolerant school climate with high LGBTI acceptance.
- Acceptance of sexual diversity for youngsters as part of an inclusive youth community.
- Promoting a tolerant living environment within all LGBTI groups irrespective of cultural background.
- Improving access to care & welfare facilities.
- Promoting a safe sport climate, inclusive for LGBTI's.
- LGBTI friendly events and business climate.
- Permanent visibility of LGBTI's within art & culture.
- Exchanging international good practices and prioritising LGBTI within local human rights agenda.

Municipal sectors/services involved

All sectors and services are involved.

Collaboration with social and/or health-care and welfare organisations

Youth Work, Health care facilities, Welfare Services, MDRA (Discrimination Complaints Office), primary and secondary schools, sport organisations, Pink in Blue (LGBT police network), Community-based migrant organisations, Volunteer Centres, Public Libraries, Women's Platform, Diversity Advisory Council, Amsterdam Marketing. NB: where ever possible in collaboration with city districts.

Collaboration with interest groups

LGBTI general interest groups COC Amsterdam and COC Netherlands, International Gay and Lesbian Archive (IHLIA), LGBT Sport organisations (GUTS, JBF), Lesbian organisation Lets Be Open, migrant LGBT organisations, senior LGBT organisations, Transgender organisations, Amsterdam Gay Pride (organisers of Gay Pride), LGBT employee networks (Work Place Pride organisation).

Other collaboration partners

Companies, municipalities (national and international), ministries and research institutes.

Which parties will implement the policy?

Municipality of Amsterdam, city districts and all other collaboration partners.

Contact person at the municipality

Mr Raoul Galarraga (r.galarraga@amsterdam.nl)

Local LGBT policy on municipal site

<https://www.amsterdam.nl/gemeente/organisatie/sociaal/onderwijs-jeugd-zorg/diversiteit/roze-agenda-2015/>

Municipality of Bergen – Norway



BERGEN KOMMUNE

Policy

Action plan against the discrimination of the Lesbian, Gay, Bisexual and Transgender (LGBT) 2012-2015 was approved by the City Council 30th of January 2012. We are starting the work to have new plan to be approved by the City Council in 2016.

Goal

The LGBT-population should be met by municipal service providers with respect and knowledge of their situation.

How long has there been a specific LGBT emancipation policy?

Since 2007

Key focus areas

- Information and visibility of LGBT emancipation in secondary schools.
- Being an inclusive employer of LGBT staff. In 2015 the city has been offering LGBT-awareness courses to municipal staff in different departments.
- Information about LGBT legal status in Norway for recently arrived immigrants (in compulsory social introduction courses organized by the city).
- Combating 'sexualized' hate speech.
- Supporting and facilitating LGBT visibility in the city.

Municipal sectors/services involved

All sectors are involved. The Department for social affairs, housing and inclusion coordinates the work related to the action plan.

Cooperation with interest groups

We are cooperating closely with LLH Hordaland (The Norwegian LGBT Association). We meet both on an administrative and political level at least every 6 months. Skeiv ungdom (LGBT youth organization). The City will cooperate with several LGBTI organisations to develop a new strategy from 2016.

Action plan

The action plan against the discrimination of LGBT-population 2012-2015 (in Norwegian):
http://www3.bergen.kommune.no/BKSAK_filer/bksak/2012/BEBY/2011188006-3201270.PDF

Contact person

Mr. Sølve Sætre (solve.saetre@bergen.kommune.no), The Department of social affairs, housing, and inclusion.

Municipality of Berlin – Germany



Senate Department
for Labour, Integration
and Women's Issues



Policy

One of the main socio-political objectives of the Senate of Berlin is to enforce the right to equal treatment and non-discrimination. The State Office for Equal Treatment and against Discrimination (LADS) was established for this purpose in 2007. It is assigned to the Department of Labour, Integration and Women's Issues. Part of the State Office's specific profile is to cover the **LGBTI Unit** that deals with lesbian, gay, bisexual, transgender and intersex (LGBTI) topics.

General goals

- Promote the emancipation of lesbians, gays, bisexuals as well as of transgender and intersex people.
- Combat and reduce discrimination in all spheres of life as well as hate crime.
- Promote acceptance within Berlin administration and society.
- Implementation of the Berlin Action Plan against Homophobia and Transphobia of 2010 called 'Berlin supports self-determination and the acceptance of sexual diversity' initiative as well as further development of this action plan (general fact sheet).

For how long has there been a specific LGBT emancipation policy?

Since 1989

Key focus areas for 2015 and 2016

- **Self-determination of transgender and intersex people:** measures to promote self-determination and improve the situation of transgender people e.g. in their work life; fundings e.g. for a counselling centre for intersex people and their families. Promoting legal recognition of gender identity through initiatives on the national level.
- **LGBTI History:** Research and documentation of LGBTI history in Berlin, initiative on national level to rehabilitate those gay men condemned by §175 StGB (penal law) between 1945 and 1969.
- **LGBTI Participation:** strengthening political and social participation of LGBT-organizations in different advisory boards, councils and committees e.g. Berlin Advisory Board on Family Issues, Advisory Board on Prison Issues, Advisory Board on Care Issues and Advisory Board on Seniors Issues.
- **Strengthening the fight against homophobic and transphobic incidents:** implementation of the first specialized body in the department of public prosecution for homophobic and transphobic hate crime (lawyer of the state) and strengthening the victims' support structure through fundings.
- **Sensitization and awarenessraising in education and youth issues:** development of new materials for parents, teachers, principals; peer to peer projects; Diversity Suite Case for primary and secondary schools, trainings for teachers and youth officers, establishment of LGBTI contact persons at all Berlin schools.
- **LGBTI refugees:** strengthening the support structure for LGBTI refugees; supporting the recognition of LGBTI refugees as 'vulnerable group'; sensitization of public administration; development of information materials on LGBTI refugees; development of a comprehensive concept on refugees' accommodation and care, integrating the special needs of LGBTI refugees.

Municipal sectors/services involved

The Berlin Action Plan against Homophobia and Transphobia of 2010 called 'Berlin supports self-determination and the acceptance of sexual diversity' initiative involves all sectors of Berlin Public Administration.

Collaborations

Collaborations on different levels: European, national and regional level with public bodies and LGBTI organisations.

Contact person at the municipality

Florencio Chicote / LGBTI Unit (Florencio.Chicote@senaif.berlin.de)

Local LGBTI policy on municipal site

LGBTI policy/LGBTI unit (German): <http://www.berlin.de/lb/ads/schwerpunkte/lgbti/>

Municipality of Brighton & Hove – United Kingdom

Policy

Brighton & Hove City Council Equality and Inclusion Policy (regularly reviewed, with partners, including LGBT groups in the city's community & voluntary sector).

Goal

The policy describes our vision, objectives, key actions and measures to promote, facilitate and deliver equality both within Brighton and Hove City Council and the rest of the city. It specifically references groups protected within UK legislation (the Equality Act 2010), including LGB and T people.

For how long has there been a specific LGBT emancipation policy?

Since at least the mid-1990s.

Key focus areas (short term and long term)

An action plan underpins the policy (recently updated from actions embedded in council service actions plans and monitored corporately). There are immediate and specific actions (for example) to improve access to services and outcomes from them; and longer term actions to increase employment of LGBT people in the council.

Municipal sectors/services involved

All council services are covered by this policy. The current version specifically states that the policy covers:

- Promoting equality and inclusion through better engagement between the council and communities, groups and individuals.
- Promoting equality and inclusion through more effective joint work with statutory bodies and other partners.
- Promoting equality and inclusion through fair and accessible services.
- Promoting equality and inclusion through improving the quality and breadth of information held and used by the council.
- Promoting equality and inclusion through our employment and procurement practices.

Collaboration with social and/or health-care and welfare organisations

As above, the policy is regularly reviewed and partners are involved in this process, including our local statutory health providers.

Collaboration with interest groups

Community and voluntary sector groups locally are involved in reviews and in monitoring progress against the action plan underpinning the policy.

Other collaboration partners

None specifically beyond those identified above.

Which parties will implement the policy?

All services within the council have actions to complete under the policy and work to implement it. The council also conducts a comprehensive programme of Equality impact Assessments, which evidence consideration of the consequences of our functions on all legally protected characteristics, including sexual orientation and trans people.

Contact person at the municipality

Sarah Tighe-Ford, Equalities Co-ordinator (sarah.tighe-ford@brighton-hove.gov.uk, tel.: (UK) 01273 292301)

Local LGBT policy on municipal site

LGBT work is all included in the above policy.

Municipality of Cologne – Germany

Policy

The office for LGBT of the City of Cologne was established in the 2010. It is located in the Department of Social Affairs as a part of the Diversity-unit (Punktdienststelle Diversity). Currently, the office is staffed by an office manager and an employee with a half workplace for lesbian politics. In the city-consortium members of the political groups and the LGBT NGOs work together with the city-administration.

Goal

Implementation of a diversity-controlling to determine and to customize the effectiveness of arrangements, improving the equal opportunities of the lesbians, gays and transgender who live in Cologne, accomplishing the policy, the gay-lesbian community and the municipality; an open-minded company culture shall establish which bases on inclusion and respect one another.

For how long has there been a specific LGBT emancipation policy?

The city-consortium LGT was arranged from the council order on 22.06.2006.

Key focus areas (short term and long term)

- Development of a concept for a LGT-policy in Cologne
- Coordination and control of the work for lesbians, gays and transgender
- Representation/publicity
- Lobby of lesbians, gays and transgender in municipal bodies
- Organizing and participating in events
- Close Cooperation with organizations

Municipal sectors/services involved

The LST department is part of the diversity department. There is a close cooperation rather than with the Office of Disability Policy and the local integration centre. It is intended to involve all other sectors and Services. This year, a new network for employees of the City of Cologne was founded. The network is intended to promote exchanges between the employees and lead to a better cooperation in the city administration.

Collaboration with social and/or health-care and welfare organisations

There is a close cooperation rather than with members of the City Consortium and with other NGOs in the community. Depending on the current topics organizations will be invited to attend meetings of the city-consortium. Since 2014, a network of LGBT offices of the NRW-cities was founded in cooperation with the Ministry of emancipation.

Collaboration with interest groups

Collaboration with the members of the city-consortium: SC Janus (sports), Rubicon (advisory centre for gays, lesbians and their family), Anyway (youth centre, especially for young lesbians, gays and their friends in the age of 12 until 25), KLuST (organizer of the CSD / Cologne Pride), Rheinfetisch Köln, Völklinger Kreis (network of gay business owners and managers), TX Köln (transgender organization), LSVD Cologne, AidsHelp Cologne, Homoklüngel Köln, Schützenverein St. Sebastianus und Afra. In addition, there is close cooperation with other NGOs like Centrum Schwule Geschichte (LGBT-History).

Other collaboration partners

Last year, a network of LGBT offices of the NRW-cities was founded in cooperation with the Ministry of emancipation. The city of Cologne is a member of the 'Charta der Vielfalt' (Diversity-Charter).

Which parties will implement the policy?

City of Cologne and all other collaboration partners.

Contact person at the municipality

Mr Christian Rahmfeld (Christian.rahmfeld@stadt-koeln.de)

Maria Knaup (Maria.Knaup@stadt-koeln.de)

Local LGBT policy on municipal site

<http://www.stadt-koeln.de/leben-in-koeln/soziales/lesben-schwule-transgender>

Municipality of Geneva – Switzerland



Capital of human rights, as well as host of the Human Rights Council and of the Office of the High Commissioner for Human Rights (OHCHR), the City of Geneva remains faithful to its humanist tradition. It has been working for several years against discriminations based on sexual orientation or gender identity; further, the City is promoting a better welcome of lesbian, gay, bisexual, transgender, intersexual and queer (LGBTIQ) people in society. To reinforce this policy, a civil servant position specially dedicated to LGBTIQ issues was created in September 2012. This was a first in Switzerland! The position covers following areas:

1. Support of LGBTIQ organisations:

The position is used as a City contact point for concerned persons and organisations. It brings financial and logistic support to projects developed by LGBTIQ organisations. The project officer offers his expertise to other City departments when analysing funding requests.

2. Development of projects:

The City develops awareness-raising projects on the topics of homophobia and transphobia, aimed at citizens. Once a year, a large campaign is developed with local LGBTIQ organisations for the International day against homophobia and transphobia. In 2015, this annual campaign encouraged the public to act and react against homophobia and transphobia affecting youth people and to support them. The City is working together with the State of Geneva and the LGBTIQ organisations on an action plan against violence, including awareness-raising activities within the Police corps.

4. Internal policy (human resources):

The City is working on turning the diversity based on sexual orientation and gender identity into an asset within the city administration, for example by providing training courses on LGBTIQ issues for staff. In 2014, the City ordered an independent analysis of all the documents regulating human resources from the viewpoint of discrimination based on SOGI. This report was used to set up an action plan to improve exemplarity of the administration in integrating its LGBTIQ employees.

3. International work:

Through the Délégation Genève Ville Solidaire (DGVS), the City of Geneva promotes collaboration with emerging countries. Since 2013, a focus has been made on the promotion of LGBTIQ projects such as the action of Avocats sans frontière (ASF) Suisse in Cameroun, the International Commission of Jurists (ICJ) in Guatemala or the Centre for Civil and Political Rights (CCPR) in Côte d'Ivoire. The City of Geneva is supporting the organisation of the first international African conference on LGBTI issues in 2016 in Dakar, Senegal. In addition to its collaboration with international organisations based in Geneva, the City is part of several national and international networks. In 2015, Geneva will host the 3rd annual meeting of the Rainbow Cities Network and the 15th roundtable of the Governmental LGBT Focal Points network.

Municipal sectors/services involved

Service Agenda 21 – Ville durable (sustainable city). This service works as expert and resource for all the other services of the City through correspondents present in all departments within the administration. LGBTIQ issues are addressed together with gender equality and cultural diversity.

Collaborations

- City of Geneva: Direction des ressources humaines, Service de la petite enfance, Service de la jeunesse, Service des sports, Service de la culture, Bibliothèques Municipales, Police municipale, etc.
- Republic and State of Geneva: Département de l'Instruction Publique, Bureau de la promotion de l'égalité entre femmes et hommes (newly integrating LGBT issues), etc.
- Local organisations: Fédération genevoise des associations LGBT, LGBT Youth Suisse, Avocat Sans Frontière (ASF) Suisse, etc.
- International organisations and NGOs based in Geneva: Office of the High Commissioner for Human Rights (OHCHR), International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA), ARC International, Human Rights Watch, Amnesty International, International Commission of Jurists (ICJ), etc.
- Other institutions in Switzerland: City of Zurich, Swiss Centre of Expertise in Human Rights (SCHR), Conférence Suisse des Délégué-e-s à l'Egalité entre Femmes et Hommes (CSDE)

Contact person at the municipality

Mr Guillaume Mandicourt, project officer for LGBTIQ issues (guillaume.mandicourt@ville-ge.ch)

Local LGBTIQ policy on municipal site (in French)

www.ville-geneve.ch/lgbt

Municipality of Ghent – Belgium



Policy

The office for LGBT of Ghent is located in the department of social inclusion and wellbeing. The office is staffed by one office manager responsible for the gender and LGBT-policy. The office for LGBT is part of a broader services that focusses on vulnerable groups and poverty.

Goal

In 2014 a Rainbow Charter was developed and signed by the city Council and several other local and national partners. This charter has 6 big long term goals:

1. Informing and sensitizing the local populations.
2. Surrounding with experts and collections of knowledge.
3. Supporting and emancipating the LGBT-community.
4. Enhancing equal opportunities and guaranteeing safety.
5. Paying attention to the LGBT community in our imaging and services.
6. All achievements are result of cooperation in Ghent and for Ghent.

Results

- Events: 'Beken Kleur' (visibility), Roots and wings (documentary), celebration of automatic comotherhood, Infobooth at Ghent Festival
- Tools: Signal point for discrimination within the local police office, educational tool 'Niet normaal'
- Expertise and networking: working groups per sector, research 'homophobic attitudes and Ghent youth', workshops in schools

Planned actions

- March against homophobia (May 2016)
- Visible rainbow element in the city
- Screening of official 'outdated' documents

Collaboration

The LGBT-office works closely together with other city services to achieve these goals. These are services within the own department, but also other city services: department of education, service for youth, service of sports, ...

Other local organisations: within the LGBT community, within ethnic cultural minorities, ...

Contact person

Sabien Blondeel (sabien.blondeel@stad.gent)

Local LGBT policy on municipal site

<https://stad.gent/over-gent-en-het-stadsbestuur/stadsbestuur/wat-doet-het-bestuur/uitvoering-van-het-beleid/welzijn-gezondheid/holebis-en-transgenders>

Municipality of Hannover – Germany

Policy

The main task is to network politics, administration and community. In connection with this, the diverse and varied problems that arise will be taken up and tackled together.

Goal

The LGBTI who live in the City of Hannover and its surroundings should be recognised and accepted in their diversity. The wide variety of problems, obstacles and difficulties that lesbians, gays, bisexuals, transsexuals and intersex people continue to face, in particular at the communal level should be recognised and should be removed one by one. We want to create an open and varied atmosphere in our city.

For how long has there been a specific LGBT emancipation policy?

The work was initiated in the year 2002 by a council decision, initially, however, only for lesbians and gay men. Furthermore, we were at that time a small section in the Equal Opportunities office. Since 2006, we have been our own department with today three employees.

Key focus areas (short term and long term)

Short-term: adaptation of all forms within the administration to include registered partnership and same-sex parents, further training courses and training modules within administrative structures, the LGBTTIQ community and asylum-seekers in Germany with a migration background, rainbow families, homophobia and transphobia in sport, intersexuality, violence against women by women.

Long-term: The LGBTTIQ community and elderly people, children and youth issues, public relations work.

Visibility of LGBTTIQ people in sections of life and society. For example at work, economy, politics, in sport or culture and social welfare.

Furthermore reduction of exclusion and discrimination.

Encouragement of appreciation, acceptance, strengthening and emancipation for sexual and gender diversity.

Municipal sectors/services involved

All sectors and services are involved. In special: the equal opportunity commissioner, the Senior Citizens department and the Department for youth welfare office.

Collaboration with social and/or health-care and welfare organisations

Pro Familia Hannover (German Agency for family planning and sex education), Mädchenhaus KOMM, Beratungsstelle Osterstrasse and the FrauenMädchenGesundheitszentrum der Region Hannover (local help and information Centre's), Aids-help Hannover

Collaboration with interest groups

Andersr(a)um Hannover (LSBTI Centre), SchLAu Hannover und Niedersachsen (education from and for young peoples at schools), BEFAH (Organisation for parents, friends, relatives of Homosexuals) HuK (Homosexuals and Church), Leinebagger (LSBT sport-organization), Perlen-Filmfest (queer film-festival), Queeres Netzwerk Niedersachsen (Partner of the provincial government Lower Saxony)

Other collaboration partners

Municipales and the Ministry Of Social Affairs Lower Saxony

Which parties will implement the policy?

Municipality of Hannover and collaboration partners.

Contact person at the municipality

Mrs. Juliane Steeger (Juliane.Steeger@Hannover-Stadt.de)

Mr. Thomas Adank (Thomas.Adank@Hannover-Stadt.de)

Local LGBT policy on municipal site

<http://www.hannover.de/LSBT>



Mestna občina
Ljubljana

Policy

In the Strategy of Development of Social Care in the City of Ljubljana for the period 2013-2020 (which was adopted by the City council of Ljubljana), the City of Ljubljana has committed to continue to support a range of new and existing social care programs for LGBT population.

Goal

The main goal of our activities is **to change broader social attitudes to the LGBT community**. We would like society to become accessible to all – including to same-sex oriented and transgender people. We are attempting to reach this goal in two ways, by **supporting NGOs that work in this field (via co-financing and supplying premises for programme implementation)**, and through **diverse awareness-raising activities, programmes and public events**.

For how long has there been a specific LGBT emancipation policy?

Since 1999

Key focus areas

- Social care programmes to support and empower LGBT people.
- Awareness raising programmes and activities.
- Certificate LGBT friendly.

Municipal sectors/services involved

Health and Social Care Department, Culture Department, Pre-school Learning and Education Department, Youth Office, Ljubljana Tourism.

Collaboration with social and/or health-care and welfare organisations

Faculty of Social Work, The Peace Institute, Faculty of Medicine, The National Institute of Public Health.

Collaboration with interest groups

LGBT NGOs from Ljubljana.

Other collaboration partners

All organisations, that receive certificate LGBT friendly.

Which parties will implement the policy?

Municipality, LGBT NGOs, recipients of the certificate LGBT friendly (city and national public institutes, private organisations).

Contact person at the municipality

Simona Topolinjak (simona.topolinjak@ljubljana.si)

Local LGBT policy on municipal site

<http://www.ljubljana.si/en/living-in-ljubljana/lgbt-friendly/>

Municipality of Madrid – Spain

Policy

Programa LGTBI Programa de Información y Atención a homosexuales y transexuales de la Comunidad de Madrid is the first LGBT Legal and Psycho-social Program. Since 2002 it has provided more than 60.000 services to over 11.000 people, not just from Madrid, but from all over the country and even abroad. People who have difficulties and problems related to their sexual orientation and gender identity through different services (legal, social and psychological) can come here. Activities include training on LGBT issues to different professional bodies such as social workers, psychologists, nurses and National and Local police. Specialized conferences and cultural activities are organized throughout the year. A Public LGBT library and Media center are also provided as a public service along the rest of the services.

Goal

Helping LGBT citizens facing discrimination on the ground of sexual orientation and gender identity and working for the integration of LGBT citizens within the rest of the society.

For how long has there been a specific LGBT emancipation policy?

Since 2002

Key focus areas (short term and long term)

Legal, social, psychological areas. Professional training on specific LGBT issues.

Municipal sectors/services involved

Social Services Department

Collaboration with social and/or health-care and welfare organisations

All the Madrid LGBT associations and others in health, immigration and Human Rights

Collaboration with interest groups

Immigrants, women NGO'S, Human Rights Advocates.

Which parties will implement the policy?

Social services

Contact person at the municipality

Manuel Ródenas (coordpiaht@madrid.org)

Local LGBT policy on municipal site

www.madrid.org/lgtb

Policy

In line with the cities overall diversity and anti-discrimination strategy, the City of Mannheim newly established the permanent position of an LGBTI Officer at the Mayor's Department. On July 1st 2015 two LGBTI Officers commenced their work, concentrating previous individual collaborations with local NGOs and drafting an overall strategy to fight discrimination and further equal opportunities for LGBTI people.

Goal

The goal of the policy the City of Mannheim's LGBTI Policy is twofold: One aim is to act into civil society and raise awareness for LGBTI issues, fight LGBTI discrimination, further equal opportunities and quality of life for LGBTI individuals and foster a social climate of mutual respect in the city. The other aim is to implement an anti-discrimination strategy within the administration – based on the Yogyakarta Principles – to guarantee equal opportunities for all employees of the City of Mannheim.

For how long has there been a specific LGBT emancipation policy?

Since July 1st 2015.

Key focus areas (short term and long term)

Long term focus areas:

- Development of an LSBTI anti-discrimination and diversity action plan together with the civil society
- Development of an LSBTI equal opportunities plan for the employees of the City of Mannheim
- Intersectionality and collaboration with the Equal Opportunities Officer, the Officer for Migration & Integration, and The Officer for People with Disabilities

Thematic focus areas:

- Trans* & Inter* issues
- LGBTI health
- LGBTI refugees

Municipal sectors/services involved

Almost all sectors & services will be involved.

Collaboration with social and/or health-care and welfare organisations

PLUS. Psychologische Lesben- und Schwulenberatung e.V. (other collaborations are being planned)

Collaboration with interest groups

Local LGBTI NGOs: SchLIMm, CSD Rhein-Neckar e.V., PLUS e.V. (other collaborations are being planned)

A Round Table bringing together representatives of all LSBTI interest groups, the public administration and the local government will be established.

Other collaboration partners

The City of Heidelberg, the Hochschule Mannheim - University of Applied Sciences of Mannheim, the 'Mannheimer Bündnis für ein respektvolles Zusammenleben in Vielfalt' and various others.

Which parties will implement the policy?

The City of Mannheim in collaboration with other parties.

Contact person at the municipality

LSBTI Officers

Grace Proch (grace.proch@mannheim.de) & Sören Landmann (soeren.landmann@mannheim.de)

Local LGBT policy on municipal site

<https://www.mannheim.de/lgbti> (currently only available in German)

Municipality of Mexico City – Mexico



CONSEJO PARA PREVENIR Y ELIMINAR LA DISCRIMINACIÓN DE LA CIUDAD DE MÉXICO
MEXICO CITY'S COUNCIL FOR THE PREVENTION AND ELIMINATION OF DISCRIMINATION



Policy

The government of Mexico City, through its Council for the Prevention and Elimination of Discrimination, works for the right to equality and non-discrimination of all people living in or passing through Mexico City, particularly the population groups who are potentially vulnerable towards becoming victims of discrimination; being the LGBTTTI population, one of those groups.

The present agency provides legal attention and orientation for those who have suffered discrimination and conducts affirmative actions throughout workshops to promote a culture of equal treatment towards the public administration and the private sector. We also ensure the compliance of the capital's Law for the Prevention and Elimination of Discrimination, analyse and propose amendments in the legal framework of Mexico City and elaborate general guidelines of public policies in favour of a culture of equality.

Goal

The generation of a cultural change that allows every person and determined groups of people, the enjoyment of their rights and freedoms without any discrimination.

For how long has there been a specific LGBT emancipation policy?

Since 2003

Key focus areas 2015-2016

- **Proclamation CDMX, Ciudad Amigable LGBTTTI:** under mandate of the Mayor of Mexico City, the capital is to be proclaimed this year as a friendly city towards the LGBTTTI community. By doing so, the government will present all the progress made during the years but also recognize all that is left to be done. The main goal is to prepare a written legal commitment of the short and long term goals for all the governmental agencies to work on.
- **International Forum:** to give the Proclamation recognition and an international reach, one of the strongest activities to be undertaken in the framework of the event is the exchange of good practices, public and legislative policies between the cities that showed interest in attending the event. The cities are: Tel Aviv, Buenos Aires, Sao Paulo, Brussels, Paris, Amsterdam, Montevideo, Cancun and Puerto Vallarta.
- **LGBTTTI Cultural Pavilion:** a fair will be hosted and organized where cultural, artistic and informative activities will take place for the general public.
- **Memorandums of Understanding between Mexico City and other international cities:** taking advantage of the visit of other international cities in Mexico City, there are plans to create specific agreements throughout Letters of Intent for future elaboration of Memorandums.
- **LGBTTTI History:** will compromise on researching the community's history. In order to have the best compilation, the collaboration will be with all the governmental agencies, civic organizations and the business sector.
- **The funding of organizations who work for and with the LGBTTTI community:** within a program called PACSTI, the Council funds activities previously presented and reviewed all throughout the year.
- **Commemorative Event of the Proclamation:** each year, within the framework of the Proclamation, commemorative events and the review of commitments and agreements will take place.
- **Increase the participation and collaboration with the business sector in the field:** To encourage more inclusive business practices and policies, a 3° Edition of the Forum of Good Practices and Labour Inclusion take place. The Council will also sign an Agreement of Collaboration with the Mexican Federation of LGBT Employees (FME-LGBT) which depends on the National Gay and Lesbian Chamber of Commerce (JGLCC).

Municipal sectors/services involved

The LGBTTTI agenda that we manage involves all sectors of the Mexican capital's Public Administration.

Collaborations

Local, national and regional level with public bodies and LGBTI organizations.

Contact person at the municipality

Adriana Aguilera Marquina, Senior Advisor in the Culture for Non Discrimination Department at COPRED (adriana.copred@gmail.com)

Local LGBT policy on municipal site

<http://copred.df.gob.mx/por-la-no-discriminacion/poblacion-lgbttti/>

Municipality of Munich – Germany



Landeshauptstadt
München
Direktorium
Koordinierungsstelle
für gleichgeschlechtliche
Lebensweisen
Angertorstr. 7 (Eingang Müllerstr.)
80469 München

Policy

Specific policy on Lesbian, Gay, Bisexual and Transgender (LGBT) emancipation; embedded LGBT emancipation into general local policy.

Goal

Equalization and antidiscrimination work for LGBT:

- Combating violence and discrimination.
- Promoting LGBT emancipation and social acceptance of LGBT in city government and society.

For how long has there been a specific LGBT emancipation policy?

Round Table since 1997; special unit in government since 2002.

Key focus areas (Main spheres of activity)

- counselling of mayor, city council and units
- > specialist statements, counselling, proposal bills, complaint management for government issues
 - round table for LGBT issues with representatives of policy, government and community
 - regulation and controlling of LGBT policies as a cross section issue
- > support of city units with LGBT projects, projects with different units, counselling, committee work
 - promoting social acceptance
 - > public relations, informations, education, counselling, projects
 - support for the LGBT community
 - > support of groups and projects, counselling for the same sex marriage
 - temporary special focus in LGBT policies
 - > for example: visibility of lesbian woman (2009-2012);
 - > LGBT youth (actual focus in school politics and social politics)
 - > elderly LGBT, opening help facilities for LGBT senior citizens
 - administration and developing of the communal LGBT foundation 'Münchner Regenbogenstiftung'

Municipal sectors/services involved

All sectors and services are involved (or should be)

Collaboration with social and/or health-care and welfare organisations

Social infrastructure of the city, belonging to issues which are in development

Collaboration with interest groups

LGBT centres, LGBT organisations, CSD Munich (organisers of Gay Pride), groups that support LGBT rights

Other collaboration partners

Different organisations and units belonging to issues which are in development

Which parties will implement the policy?

Municipality of Munich, city districts and all other collaboration partners

Contact person at the municipality

Ms Ulrike Mößbauer (ulrike.moessbauer@muenchen.de), responsible for rainbow Cities Network
Mr Andreas Unterforsthuber (a.unterforsthuber@muenchen.de), director of the unit

Municipality of Rotterdam – The Netherlands

Policy

Social safety and acceptance are important preconditions to participate in society. Therefore, the main objective of the Rotterdam LGBTI emancipation policy is to ensure that all Rotterdammers, regardless of their sexual diversity, feel safe in our city and have the possibility to visibly and publicly express their personal identity. The LGBTI emancipation policy is part of the broader integration policy that also includes the topics women emancipation and non-discrimination.

Goals

- To promote social safety and acceptance of LGBTI, in particular within migrant and religious communities.
- To increase resilience of LGBTI, in particular within migrant and religious communities.

For how long has there been a specific LGBT emancipation policy?

At least since 2007.

Key focus areas (short term and long term)

- To promote social acceptance of sexual diversity in education, health care and sports.
- To promote social acceptance of sexual diversity in particular within migrant and religious communities.
- To promote social safety of LGBTI

Municipal sectors/services involved

- Safety and Security (includes involvement of police)
- Health
- Integration
- Education
- Sports

Collaboration with social and/or health-care and welfare organisations

Rotterdam V: local LGBTI organisation, RADAR: local antidiscrimination agency, Healthcare organisations, Social welfare organisations, Youth work / social work organisations, Domestic violence & Child abuse hotline, Elderly care institutions, Pride festival Rotterdam, Veiligheidshuis (safety house), Sports clubs, Migrant organisations, Religious organisations

Collaboration with interest groups

COC (advisory and help organisation for LHBTI), Ketelbinkie (LHBTI sports club), Rainbow City Rotterdam (volunteer NGO working for LHBTI), Erasmus Pride (LGBTI student association), The Hang-Out 010 (a meeting place for bicultural LHBTI youngsters), Gay Destination (interest group for promoting Rotterdam as a gay-friendly city)

Other collaboration partners

The city of Rotterdam is a member of ECCAR, a European Network of Cities against discrimination and has signed the Dutch Diversity Charter. National collaboration with ministries of social- cultural- and educational affairs and with the cities Amsterdam, The Hague and Utrecht. Rotterdam is one of the 42 Dutch Rainbow Cities and also collaborates with other cities at the regional level.

Which parties will implement the policy?

The City of Rotterdam and all other collaboration partners.

Contact person at the municipality

Corrie Wolfs (C.Wolfs@rotterdam.nl)

Local LGBT policy on municipal site

<http://www.rotterdam.nl/beleidsregelvolwaardigmeedoeninrotterdam20162018pdf>

Municipality of Turin – Italy



Policy

The Statute of Turin declares the City's commitment to actively engage for combating discrimination on the grounds of sexual orientation and gender identity.

The City instituted the LGBT Office, operated by internal personnel of the City's administration, and assigned to this Office a specific mandate: to provide training on LGBT topics and to promote networking.

The LGBT Office coordinates, as national Secretariat, RE.A.DY, the Italian network of rainbow local governments currently joined by 95 partners all over Italy.

The Mayor's political guidelines for 2011-2016 commit the administration, within the framework of the Councils' jurisdiction, to promote real equality for LGBT citizens in access to municipal services.

The City's Board Resolution n. 2015/443 approved LGBT policy guidelines addressing all administration Departments. LGBT objectives are included in the annual Management Plan.

Goal

To guarantee the respect of principle of non-discrimination on the grounds of sexual orientation and gender identity in every field of intervention and activities internal and external to the City administration, particularly in the public services addressing all citizens. To promote Fundamental Rights of LGBT citizens and their families. To prevent and combat homo/transphobic violence. To foster cultural inclusion and exchange free from prejudice.

How long has there been a specific LGBT emancipation policy?

Since 2001, by the establishment of a specific office, the LGBT Office, embedded in the administration.

Key focus areas

- **TRAINING:** to provide training courses on LGBT topics for public administration personnel and private companies.
- **NETWORKING:** to include LGBT topics in the city's cultural and sport events (exhibitions, conferences, sport games, cinema festivals), to coordinate the RE.A.DY network as national Secretariat.
- **EDUCATION:** to implement educational activities in primary, junior and senior high schools with teachers, students and their parents for combating homo/transphobic bullying and promoting social acceptance of LGBT parenting and LGBT families.
- **TRANSGENDER ISSUES:** to support public and private projects for the social inclusion and re-integration to work of transsexual/transgender people (work grants, internships, apprenticeships etc.).
- **CITIZENS AWARENESS RAISING:** to organise celebration events, information and raising awareness campaigns among citizens on the occasion of T-DoR, Torino Gay and Lesbian Film Festival, IDAHO, LGBTQI Pride.
- **LGBT NATIONAL STRATEGY:** to conclude the implementation of the LGBT national Strategy (Council of Europe LGBT Program) in cooperation with the national Government (training to public managers in the areas of Employment and Police Services, supporting the launch and promotion of the first national LGBT antidiscrimination web portal created by the City for the national Government).

Municipal sectors/services involved

All the administration Departments via the Permanent Piloting Group coordinated by the LGBT Office.

Collaboration with social and/or health-care and welfare organisations

CIDIGEM, Gruppo Abele, Fondazione Molo (medical assistance and support to transsexual people), Consorzio Abele Lavoro (work), job centres, family counselling centres.

Collaboration with interest groups

Coordinamento Torino Pride (the umbrella association grouping 16 national and local LGBT and non-LGBT associations), Fondazione 'Fuori', Centro Risorse LGBTI, Direzione Gaia, Centro Studi 'Serenio Regis', Amnesty International, Coordinamento Genitori Democratici.

Other collaboration partners

Piedmont Regional Authority, Province of Torino, University of Torino (CIRSDE), RE.A.DY partners, national Government Equality Department, UNAR, OSCAD (national Police, Home Office, Ministry for Defence), Ministry for Education, local branches of national Ministries, FRA, Council of Europe.

Which parties will implement the policy?

Turin and city districts in cooperation with other partners

Contact person at the municipality

Eufemio Gianluca Truppa (eufemio.truppa@comune.torino.it)

Local LGBT policy on municipal site

<http://www.comune.torino.it/politichedigenere/lgbt/index.shtml>

Municipality of Utrecht – The Netherlands

Policy

The municipality of Utrecht operates a policy that focuses on a sociable, safe and tolerant environment and it also wishes to use this policy to promote the acceptance, integration and visibility of the LGBT community in Utrecht society.

Goal

To stimulate the emancipation process among the residents of Utrecht, with respect to the acceptance of the LGBT community.

For how long has there been a specific LGBT emancipation policy?

Since mid-1980s

Key focus areas (short term and long term) 2015-2017

- Safety
- Education and youth welfare
- Visibility, MZG (Midsummer Canal Festival)
- Assertiveness and support (e.g. care for LGBT senior citizens)
- Sports
- Bi-cultural LGBT's and LGBT refugees
- Transgender people

Municipal sectors/services involved

Sport and Society, Education, Public Order & Safety, Municipal Health Service and Diversity.

Collaboration with social and/or health-care and welfare organisations

- Healthcare providers
- Youth work
- Social work organisations
- Regional Anti-discrimination agency
- Domestic violence and child abuse hotline
- Elderly care institutions, for the certification of the Pink Passkey initiative
- Midzomergrachtfestival Utrecht
- Safety House Utrecht
- Sports clubs

Collaboration with interest groups

Advisory Committee on LGBT emancipation policy: COC Central Netherlands, PANN, De Overkant foundation, De Utrechtse Kringen foundation, Connecting Differences, Prisma (Safe Haven for bi-cultural LGBT's), SMN (Moroccan Dutch Cooperation) and 70 other LGBT organizations in Utrecht.

Other collaboration partners

Pink Panel, schools and school boards, police force, 'Safety and Neighbourhoods'.

Which parties will implement the policy?

Schools, welfare institutions, interest groups, police force.

Contact person at the municipality

Fatima Aliyat (f.aliyat@utrecht.nl)

Local LGBT policy on municipal site

<http://www.utrecht.nl/smartsite.dws?id=357653>

Municipality of Vienna – Austria



WIENER ANTIDISKRIMINIERUNGSSTELLE
FÜR GLEICHGESCHLECHTLICHE UND
TRANSGENDER LEBENSWEISEN
StoDt:Wien

Policy

The Viennese Government has stated a policy to fight homophobia and transphobia in the period from 2011 to 2015. This policy the 'Wiener Paket für Vielfalt und Akzeptanz' will be continued in the next period of governance (2015 to 2020).

Goal

The **goal** is continuing to combat homophobia, transphobia and violence on a societal and legislative level and raise the awareness for the concerns of LGBTI people.

For how long has there been a specific LGBT emancipation policy?

The Viennes Antidiscrimination unit for lesbian gay and transgender issues was established in **1998**.

Key focus areas (long term) are:

- Combating homophobia, transphobia and violence.
- Establishing diversity and awareness about LGBT issues within the public sector.
- To conduct trainings on the subjects of antidiscrimination, homosexuality, transidentity and inter*sex.
- Mainstreaming diversity with the focus on LGBTI in education
- Provide funding for LGBTI NGOs

Key focus areas for 2016:

- Inter*sex
- LGBTI and disability
- Combating violence against LGBTI in public space
- Establishing a LGBTI network for colleagues within the Viennese municipality

Municipal sectors involved

All sectors and services are involved, as the 'Wiener Paket für Vielfalt und Akzeptanz' is a political statement for the whole city government and the city administration

Collaboration with interest groups

Local LGBTI-NGOs, police, platform against domestic violence, Klagsverband for victims of discrimination, youth centres, organisations providing support for elderly people, companies who have LGBT groups and LGBT NGOs in Vienna.

Contact persons at the municipality

Angela Schwarz (angela.schwarz@wien.gv.at)

Wolfgang Wilhelm (wolfgang.wilhelm@wien.gv.at)

LGBT policy on municipal website

<http://www.wien.gv.at/politik/strategien-konzepte/regierungsuebereinkommen-2010/integration-frauenfragen-konsumentenschutz-personal/index.html>

Municipality of Zürich – Switzerland

Policy

Specific mandate extension of the Office for Gender Equality (Department of the Mayor) on issues of sexual orientation and gender identity.

Goal

To support the legal and actual equality of LGBTI population in all areas of life and within the municipality of Zurich (according to the resolution of the City Council from March 20th 2013).

For how long has there been a specific LGBTI emancipation policy?

Since March 2013

Key focus areas (short term and long term)

- Consultation and participation in preparing administrative tasks, measures and issues of personnel law, concerning sexual orientation and gender identity.
- Exchange and cooperation with NGOs on matters of sexual orientation and gender identity.
- Free of charge legal advice and consulting for municipality-employees on discriminations concerning LGBTI-issues.
- Promotion, coordination and support of information exchange on LGBTI-issues within the municipality.
- Audit mandate to clarify financial support of NGOs working within LGBTI-issues (in collaboration with the Social Services Department of the municipality of Zurich).
- Support of campaigns raising the awareness towards LGBTI-issues.

Municipal sectors/services involved

All sectors and services are involved.

Collaboration with social and/or health-care and welfare organisations

Check-Point Zurich – Health Center for Gays, MSM and Transgender

Collaboration with interest groups

Pink Cross, Lesbianorganisation Schweiz (LOS), Transgender Network Switzerland (TGNS), Homosexuelle Arbeitsgruppe Zürich (HAZ), Dachverband Regenbogenfamilien, Freunde und Eltern der Schwulen und Lesben (FELS), PinkCop (Verein homosexueller Polizistinnen und Polizisten), Zwischengeschlecht.org.

Other collaboration partners

City of Geneva, LGBTIQ-officer Guillaume Mandicourt

Which parties will implement the policy?

City of Zurich, Equality Office

Contact person at the municipality

Aner Voloder (aner.voloder@zuerich.ch)

Local LGBTI policy on municipal site

https://www.stadt-zuerich.ch/prd/de/index/gleichstellung/themen/sexuelle_orientierung_geschlechtsidentitaet.html