

RAINBOW CITIES Network

One pagers on local LGBT policies

2016



RAINBOW CITIES Network

On the occasion of 4th annual meeting of the Network
4-5 August 2016, Amsterdam, The Netherlands

All over the world, attention for LGBT citizens is increasing. Marriage equality is becoming more widespread, equal rights for rainbow families are increasing and LGBT people have again become more visible in the public domain. There are worrying developments as well, however: violent incidents against transgender persons have increased, pride marches have been banned by local and national governments and all over the world, LGBT people are still victims of hate crimes.

Since discrimination against LGBT people often takes place in their direct surroundings, municipal and regional authorities have an important and specific task in 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 responsibility to protect and support their LGBT citizens.

Exchange of good practices, interventions and initiatives between these cities is important ways to increase the impact of local approaches and to spend budgets effectively. With all developments regarding sexual diversity and gender identity worldwide, 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 cities, by local policy makers, on mainstreaming or including LGBT issues 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 focus and progress of their local LGBT policies and initiatives are summarised. These one pagers are the basis for reflection and exchange on certain themes.

On 1 July 2016 the Rainbow Cities Network had 25 members: Amsterdam, Barcelona, Bergen, Berlin, Bologna, Brighton and Hove, Bruges, Brussels, Cologne, Esch-sur-Alzette, Geneva, Ghent, Hamburg, Hannover, Leuven, Ljubljana, Madrid, Mannheim, Mexico City, Munich, Rotterdam, Şişli-Istanbul, Turin, Vienna and Zürich.

These cities all signed a Memorandum of Understanding, committing to the goals and activities of the Network. This MoU can be found in this document. Representatives of the member 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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Amsterdam – The Netherlands



Since 1982 Amsterdam has been familiar with a specific, local LGBTI policy. The latest LGBTI policy of the city of Amsterdam, which dates from December 2015 (configured in the Pink Agenda), ensures and gives priority to attention for LGBTI 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.

Goals

- I) More social acceptance, visibility and empowerment of LGBTI's.
- II) Structural embedding and implementing of LGBTI component within the policies of the own municipal organization and the partner organizations.

Key focus areas (short term and long term)

1) **Promoting a safe and inclusive city environment for the LGBTI community.**

- Improving the willingness to report discrimination, assaults, by Pink department at ADP.
- Stipulating a pink component when accrediting licenses for city events.
- Signing by vice-mayor Kukenheim of the Declaration of Dordrecht: an employer declaration to provide a transgender-friendly work environment.

2) **Improvement expertise and visibility by information and education.**

- Pride Photo Award photo exhibition and Speak-up! debates for students
- Supporting different conferences on LGBTI and sexual diversity during EuroPride Amsterdam

3) **Increasing attention for LGBTI issues within civil society organizations and networks in order to augment social acceptance of sexual diversity.**

- Empowerment & information conferences 'To be true to your own identity in Amsterdam'.
- Traveling exhibition 'No return to the closet' aimed at senior LGBTI citizens.

4) **Empowerment of vulnerable groups: Transgender, Lesbian and Bisexual women, refugees, bi-cultural LHBTI's, senior LGBTI citizens, people with an intersex condition.**

- Promote Intersex and bi-cultural LGBT meetings.
- 'Pink Carpet' agreements on LGBTI-inclusiveness with retirement homes.
- Supporting Veilige Haven (safe haven): psychosocial relief efforts for bi-cultural LGBTI's and participating Amsterdam Shelter City project (Justice and Peace with a focus on LGBTI)

Policy Implementation

All Amsterdam municipal sectors, city districts and partners are involved in the process of implementing the Pink Agenda. The municipality seeks collaboration with social welfare organizations as well: Youth Work, municipal healthcare facilities, welfare services, hotline for discrimination issues, educational institutes, sports clubs, Amsterdam Police Department Pink in Blue, immigrant interest groups, volunteer centres, public libraries, women's movement, diversity advisory platform and Amsterdam marketing.

Collaboration with interest groups

LGBTI general interest groups COC Amsterdam and COC Netherlands, International Gay and Lesbian Archive (IHLIA), LGBTI sports organizations (GUTS, JBF), Lesbian organization Let's Be Open, bi-cultural LGBTI interests groups, senior LGBTI citizens interest group, transgender organizations, Amsterdam Gay Pride, LGBTI employee networks (Work Place Pride).

Other collaboration partners

Companies, municipalities (national and international), national governmental departments and research institutes.

Contact person

Arnold van der Broek (van.den.broek@amsterdam.nl)

URL to (information on) local LGBT policy on municipal site

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

Barcelona – Spain



**Ajuntament
de Barcelona**



Departament de Feminismes i LGTBI
Àrea Drets de Ciutadania, Participació i Transparència

Policy

Barcelona City Council has long been noted for its pioneering commitment to the defence of civil rights in the city. The Councillor's Office for Civil Rights was set up in 1995 and the Office for Non-Discrimination followed in 1998. The LGBTI Municipal Council was set up in 2004 to coordinate policies in defence of the LGBTI community. Later the City Council launched the 2010-2015 Municipal Plan for the LGBTI Community which applies to the whole municipal structure. A new plan is now being drawn up for 2016-2021.

Goals

- Organise and coordinate the local authority's actions in relation to the LGBTI community.
- Imbue the whole municipal structure with an LGBTI perspective
- Encourage LGBTI organisations to get involved in designing and implementing LGBTI public policies.

Since when has there been a specific LGBTI policy?

The creation of the Office for Non-Discrimination in 1998 marked the beginning of a direct relationship with the LGBTI community for the defence of their rights. Setting up the LGBTI Municipal Council in 2004 marked the start of a process that culminated in 2009 with the passing of the first LGBTI Municipal Plan, drawn up with the active involvement of the city's LGBTI community. The implementation of the 2010-2015 Plan helped specific services become established inside the City Council and another five-year LGBTI Municipal Plan is now being drawn up. The current term of office, which began in May 2015, includes the acronym in the title for the Councillor's Office for Cycle of Life, Feminism and LGBTI, raising the profile of the community and specific actions that target them.

Key areas (short and long term)

All City Council areas and departments are involved. The plan will put special emphasis on guaranteeing the rights of lesbians, gays, transgenders, bisexuals and intersex people, wiping out homophobia, biphobia and transphobia and introducing measures for the transgender community, the elderly and more vulnerable groups, as well as training for service staff. The Barcelona LGBTI Municipal Resources Centre, currently at an advanced stage of development, should be mentioned here.

Municipal sectors/services involved

Social and citizen rights, citizen participation, children, young people, senior citizens, education, health, sport, culture, international relations, cooperation, immigration, employment, prevention and safety and other municipal sectors.

Collaboration with social and/or health and welfare/social assistance organisations

The plan is a cross-cutting initiative and applies the LGBTI perspective to all services, whether welfare or social assistance, through specific training.

Collaboration with interest groups

The relationship and participation with formal and informal LGBTI organisations in the city is coordinated by the LGBTI Municipal Council, while issue-based and flexible working groups tackle issues of interest to the community and implement actions and activities coordinated by the Municipal Plan.

Other collaboration partners

During the current term of office (2015-2019) a stronger relationship is being forged with professionals and experts to gather information and knowledge needed to design the new plan. Examples include the research done to find out what the situation elderly LGBTI people, intersex people and transgender people in the city face, including research and recommendations for acting without adopting a pathologised view. The organisations collaborating on these aspects are people with recognised experience and university research teams.

Which parties will implement the policy?

Everything is directed from the Councillor's Office for Cycle of Life, Feminism and LGBTI, where a team of two professionals coordinate the LGBTI Municipal Plan and the LGBTI Municipal Council.

Contact persons

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Local LGBTI policy on the municipal website

Currently under construction.



Policy

The 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. A new plan against the discrimination because of sexual orientation, gender identity or gender expression will be approved by the City Council in 2016.

Goal

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

How long has there been a specific LGBT-inclusive policy?

Since 2007

Key focus areas

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

Cooperation with interest groups

We are cooperating closely with FRI Bergen og Hordaland (the Norwegian LGBT Association) as well as other relevant NGOs.

Action plan

The action plan against the discrimination of LGBT-population 2012-2015 (in Norwegian):

www3.bergen.kommune.no/BKSAK_filer/bksak/2012/BEBY/2011188006-3201270.PDF.

The new plan will be made available in September 2016.

Contact person

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

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-inclusive policy?

Since 1989

Key focus areas for 2016

- **LGBTI refugees:** strengthening the support structure for LGBTI refugees; recognition of LGBTI refugees as 'particularly vulnerable group'; implementation of a 7-Point-Plan with several actions such as a specialized LGBTI refugee shelter, trainings for all staff of other refugee shelters, funding of specialized counselling centers and empowerment of LGBTI refugees among other actions.
- **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, all gender-toilets within the public administration, Trans* at Work – travel exhibition; funding e.g. counselling center for intersex people and their families.
- **LGBTI History:** Research and documentation of LGBTI history in Berlin; initiative to rehabilitate those gay men condemned by §175 StGB (penal law) from 1945 to 1969.
- **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 funding.
- **Sensitization and awareness raising in education and youth issues:** development of new materials in different languages 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 and implementation of an annual Queer History Month.

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 organizations.

Contact person / local LGBTI policy on municipal site

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

LGBTI policy/ LGBTI unit (German): www.berlin.de/lb/ads/schwerpunkte/lbtti/



Policy

The prevention of and fight against any form of discrimination are among the basic principles included in the Municipal Statutes of Bologna. In its Programme Guidelines for the 2011-2016 mandate, the City reaffirmed its commitment to overcome any form of sexual orientation discrimination; furthermore, in its Overall Planning Document for the period 2016-2018, a specific project was outlined to implement actions aimed at fighting any form of discrimination based on sexual orientation or gender identity, as well as preserving and promoting every citizenship fundamental right of LGBT people.

Goal

Orienting the City Government action to prevent and fight any form of discrimination of LGBT people. Embracing diversity as a richness for the community.

For how long has there been a specific LGBT-inclusive policy?

Since 1982, when the Bologna City government was the first in Italy to decide to entrust a municipal space to a gay club, to defend the rights of LGBT people.

Key focus areas

- **'Discriminations in the workplace':** a **Survey** carried out in 2013 among the employees of the City of Bologna, with the aim to detect gender-based prejudice and homophobia, to make relevant decisions, to raise awareness and promote training initiatives to improve public services for citizens;
- **LGBT National Strategy 2013-2015:** coordination of the local Project within the Employment Axis in the region of Emilia Romagna, including the implementation of a training course for managers and a local event addressed to citizens.
- **Culture:** various initiatives within the framework of the city festivals, especially those promoted by the Municipality of Bologna during the Week of Children's Rights; planning and implementation of projects and actions aimed at raising awareness about the topics connected to gender and gender differences.
- **Bibliography 'Reading diversity'**, constantly kept up-to-date, it offers reading cycles to young readers and to teachers on the topic of diversity, with stories of varieties, identities, and families. The reading material is divided into thematic areas and by age groups (0-14 years) and was prepared to be consulted and disseminated on the web: www.bibliotecasalabora.it/ragazzi/bibliografie/24650
- **Workshops for children**, organised in the library rooms, aiming to supply education tools to fight prejudice and social discrimination towards every kind of diversity, with special attention to those connected with non-traditional families and to a gender-identity not complying to stereotypes and pre-set gender roles.
- **Training for teachers and educators** to favour the inclusion of same-sex parented families. The training process is included in the Project 'Educate to Diversity', which aims at raising awareness and promoting culture in the respect of gender diversity, within the school context and is addressed to staff working in the education services for children aged 0-6 years.
- **Celebration of special anniversaries:** IDAHOBIT (17 May); LGBT Pride (28 June); GENDER BENDER International Festival (between October and November); Transgender Day of Remembrance (20 November).

Municipal sectors/services involved

All sectors are involved.

Collaborations

Il Cassero LGBT Center – every local LGBT organization, READY, UNAR, University of Bologna, Regional Centre Against Discrimination, Emilia-Romagna region, ECCAR (Bologna is Chair of the Coalition - www.eccar.info), Extrafondente (experts against discriminations), FRAME (Families, Research, Antidiscrimination, Minors and Education).

Contact person

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Website

www.comune.bologna.it/politiche/governo-metropolitano?catid=1031

Brighton & Hove – United Kingdom



Policy

Brighton & Hove City Council's Equality and Inclusion Policy covers all our work: commissioning and delivering services, civic leadership, community engagement, partnership working and workforce development.

Goal

The policy describes our vision and objectives to promote, facilitate and deliver equality both within Brighton & 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. Actions across the council enable us to achieve this (see below).

For how long has there been a specific LGBT-inclusive 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). Following the publication of our Trans Needs Assessment in 2015 (available online) our priorities are mainly focused on developing this area of work.

Municipal sectors/services involved

All council services are covered by this policy. Our new policy is currently being redrafted and contains the following areas of focus:

- Services that understand their diverse customers
- Strong and fair leadership
- Effective partnership working
- Fair and open service delivery and commissioning
- A workforce that better reflects the community

Collaboration with advocacy / interest groups

Community and voluntary sector groups locally are involved in policy reviews and in monitoring progress against the action plan underpinning the policy. This includes the range of LGB&T focused organisations in the city with whom we work closely.

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, and local community and voluntary groups with a focus on health and well-being.

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. These evidence our consideration of the consequences of our functions on all legally protected characteristics, including sexual orientation and trans people.

Contact person

Sarah Tighe-Ford, Equalities Co-ordinator (sarah.tighe-ford@brighton-hove.gov.uk)

URL to (information on) local LGBT policy on municipal site

www.brighton-hove.gov.uk/content/council-and-democracy/equality/equality-and-inclusion-policy-2012-2015

Policy

LGBTI equality is high on the city of Bruges's priority list. It is one of the main goals of our diversity policy, which is incorporated in city's general policy. This transversal policy ensures that diversity is present in all our policy areas. The municipal diversity office creates, follows and implements the diversity policy. Our diversity expert is currently cooperating with her colleague, an integration expert, and a head of department to work on three subjects: gender, diversity and integration.

Goal

- Fighting discrimination and prejudices inhabitants or visitors of the city may have towards LGBTI communities.
- Strengthening local LGBTI associations through subsidies and a forum.
- Making sure the LGBTI situation is known and respected by municipal services as well as inhabitants (civilians, schools and societies).

For how long has there been a specific LGBT-inclusive policy?

Since 1998, an emancipation officer has been working on emancipation and diversity. Later on, this emancipation officer became the head of the diversity office, which continued to grow with the addition of 2 new employees. Since 2004, our focus has not only been on gender but has broadened to include ethnic and cultural diversity and sexual orientation.

Key focus areas (short term and long term)

- Raising awareness of LGBTI people and their situation within the city administration. E.g. screening and adjusting of documents related to sexual orientation en gender identity.
- Improving equality and inclusion by providing a better information flow from the city.
- Facilitating and supporting LGBTI visibility in the city.
- Demanding specific attention for the non- discrimination of LGBTIs within the ethical framework.
- Increasing safety and fighting homophobic and transphobic violence.
- Contributing towards a safe and tolerant school climate in which LGBTIs are accepted.
- Educating and informing students.
- Collaborating and consulting with various organisations.

Municipal sectors/services involved

In order to reach the above focus objectives, we collaborate with as many municipal departments as possible (e.g. the Register office, the departments for Personnel and Organization, Internal communication, Communication and City Marketing, Local Education Policy ...).

Collaboration with advocacy / interest groups

We collaborate with Rebus (a local organization that provides information about sexual orientation and gender identity), umbrella organization Cavarria and several other interest groups and umbrella organizations in the fields of education and LGBTI communities in Bruges, the hotel and catering industry in Bruges, etc.

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

We collaborate with discrimination hotline Unia Brugge, the police of Bruges, the Social Service Department OCMW Brugge, the network of schools, ...

Other collaboration partners

Schools, the police, teaching material providers, etc.

Which parties will implement the policy?

The diversity office of the city of Bruges will implement the policy in collaboration with other municipal departments.

Contact persons

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URL to (information on) local LGBT policy on municipal site

www.brugge.be/beleid-holebi-s-en-transgenders

Brussels – Belgium

Policy

The Regional Office of Equal Opportunities is located in the Regional Coordination Department of the Brussels Regional Public Service. On the political level the Regional Office of Equal Opportunities depends on the State Secretary responsible for Equal Opportunities.

The Government Agreement 2014/2019 of the Brussels-Capital Region and, more specifically, the orientation note 2014/2019 of the State Secretary of the Brussels-Capital Region responsible for Equal Opportunities, describe the mission, the strategic and operational objectives and measures to promote and facilitate equality within the Brussels-Capital Region.

Goal

The main goal of the LGBT policy of the Brussels-Capital Region is to improve the equal opportunities of lesbians, gays and transgender who live in the Brussels-Capital Region. This goal is twofold: one aim is to act into civil society and raise awareness for LGBT issues, the other aim is to help LGBT citizens facing discrimination on the ground of sexual orientation and gender identity.

For how long has there been a specific LGBT-inclusive policy?

Since 2009.

Key focus areas

- Developing awareness-raising projects on the topics of homophobia and transphobia, aimed at citizens (action May 17: International Day against Homophobia, Transphobia and Biphobia (IDAHOT)).
- Strengthening the fight against homophobic and transphobic incidents (hate speech and crimes). In September - October 2016 the Brussels-Capital Region will organize a campaign in order to encourage LGBT victims of hate crimes to report the crime through the police.
- Providing training courses on LGBT issues for the Brussels police departments.
- Financial support of projects developed by Brussels LGBT organisations. In 2016 the Brussels-Capital Region support the project of the association Wel Jong Niet Hetero, who want to coordinate the Gender and Sexual Diversity Trainings on the Brussels level aimed at Brussels secondary(high) school students.
- Contribution to and implementation of the Federal Action Plan against Homophobia and Transphobia 2016/2019 (due to start end 2016).
- Being an inclusive employer to LGBT staff.

Regional sectors / services involved

All regional services and sectors are involved.

Contact person

Dirk Gille (dgille@gob.brussels), Regional Office of Equal Opportunities

Local LGBT policy on regional site

www.gelijkekansenbrussel.irisnet.be/nl/lgbt/

www.egalitedeschancesbruxelles.irisnet.be/fr/lgbt/

Cologne – Germany

Policy

The office for LGBT of the City of Cologne was established in 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

Preparation and development of an agenda against homo- and trans*phobia; improvement of equal opportunities for lesbians, gays and transgender people who live in Cologne; Organization of accommodation for LGBT refugees; conjunction of the gay-lesbian community and the municipality; representation of the LGBT community within the city administration and assertion of LGBT needs.

For how long has there been a specific LGBT-inclusive policy?

The city-consortium LGBT was established by the council order in June 22, 2006

Key focus areas (short term and long term)

- Development of a concept for a LGBT-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 LGBT department is part of the diversity department. There is a close cooperation with the Office of Disability Policy and the local integration centre. It is intended to involve all other sectors and services. Last year, a network for employees of the City of Cologne was founded, which is being maintained in 2016. 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.

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) or different organizations that are occupied with the help of LGBT-refugees.

Other collaboration partners

In 2014, a network of LGBT offices of the NRW-cities was founded in cooperation with the Ministry of emancipation. In 2015, a network of LGBT offices was founded on national scope. The city of Cologne is a member of the 'Charta der Vielfalt' (Charter of Diversity).

Which parties will implement the policy?

City of Cologne and all other collaboration partners.

Contact person

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

Local LGBT policy on municipal site

www.stadt-koeln.de/leben-in-koeln/soziales/lesben-schwule-transgender

Esch-sur-Alzette – Luxembourg



Policy

The City of Esch-sur-Alzette has since 2002 a department dedicated to gender and diversity policies (Service à l'égalité des chances). Since 2004 it also deals with specific LGBT issues. The Diversity Charter Luxembourg (Charte de la Diversité) was signed in 2014 and since 2015 a signed agreement between the City of Esch-sur-Alzette and Rosa Lëtzebuerg a.s.b.l. (National LGBT rights association) exists. In July 2015 the City Council voted unanimously in favour of joining the Rainbow Cities Network.

Goal

- Promoting equality and inclusion for all.
- Improving equal opportunities and acceptance of LGBT people.
- Zero tolerance towards discriminatory behaviour.

For how long has there been a specific LGBT-inclusive policy?

Since 2004

Key focus areas (short term and long term)

- Development of a concept for an LGBT policy.
- Organization of and participation in LGBT visibility events.
- Close cooperation with LGBT organizations.

Municipal sectors/services involved

Equality being a subject of interest for everyone, all services are involved.

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

Social, health-care and welfare organisations present and active in Luxembourg are partners.

Collaboration with interest groups

The Grand-Duchy only has one specific LGBT rights group (representing all orientations). It is active throughout the country: Rosa Lëtzebuerg a.s.b.l. They are a privileged partner for LGBT questions for the city of Esch-sur-Alzette.

Other collaboration partners

LGBT organisations from the 'Greater Region' (Border regions of France, Belgium and Germany)
Ministry of Family, Ministry of Health, Ministry of Justice.

Which parties will implement the policy?

Municipality of Esch-sur-Alzette and collaboration partners.

Contact person

Mr Dominique Vitali (dominique.vitali@villeesch.lu), contact for Rainbow Cities Network
Ms Nicole Jemming (nicole.jemming@villeesch.lu), Service à l'égalité des chances

Local LGBT policy on municipal site

www.esch.lu/citoyen/egalitedeschances/Pages/Discriminationpourmotifd'identit%C3%A9degenreoud'orientationsexuelleActualit%C3%A9.aspx

Geneva – Switzerland



Capital of human rights, 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 (SOGI); further, the City is promoting a better welcome of lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) people in society. To reinforce this policy, a civil servant position specially dedicated to LGBTIQ issues was created in September 2012, as a first in Switzerland. The position covers the 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 2016, this annual campaign encouraged the public to 'find the right words' to describe LGBTIQ people without stigmatizing them, in the six languages most commonly spoken in Geneva. 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. From 2015, the City supports a study and action program on LGBTIQ asylum seekers;

3. Internal policy (human resources)

The City is working on turning the diversity based on SOGI 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.

4. International work

Through the Délégation Genève Ville Solidaire, the City of Geneva promotes collaboration with emerging countries. Since 2013, a focus is made on the promotion of LGBTIQ projects such as the action of Avocats sans frontière Suisse in Cameroon, the International Commission of Jurists in Guatemala or the Centre for Civil and Political Rights in Ivory Coast. The City collaborates as well with the International Film Festival and Forum for Human Rights on these issues. In addition to its collaboration with international organisations based in Geneva, the City is part of several national and international networks. In 2015, Geneva hosted 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. 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 et de prévention des violences domestiques (integrating LGBT issues), etc.
- Local organisations: Fédération genevoise des associations LGBT, Université populaire albanaise (UPA), Association pour la promotion des droits humains (APDH), Centre d'accueil pour personnes migrantes La Roseaie, Coordination asile.ge, Geneva Queer Film Festival, FILMAR en América Latina, 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, Association for the prevention of torture, 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

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



Policy

The office for LGBT of Ghent is located in the department of wellbeing and equal opportunities. The office is staffed by one office manager responsible for the gender and LGBT-policy. The office for LGBT is part of a broader service 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

In May 2016 The Rainbow action plan 2016-2017 was launched. It contains 27 actions concerning the LGBT policy in different domains. The most specific and visible actions are:

- Events: Marc Ihsane Jarfi (remembrance of homophobic violence), Pride & Privilege (congress).
- Tools: Signal point for discrimination within the local police office, educational tool 'Niet normaal', gender neutral vacancies and function titles.
- Expertise and networking: working groups per sector, research 'homophobic attitudes and Ghent youth', workshops in schools, steering committee police and justice.

Planned actions

- Subsidies for ethnic cultural diversity projects that deal with LGBT issues
- Visible rainbow element in the city
- Screening of official 'outdated' documents (civil affairs)
- Gay Straight Alliance (education)
- Project Safe Havens for refugees

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, police and justice department, ...

Other local organisations : within the LGBT community, within ethnic cultural minorities, AA Gent football association ...

Contact person

Sabien Blondeel (sabien.blondeel@stad.gent)

Local LGBT policy on municipal site

www.stad.gent/over-gent-en-het-stadsbestuur/stadsbestuur/wat-doet-het-bestuur/uitvoering-van-het-beleid/welzijn-gezondheid/holebis-en-transgenders

Policy

The city of Hamburg operates a policy that focuses on creating a tolerant social environment for LGBTI* people. For this reason, in 1989 Hamburg established a department dedicated to gender policies. Since 1 July 2015 there has been a separate staff unit. It is assigned to the state minister for science, research and diversity. Already since 8 April 1999 existed in Hamburg the possibility to enter a 'registered partnership' for the legal recognition of same-sexual partnerships.

Goal

- To increase visibility and acceptance for all LGBTI* people in all areas of life.
- To promote acceptance within Hamburg's administration and society.
- To adopt a 'no tolerance' approach towards discriminatory behaviour.

How long has there been a specific LGBTI*-inclusive policy for?

Since 1989.

Key focus areas (short term and long term)

- Completion and implementation of the first Hamburg action plan for the acceptance of sexual and gender diversity
- Close cooperation with LGBTI* organisations
- Financing projects that work on LGBTI* issues
- LGBTI* refugees
- LGBTI* health
- Close cooperation between the police and LGBTI* organisations: 'Cops4Colours'
- Providing services for the prevention of crimes motivated by prejudice (hate crime)
- Trans* issues
- Annual LGBTI* film festival
- Annual pride festival
- Promoting LGBTI* tolerance and acceptance in schools
- Trans* roundtable
- Refugee roundtable

Municipal sectors/services involved

The Hamburg action plan for the acceptance of sexual and gender diversity involves all sectors of the Hamburg public administration.

Collaboration with advocacy/interest groups

Community and voluntary sector groups are involved.

Refugee and trans* roundtables bringing together representatives of LGBTI* NGOs, interest groups, policymakers and the government.

Collaboration with social and/or healthcare and welfare organisations

Since October 2013, the city of Hamburg has been promoting a transgender centre at the university medical centre.

Other collaboration partners

Hamburg is a member of the 'Charta der Vielfalt' (German diversity charter).

Which parties will implement the policy?

The city of Hamburg in conjunction with all sectors of the Hamburg public administration and all collaboration partners.

Contact persons

Dorothee Bramlage (dorothee.bramlage@bwfg.hamburg.de)

Katharina Buhk (katharina.buhk@bwfg.hamburg.de)

URL for (information on) local LGBTI* policy on the municipal authority

www.hamburg.de/bwfg/gleichstellung/

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, transgender 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-inclusive 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 sports organization), Perlen-Filmfest (queer film-festival), Queeres Netzwerk Niedersachsen (Partner of the provincial government Lower Saxony), LSVD (lesbian and gay association Germany).

Other collaboration partners

Municipalities and the Ministry Of Social Affairs Lower Saxony

Which parties will implement the policy?

Municipality of Hannover and collaboration partners.

Contact persons

Mrs. Juliane Steeger (juliane.steeger@hannover-stadt.de)

Mr. Thomas Adank (thomas.adank@hannover-stadt.de)

Local LGBT policy on municipal site

www.hannover.de/LSBT

Leuven – Belgium

Policy

The city of Leuven implements the Human Rights Treaty and the anti-discrimination law in its local policy making process. One of the universal Human Rights is freedom of reproductive and sexual rights. The antidiscrimination law considers sexual orientation and gender expression as a legal ground to act against violation of this law. The LGTBI policy of Leuven prioritizes and ensures LGTBI policy making in all the fields the city council is responsible for: education, social welfare, safety, anti-discrimination, diversity and equal opportunities and culture. This policy has been adopted since 1997.

Goal

The city aims to involve the 'LGBTI community' in all actions taken in the field of LGTBI policies. The LGTBI community is actively involved and participates in the process of policy making. The Leuven and provincial LGTBI community is organised under the umbrella of the Rainbow House: an open house for sexual and gender diversity. Every trimester an umbrella meeting is being held, where all the LGTBI organisations allied with the Rainbow House are present, as well as representatives of the city and of the provincial administration.

For how long has there been a specific LGBT-inclusive policy?

In 1998 the first LGTB agenda was presented and accepted by the city council of Leuven.

Key focus areas (short term and long term)

Local policy making on safety for LGTBI in the public environment.

Education of the police force on handling LGTBI complaints/reports and developing guidelines for police staff.

Promoting LGTBI tolerance and acceptance in schools.

Focus on sexual and gender diversity as a normality in the community.

Promoting a LGTBI tolerant sports environment.

Visibility of LGTBI in art and culture.

Annual LGTBI movie festival: three weeks in November.

Annual Pride festival with different visibility actions.

Annual Remembrance day in November with visibility actions.

Annual Aids campaign in collaboration with health care institutions.

International exchange of good practices and support for LGTBI organisations in countries where the acceptance is still very precarious.

Support of transgender employees in the city administration.

Equal rights for parental leave for LGTBI employees of the city administration.

Attention for LGTBI friendly language in the city administration.

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, local Welfare Services, UNIA (discrimination Complaint Office), Primary and secondary schools, University (KU Leuven), Public libraries, Diversity and equal opportunity department, province Vlaams-Brabant, International student groups, Flemish government, Federal Institute for Gender Equality, ...

Collaboration with interest groups

Rainbow House Leuven and Vlaams-Brabant: umbrella for all LGBTI interest groups and activities.

Other collaboration partners

Municipalities, ministries and research institutes

Which parties will implement the policy?

City council of Leuven and the Rainbow House

Contact person and Local LGBT policy on municipal site

Kristel Wildiers (kristel.wildiers@leuven.be)

www.leuven.be/leuven/diversiteit/



Policy

In the Strategy of Development of Social Care in the City of Ljubljana for the period 2013–2020 and in the Action plan for gender equality from 2016 to 2018 (both adopted by City Council) the City of Ljubljana has committed to continue to support a range of new and existing social care programs for the LGBT population and to implement awareness raising activities.

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-inclusive 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 advocacy / interest groups

LGBT NGOs from Ljubljana, experts in LGBT field

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

Other collaboration partners

All organisations, that receive the municipal LGBT friendly Certificate

Which parties will implement the policy?

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

Contact person

Simona Topolinjak (simona.topolinjak@ljubljana.si)

URL to (information on) local LGBT policy on municipal site

www.ljubljana.si/en/living-in-ljubljana/lgbt-friendly/

Policy

In line with the city's overall diversity and anti-discrimination strategy, the City of Mannheim has established a permanent LGBTI Office at the Mayor's Department. Two LGBTI Officers concentrate previous individual collaborations with local NGOs and draft an overall strategy to fight discrimination and further equal opportunities for LGBTI people.

Goal

The goal of the City of Mannheim's LGBTI Policy is twofold:

1. To act into civil society, raising awareness for LGBTI issues, fighting LGBTI discrimination, furthering equal opportunities and quality of life for LGBTI individuals and thus fostering a social climate of mutual respect.
2. To implement an anti-discrimination strategy – based on the Yogyakarta Principles – within the city administration to guarantee equal opportunities for all employees of the City of Mannheim.

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

Since 1 July 2015

Key focus areas (short term and long term)

Long term focus areas:

- Development of an LGBTI anti-discrimination and diversity action plan
- Development of an LGBTI equal opportunities plan for the employees of the City of Mannheim
- Diversity management, 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 and services will be involved

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

PLUS - Psychologische Lesben- und Schwulenberatung e.V.; KOSI.MA - Kompetenzzentrum zu sexuell übertragbaren Infektionen in Mannheim

Collaboration with interest groups

Local LGBTI NGOs: CSD Rhein-Neckar e.V.; PLUS e.V.; SchLIMm; EINbLICK - queeres Theaterfestival; Lesbisch-Schwule Geschichtswerkstadt Heidelberg-Ludwigshafen-Mannheim etc.

A Round Table for LGBTI interest groups, local government and administration is being established.

Other collaboration partners

City of Heidelberg; City of Stuttgart; Landesnetzwerk LSBTTIQ Baden-Württemberg; 'Mannheimer Bündnis für ein Zusammenleben in Vielfalt'; Antidiskriminierungsnetzwerk Mannheim; University of Applied Sciences of Mannheim; TiefenSchärfe - youth short film project and various others

Which parties will implement the policy?

The City of Mannheim in collaboration with other parties

Contact persons

Grace Proch (grace.proch@mannheim.de), LGBTI officer
Sören Landmann (soeren.landmann@mannheim.de), LGBTI officer

Local LGBT policy on municipal site

www.mannheim.de/lbtti (currently only available in German)

Mexico City – Mexico



CDMX
CIUDAD DE MÉXICO



CONSEJO PARA PREVENIR Y
ELIMINAR LA DISCRIMINACIÓN
DE LA CIUDAD DE MÉXICO
COPRED

**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 LGBTTTTI 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 2016-2017

- Follow-up of the Proclamation CDMX, Ciudad Amigable LGBTTTTI: under mandate of the Mayor of Mexico City, the capital was proclaimed on November 23rd of 2015 as a friendly city towards the LGBTTTTI community, along with the release of public policies that bind the capital's public administration. In view of the aforementioned initiative, the COPRED is the governmental agency in charge of the follow up on those public policies under the Mayor's mandate through communications with LGBTTTTI NGO's, and monitoring the activities of other local government entities in relation to the same policy.
- Memoranda of Understanding between Mexico City and other international cities: with the signing of four Letters of Intent last year with the cities of Brussels, Buenos Aires, Paris, Sao Paulo and Montevideo, this year the Council with the corresponding departments of each city is elaborating Memorandums to be celebrated between this and next year.
- LGBTTTTI History: with the help of the LGBTTTTI NGO's all the research done on the community's history has been archived.
- 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.
- REDCII (Citizenship Network towards Equality and No Discrimination): One of COPRED's main activities in order to stay in touch with the population is the Red Ciudadana por la Igualdad y la No Discriminación (REDCII), which is compounded by volunteers that organise activities which revolve around Non Discrimination workshops within Mexico City's territory. This year, the REDCII participated in several informational fairs about LGBTTTTI issues.
- Complaints and orientation: The COPRED works directly with population affected by acts of discrimination perpetrated by public or private sector. In this matter, there are 5 causal factors of discrimination regarding the LGBTTTTI community (from May to December 2015) and 8 cases presented in the same time: 1 case due to gender identity, 1 case due to expression of gender role, 4 cases due to sexual orientation or preference, 1 case due to an act of homophobia and 1 case concerning an act of transphobia.

Municipal sectors/services involved

The LGBTTTTI 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

Adriana Aguilera Marquina (adriana.copred@gmail.com), Senior Advisor in the Executive Secretary at COPRED

Local LGBT policy on municipal site

copred.cdmx.gob.mx/por-la-no-discriminacion/poblacion-lgbttti/

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 anti-discrimination 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-inclusive policy?

Round Table since 1997; special unit in local 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, information, 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
 - > LGBT youth (actual focus in school politics and social politics)
 - > elderly LGBT, opening help facilities for LGBT senior citizens
 - > LGBT refugees; for example safe placement for LGBT refugees
- 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 persons

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

Local LGBT policy on municipal site

www.muenchen.de/koordinierungsstelle

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 inhabitants of Rotterdam, 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?

Since 2001

Key focus areas (short term and long term)

- Promoting a safe and tolerant school climate with LGBTI acceptance.
- Promoting a safe living environment for LGBTI in the street and within elderly care institutions.
- Facilitate contact and a digital and non-digital meeting point for LGBTI youngsters with different cultural background.
- Improving professionalism on LGBTI issues within care & welfare facilities.
- Stimulate LGBTI friendly business and city promotion and events.
- Increase visibility of LGBTI in the city.

Municipal sectors/services involved

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

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), Migrant organisations, Religious organisations.

Collaboration with interest groups

COC (advisory and help organisation for LGBTI), Ketelbinkie (LHBTI sports club), Rainbow City Rotterdam (volunteer NGO working for LGBTI), 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) and Rotterdam Pride.

Other collaboration partners

The city of Rotterdam is a member of ECCAR, 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 Dutch cities Amsterdam, The Hague and Utrecht. Rotterdam is one of the 43 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

Corrie Wolfs (c.wolfs@rotterdam.nl)

Local LGBT policy on municipal site

www.rotterdam.nl/beleidsregelvolwaardigmeedoeninrotterdam20162018pdf

Şişli-Istanbul – Turkey

Policy

The newly elected (since March 2014) Mayor Hayri İnönü has signed SPoD LGBTI Association's 'LGBTI-Friendly Municipality Protocol' during his candidacy. After he won the elections, Şişli Municipality continues its policies to ensure that LGBTI+ persons live in a just society as equal and free individuals and their ability to exist freely in all aspects of social life as a part of 2014-2019 Strategic Action Plan of the Municipality.

Goal

Mainstreaming LGBTI+ issues within municipality services; to combat social prejudices on grounds of sexual orientation and/or gender identity in access to all areas of life.

How long has there been a specific LGBTI emancipation policy?

Starting with the 30 March 2014 local elections.

Key focus areas

- Raising Awareness: Increased knowledge and skills among citizens and municipality employees on the topics of homophobia, transphobia and biphobia.
- Safety: Providing services for prevention of crimes motivated by prejudice, also known as hate crimes. Services also cover psychosocial support to the victims of those crimes.
- Health Services: Eliminating LGBTI+ health disparities and enhancing efforts to improve LGBTI health are necessary to ensure that LGBTI individuals can lead long, healthy lives.
- Employment: Supporting public and private projects for inclusion of LGBTI+ people to the work life (internships, works grants etc.)

Municipal sectors/services involved

All sectors are involved. In special: The Social Equality Unit. The department for Social Affairs, department of Culture, department of Health and department of Foreign Affairs has special responsibility for the action plan.

Cooperation with advocacy / interest groups

We are cooperating closely with Lambdaistanbul LGBTI, Social Policies, Gender Identity and Sexual Orientation Studies Association (SPoD) and LISTAG Families of LGBTs in Istanbul.

Other collaboration partners

Also other local and international organizations, municipalities, NGOs and universities.

Which parties will implement the policy?

Municipality of Şişli, city districts and all other local and international collaboration partners.

Contact person

Elif Avcı (elif.avci@sisli.bel.tr; foreignaffairs@sislibelediyesi.com)

Local LGBTI policy on municipal site

N/A

Turin – Italy



Policy

To fight against discrimination on the grounds of sexual orientation and gender identity is one of the core objectives enshrined in the Statute of the City of Torino. The City established the LGBT Office, operated by internal personnel, 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 with more than 100 partners. The City's Board Resolution approved LGBT policy guidelines and included LGBT objectives in the Annual Management Plan. The new Mayor, elected in June 2016, dedicated a specific session of her political programme for 2016-2021 to the acknowledgement of LGBT Rights by the City of Torino within the organisation and in all services provided to the citizenship.

Goal

To guarantee the respect of the principle of non-discrimination of LGBT citizens within the administration's offices and in all activities and services provided to 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 policy?

Since 2001, by the institution 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 awareness campaigns among citizens on the occasion of T-DoR, Torino Gay & Lesbian Film Festival, IDAHO, Torino Pride; **LGBT National Strategy:** the City's LGBT Office concluded, in June 2016, the RE.A.DY – UNAR project (Council of Europe LGBT Program), in cooperation with the RE.A.DY network, and delivered to the national Government the two final outcomes: the first institutional **national Web Portal on LGBT topics** (*Portale nazionale LGBT*) structured in thematic pages and including a database of 1575 schedules (toolkits, publications, guides) addressed to public/private operators and citizens. The portal is available at the weblink www.portalenazionalelgbt.it/; the **training models** (*modelli formativi*) for **Public Administration managers** (Education, Safety and Employment areas) on LGBT topics, tested in various regions of Italy, to provide inclusive services to LGBT citizens and promote diversity management, available at the weblink www.comune.torino.it/politichedigenere/lgbt/snlgbt/unardy/index.shtml.

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, families counselling centres.

Collaboration with interest groups

Coordinamento Torino Pride (the umbrella association of 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, Geco.

Other collaboration partners

Piedmont Regional Authority, Metropolitan City 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?

The City of Torino and city districts in cooperation with other partners

Contact person

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Local LGBT policy on municipal site

www.comune.torino.it/politichedigenere/lgbt/index.shtml

Vienna – Austria



WIENER ANTIDISKRIMINIERUNGSSTELLE
FÜR GLEICHGESCHLECHTLICHE UND
TRANSGENDER LEBENSWEISEN
StoDt:Wien

Policy

In December 2014 Vienna declared itself a 'Human Rights City'. The current LGBTIQ policy is based on this commitment and specified in the coalition agreement 2015-2020 ('Wien unterm Regenbogen: Vielfalt und Akzeptanz'). The Viennese Antidiscrimination unit for lesbian, gay and transgender issues is located in the City Councillor's office for Women's Issues, Education, Integration, Youth and Personnel.

Goal

Combating homophobia, transphobia and violence on a societal and legislative level and raise the awareness for the concerns of LGBTI people to make Vienna a city of inclusion and acceptance.

For how long has there been a specific LGBT-inclusive policy?

The Viennese Antidiscrimination unit for lesbian, gay and transgender issues was established in 1998.

Key focus areas (long term)

- Establishing diversity and awareness about LGBT issues within the public sector
- Advise for politicians and administration
- Conduct trainings on antidiscrimination, homosexuality, trans identity and inter*sex, within the Municipality and the health sector
- Mainstreaming diversity with the focus on LGBTI in education
- Provide funding for LGBTI NGOs

Key focus areas for 2016/2017

- Establishing a Rainbow Family Centre in Vienna
- Inter*sex: 2nd Viennese Intersex*-Conference in April 2017
- LGBTI and disability
- Combating violence against LGBTIQ in public space
- Creating a permanent memorial for LGBTIQ victims of the NS-regime

Municipal sectors involved

All sectors and services are involved.

Collaboration partners

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

Which parties will implement the policy?

Municipality including Antidiscrimination unit, collaboration partners

Contact persons

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

LGBT policy on municipal website

www.wien.gv.at/politik/strategien-konzepte/regierungsuebereinkommen-2015/wien-macht-sich-stark/index.html



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-inclusive 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), Queeraltern, Zwischengeschlecht.org.

Other collaboration partners

City of Geneva

Which parties will implement the policy?

City of Zurich, Equality Office

Contact person

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Local LGBTI policy on municipal site

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