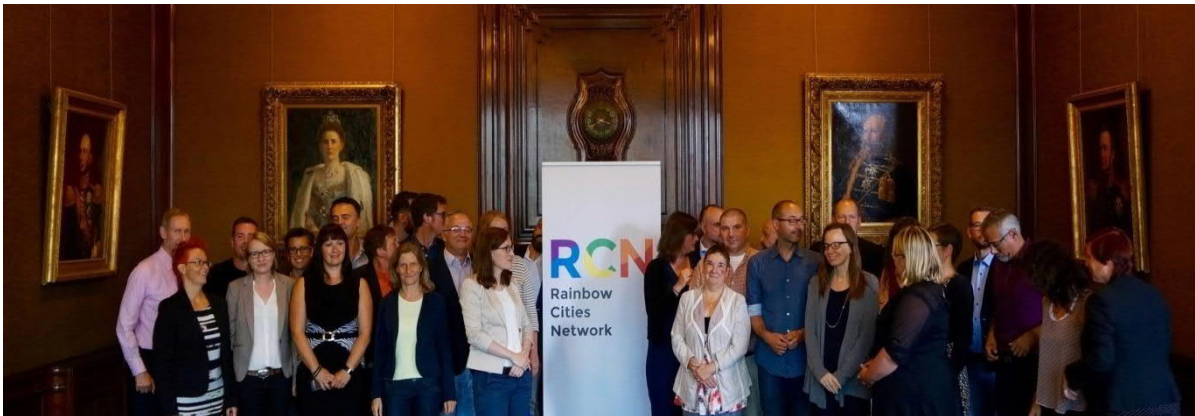


# RAINBOW CITIES Network

## One pagers on projects and good practices 2018/19





**Ajuntament  
de Barcelona**

## Barcelona LGBTI Centre

The Barcelona LGBTI Centre is an innovative benchmark facility at the service of the city's residents in LGBTI matters. It promotes a positive vision and knowledge of the LGBTI collective while championing its rights and fighting against LGBTI-phobia. The Barcelona LGBTI Centre is a project launched by Barcelona City Council and the LGBTI associations' movement. The Catalan LGBTI Organisations Platform manages the Centre under a Civic Management Agreement with the municipal government and through a team of professionals. The Barcelona LGBTI Centre offers:

Primary-care services for individuals and families. (Information and encouragement, individual and family reception and support, counselling and legal, employment and social and health-care advice, also for transsexual and intersexual people)

Programmes (cultural, community action, awareness-raising, associations and volunteering and documents centre)

Associations. The Centre houses resident organisations that offer their services and activities in the same facility and non-resident organisations which can use work and other spaces for their activities.

For further information: <https://ajuntament.barcelona.cat/lgtbi/en/services/barcelona-lgbti-center>

## Second meeting of cities under the "Intersectionality in metropolitan LGBTI policies" project

Barcelona organised a second meeting of cities, on 2, 3 and 4 May 2018, under the "Intersectionality in metropolitan LGBTI policies" project, a pilot project promoted by the World Association of Major Metropolises, bringing together the cities of Montevideo, Medellín, Mexico City, Berlin, Buenos Aires and Barcelona, to produce shared knowledge for bringing an intersectional approach to people-focused policies.

The programme for this second meeting included several sessions: internal work meetings of members representing the various cities where a conceptual debate had been held on intersectionality in general, later on taking a more in-depth look at the area of gender inequality. A conference open to municipal staff and social organisations on intersectionality with local LGBTI policies, with guest cities and experts in intersectionality and sexual and gender diversity taking part. And two sessions with LGBTI social organisations carrying out local intersectional initiatives.

For further information: summary video of second meeting:

<https://youtu.be/WdWxFN4LtfU>;

and Conference on local LGBTI policies with an intersectional approach:

<https://youtu.be/4LkH5NygUtc>

Berlin

### Selection of current projects:

#### Berlin Award for Lesbian\* Visibility

One priority of the rainbow city Berlin is to enhance the visibility of lesbians\* and lesbian life. In 2018, the Senate of Berlin therefore established the "Berlin Award for Lesbian \* Visibility". For the first time, this prize gives recognition to the work and commitment of persons and organisations to this cause. The award is given every two years by the Senator for Justice, Consumer Protection and Anti-Discrimination, responsible for the interests of lesbians, gays, bisexuals, trans\* and intersex persons (LGBTI) people. The prize is endowed with 3,000 euros.

Nomination phase: The nomination phase for the "Berlin Award for Lesbian \* Visibility" lasts 4 weeks, a nomination form is available on the website.

Proposals for nomination: Lesbians\*, regardless of gender assigned at birth, also lesbian\* groups / initiatives that have left a mark in this city through their actions and commitment to lesbian\* visibility (Berlin-related) and make lesbian\* life in the city visible can be nominated. The deceased, sponsored associations / projects by the city of Berlin, jury members or politicians may not be nominated.

Proposals can be made by individuals as well as by associations, companies, parties or other entities. Several proposals can also be submitted by one body.

The jury: In order to implement lesbian visibility at all levels of this award and to grant the interpretation authority for exemplary lesbian engagement to this group, a 5-member, lesbian\* expert jury will decide on the winner. From the submitted proposals, the jury will first determine a shortlist of three nominees, followed by the final winner. The winner will become part of the jury in the following year.

Award ceremony: The three finalists will be made public prior to the ceremony and will be honoured on the day before the the winner is announced.

Further information: [www.berlin.de/l-sichtbarkeit](http://www.berlin.de/l-sichtbarkeit)

#### International project on intersectional LGBTI policy

Together with cities of the "Latin American Rainbow Cities Network" Montevideo (Uruguay), Medellin (Colombia), Buenos Aires (Argentina), Mexico City and also Barcelona (Spain), Berlin has submitted a project to the international city network Metropolis focusing on "Intersectional LGBTI Policies". The project focuses on the visibility of multiple affiliations in relation to sexual orientation and gender identity as well as the development of appropriate local LGBTI policies. In addition to the exchange on best-practice examples, one of the main objectives is the development of a handbook for cities on how to introduce intersectionality within their LGBTI policies.

#### Development and implementation of a monitoring system of homo- and transphobic violence

The recording and documentation of homophobic and / or transphobic hate crimes takes place in the state of Berlin via different instruments of state agencies as well as various NGOs working in this area. To improve the reliability of data and collect this data a feasibility study has been prepared. Its main objective is to create a monitoring system which takes into account the specific local situation and conditions and which makes it possible to provide a differentiated report on the situation of

homophobic and transphobic violence in Berlin in the future. The proposed monitoring concept includes various modules and it contributes to the networking of state and civic actors. The implementation of the first modules is scheduled for 2019.



## Brighton & Hove City Council Gender Identity Campaign 2018

### Reason: why this initiative on this topic?

The city council and a wide range of partners held a citywide campaign to increase awareness and understanding of gender identity. Building on the Trans Needs Assessment and the Trans, Non-Binary and Intersex Conferences, cross-city / cross-sector partners developed a Brighton & Hove campaign to encourage increased awareness of the diversity of gender identities through the wearing of pronoun badges by staff and volunteers in as many city venues as possible.

The badges provided a choice of a range of pronouns, a blank option or included the campaign hashtag. They did not have any organisational logo, strengthening the message that the campaign was about the whole city. Each badge also came with an explanation of gender identities and examples of what to say in reply to people's questions.

### Goal

There were two aims of the campaign:

- to encourage discussion and understanding of diverse gender identities.
- to continue work to make a more welcoming and inclusive in city services and places
- to demonstrate a shared commitment across the city to addressing transphobia and prejudice and increasing inclusion

### Target audience

Everyone in the city of Brighton & Hove.

### Partners

All the city's public sector organisations (including health trusts, emergency services, and Brighton & Hove City Council), the two city universities, local community and voluntary sector groups (including the Trans Alliance and LGBT Switchboard), local businesses and Brighton & Hove City Council.

### Duration of the project

The badges were launched in the week leading up to Trans Day of Visibility (31<sup>st</sup> March 2018), and people continue to wear them to show support even now.

### Role of the City

The city council co-ordinated this project, contributed funding and engaged with local trans and non-binary people to ensure the success of this campaign. We also made sure that the project did not put people at risk from negative media or public attention, so our Communications Team worked with colleagues across the city and our local media to agree a respectful and safe approach. The city-wide Community Safety Team, Police and local community/voluntary sector mental health and LGBT groups were also told of this campaign so that extra support was provided.

### Expected outcome/results

People across the city engaged in conversations about gender identity, encouraging them to think beyond just the binary of 'women' and 'men' and increase their understanding of trans identities. By taking part in the campaign, staff and volunteers also gained a better understanding of how services

can be more welcoming and accessible for people of diverse gender identities. Many organisations, businesses and communities groups were interested in this campaign so the plan for 2019 is for an event bigger campaign, with more funding and more partners.

Link to more information

Council webpage: <https://www.brighton-hove.gov.uk/content/press-release/mypronounsare>

BBC news coverage: <https://www.bbc.co.uk/news/uk-england-sussex-43336081>

# City of Bruges (Belgium) – current projects



## 1. Development and implementation of the overall rainbow action plan 2018-2020

(Net) working with services and organisations to ask their input and experiences regarding LGBTI topics and their willingness to improve and change policy + founding the Bruges rainbow network.

## 2. Analysis of the policy of 2 local colleges Vives & Howest

The initial goal is to explore questions, problems and improve current policy. For the needs assessment there will be a cooperation with local interest groups Rebus & Cavaria. Why? Both schools offer teacher training so it's important that the teachers of tomorrow know how to deal with (sexual) diversity and gender orientation. Topics to be handled:

- Existing diversity policy and good practices/ experiences
- Student questionnaire
- Teacher questionnaire
- Bullying at school
- Training for students and teachers

## 3. Exhibition ' all the colors of the rainbow: ' love & equal rights through children's eyes '

In march we launched a drawing contest with the condition to use teaching materials in class for primary school. With the best drawings we made an exhibition and launched the rainbow action plan on the same day as the opening. The exhibition of children's drawings big and small ( 6-12 year) on the themes of sexual orientation, genderidentity and orientation was exhibited and open to the public in a central location in Bruges.

From nursery school until college we provide information concerning the SOGIE – theme so that are children and youth , who are the citizens of tomorrow, grow with the persuasion and believe that diversity in all its form and color is not only a plus in their own lives but also an added value for the city they live in.



RÉGION DE BRUXELLES-CAPITALE  
BRUSSELS HOOFDSTEDELIJK GEWEST  
BRUSSELS-CAPITAL REGION

### 1. Share the color campaign

This campaign is aimed at raising the awareness of the Brussels population with the aim:

- to combat stereotypes and break the taboos that specifically affect the "community" of LGBTQI+ (lesbian, gay, bisexual, transgender, queer, intersexual, etc.);
- promote respect for different sexual orientations, identities and gender expressions;
- to make victims of discrimination, harassment or any form of violence aware of their rights and the possibilities for exercising them;
- call on witnesses of violence and discrimination to respond appropriately and express their support.

### 2. Equality impact assessment

The BCR is introducing an innovative tool, which represents an enormous step forward for the Region's equal opportunities policy. The equality impact assessment is an instrument that will be used from 1 January 2019 to screen all new legislation and regulations for their impact on 5 other criteria:

- Disability
- Ethnic-cultural background
- Sexual orientation, gender identity and gender expression
- Origin and social situation
- People who have or are experiencing poverty

From 1 March 2019, the test will also apply to public procurement, grants, management contracts and strategic planning tools. This test is a user-friendly tool that will guide users step by step through simple questions to assess the impact of their policies on the various disadvantaged groups.

### 3. Monitoring and crime survey

One of the main objectives of the Brussels SOGI plan is to improve data collection and data management in cases of LGBTQI+ phobia. There are regular meetings with the concerned partners to discuss data collection.

A specific action within this framework is to set up a crime survey with an in-depth qualitative study to provide a better framework and interpretation of the existing figures.

Contact person at the Brussels Capital Region

Danny Jacqmot ([djacqmot@gob.brussels](mailto:djacqmot@gob.brussels)), [equal.brussels](http://www.equal.brussels)

Local LGBTQI+ policy on Regional Site: <http://www.equal.brussels/lgtb>



1. Good practise: "Sister Cities stand together" – Lesbian Rights are Human Rights  
 International Exchange with lesbian/queer LGBT activists from Cologne's Sister Cities  
 In July 2018, during Cologne Pride, the City of Cologne hosted a 5-day international exchange programme for LGBT human rights activists from 5 of Cologne's 22 sister cities including guests from Istanbul (Turkey), Katowice (Poland), Cluj-Napoca (Romania), Rio de Janeiro (Brazil) and Tunis (Tunisia) – focusing on lesbian visibility, international solidarity, networking and empowerment of lesbians: 9 out of these 10 international guests were lesbian/queer women. A similar exchange programme was held already in 2017.

Goals

- Empowering and supporting human rights activists in Cologne's sister cities - mostly from countries with high rates of discrimination and low social acceptance of LGBT
- Highlighting the situation of lesbians in these countries and increasing lesbian visibility
- Inspiring local lesbian activists as well as lesbian activists
- Building networks and connecting lesbians on level

international  
 an international  
 lesbian/queer  
 Cologne itself



Target audience

LGBT activists and other human rights activists – women – from Cologne's sister cities and from

Partners

The exchange was a successful collaboration between the city's LGBT office, the city's Office for International Affairs, local NGOs and lesbian activists from Cologne.

Duration of the project

While the planning phase started about 9 months beforehand, the actual exchange programme included 4 days (arrival Wednesday afternoon, departure Monday morning). The programme included: a welcome dinner; a half-day conference (attended by approx. 90 people, where the lesbian guests spoke about the situation for LGBT in their home countries and the volunteer work they engage in); an official reception in the town hall, visiting two LGBT NGOs, exploring the Cologne Pride street festival and participating in Cologne's Pride Parade with amnesty international (see photo below) and as a group with its own banner accompanied by the Mayor of Cologne (see photo above).

Cologne (see

Role of the City

The City of Cologne was the main body responsible for hosting and funding this exchange. About 7500 Euros were for flights, hotel accommodation and the half-day

organising,  
 available to pay  
 conference.

Outcome/results

The international guests as well as everyone involved from side, felt inspired and empowered for their work as mutually beneficial exchange. The exchange programme received good media coverage (newspaper and TV). Following the exchange in 2017, LGBT activists from to two of these sister-cities (Katowice/Poland and Cluj/Romania) invited to Mayor of Cologne to visit their local pride event. On behalf of the Mayor, one Vice Mayor of Cologne made official visits to support these local pride demonstrations, which received a lot of media coverage. Cologne is planning to continue this exchange programme with LGBT activists from different sister cities in 2019. Other German cities felt inspired and are planning a similar exchange next year.

the German  
 activists by this



2. Developing an Action Plan for more acceptance of sexual and gender diversity
3. Publishing a study about the city's LGBT community as an economic location factor

# City of Geneva

## Selection of current projects



### Elderly LGBTI program

According to the policy and strategy framework for seniors, the proportion of elderly people living in Geneva will increase considerably from 16.2% in 2013 to 23% in 2040. Among them, LGBTI people are more affected by discrimination and social exclusion and remain quite invisible.

Accordingly, the City of Geneva ordered a pilot research, managed by Association 360, aimed at highlighting the differences between the heterosexual and LGBTI elderly citizens, focused on their daily and social lives, their specific health issues and the training needs of the professionals caring for them, as well as drawing up a list of good practices set up in foreign countries. This first step showed that only a few projects aimed at elderly LGBTI people exist in Geneva and that public foundations in the semi-public sector working with the elderly (home caring, nursing homes, social supports) were not sufficiently prepared to face the challenge of an inclusive aging process.

Further to these findings, the city of Geneva decided to support a new project led by Association 360 to develop a long term research which would lead to specific and effective measures targeting LGBTI senior citizens and the professionals caring for them. The pilot research will last from the end of 2017 until 2020. After this period, an assessment will be published. The City of Geneva co-finances the project and act as a facilitator to establish contact between Association 360 and the other public organizations. The project is part of the City action plan for elderly people.

### LGBTI Refugees

As any Canton in Switzerland, the Canton (State) of Geneva receives a quota of refugees according to its population. This way, in 2016, more than 4'000 individuals were in the asylum process in Geneva. Among them, LGBTI refugees and their specific needs are highly invisible both to the different actors from the asylum fields and to the local LGBTI organizations as well as inside the LGBTI community. Having regard to the stigmatizations and discriminations that LGBTI persons and refugees are facing in our society, and the deprived material and psychosocial conditions they often live in, this invisibility of LGBTI refugees is likely to express specific conditions of vulnerability and specific needs, that the Geneva actors were not equipped to satisfyingly take charge of.

The City of Geneva is financing a program to improve the living conditions of LGBTI refugees by identifying the specific vulnerabilities and specific needs of LGBTI refugees, sensitizing the professionals of the field about these specificities, spreading good practices and developing adapted tools and answers to address them and sensitizing migrant newcomers about LGBTI issues. After a successful pilot phase from 2016 to 2018, the project was confirmed and extended.

### LGBTI Archives and Memory

Identifying, saving and valorising the archives and memories of the LGBTI communities and movements are a growing issue. The City of Geneva launched a feasibility study to address this question locally and define the needs, in close partnership with the civil society. Simultaneously, a program of events is planned all along 2019 to celebrate the rich history of the local LGBTI movements and organisations. On this 50<sup>th</sup> anniversary of the Stonewall riots, Geneva will welcome the Swiss Roman Pride in June and July.

Contact at the City of Geneva: Guillaume Mandicourt, [guillaume.mandicourt@ville-ge.ch](mailto:guillaume.mandicourt@ville-ge.ch)

## Gent (Belgium)



Topic: Trans needs Assessment 'Hij/Zij Voorbij' We organised a needs assessment for the Ghent trans\*population. This analysis will be the base for transspecific policymaking.

Reason: why this initiative on this topic?

In our LGBT policy the main focus has been on the LGB. The 'T' was not as present as it could be in the actionplan. We needed a good view of options for action that really make a difference in the everyday lives of trans\*people.

Goal

We wanted a better view of how trans persons in Ghent are living and how they feel about certain domains that are relevant for the city policy: safety, sports, communication, public service, health, ...

Target audience

For the focus groups within the analysis the target audience was of course the trans\*population of Ghent. In the second phase of the analysis policy makers were involved.

The main target audience are city services. We want to provide them with options they have to make their services more trans\*inclusive.

Partners

The trans needs assessment was conducted by Transgender Infopunt, the Flemish expertise centre for all trans\*topics.

Duration of the project

The Analysis was conducted in February-March 2017.  
The report was finished in April 2017.

Role of the City

The city is the initiator and coordinator of this analysis.

(expected) Outcome/results

- Research report with needs of the trans\*population and options for a more trans\*inclusive policy
- Brochure 'Hij/Zij Voorbij' for all public services
- Trans\*specific actions within different domains (communication sports, elderly care)

Link to more information

<https://stad.gent/samenleven-welzijn-gezondheid/diversiteit-gent/holebis-en-transgenders/behoefteanalyse-transgenders>



## Hamburg

### Topic 1: Network hub "Selbstbewusst Trans\*" (confident trans)

- Peer psychosocial counselling advice to support and company transgender individuals, relatives, friends
  - Survey of specific requirements, analysis and to develop strategies to improve living conditions for transgender people and social acceptance by collecting and distributing informations for psychologists, treating doctors, interest groups, counselling services, interested public <https://www.mhc-hh.de/beratung-aufklarung/trans-beratung/>

### Topic 2: LGBT\* refugees

#### Gay, Bi and Trans\*:

- Psychosocial Counselling
- Secure accommodation for vulnerable persons
- Individual case management
- Self-help group "Safe Space" which offers a platform for exchange and mutual support

#### Lesbian, Bi and Trans\*: "Refugee sisters"

- Safe space for lesbian, bi- or trans\* persons
- Providing information about LBT\*-organisations in their home countries

### Topic 3: "Queer network for young people"

- Cooperation between lesbian and gay counselling centres to inform and offering trainings for child and youth welfare institutions
- Open meeting place for young persons "Mixtapes"

Contact person at the municipality:

Dorothee Bramlage ([Dorothee.Bramlage@bwfg.hamburg.de](mailto:Dorothee.Bramlage@bwfg.hamburg.de))



Mestna občina  
Ljubljana

## SELECTION OF CURRENT PROJECTS

### Certificate LGBT friendly

The purpose of the certificate LGBT friendly is primarily raising awareness among people. The aim is that within the working environment and externally to the customers to create a climate that is favorable to all.

In the first phase NGOs have conducted a research about the needs of LGBT employees and LGBT users and based on the results of research analysis the education module has been prepared.

The certificate is awarded to all public and private organisations that complete the education (4-hours seminar for management staff) and share knowledge among their co-workers. The first seminars were implemented for management staff from the City Administration and Ljubljana Health Center. Now we have 36 certificate holders (among them are schools, kindergartens, public institutes etc.).

### Action plan for gender equality 2016-2018

In 2016, City Council adapted Action plan for gender equality 2016-2018. The action plan is divided into 8 areas; one of them is also tolerance towards the LGBT community. Our commitments in this fields are to support programs for LGBT and to support and (co)organize awareness-raising activities.

This year we published booklet For gender equality in Ljubljana. It presents various areas in terms of gender equality - political decision-making, economic independence, reconciliation of professional and private / family life, health, etc. The text encompasses portraits of women and men who present their views and life experiences in the field of gender equality.

In October, we organize roundtable on hate speech. We discuss what impact hate speech has on the working environment in organizations.

## CURRENT PROJECTS

### 1. Twin Cities. Together for Equality.

Since 2017 the City of Mannheim invites LGBTI activists from its twin cities to visit Mannheim during PRIDE WEEK. This international exchange aims to build strong networks on eye-level between the international guests and local activists, to support sharing of experiences and good practices and strengthen the human rights dialogue in the international relations of Mannheim with its twin cities. In 2018 the focus was on visibility of women\* in the queer community. Six activists were participating in several events like a podium discussion, the official Rainbow Reception of the City of Mannheim as well as the Dyke\*March and the Pride parade.

A short video from the Rainbow Reception 2018 with statements of the international guests can be found here: [https://www.youtube.com/watch?v=a\\_oJFPBc3g](https://www.youtube.com/watch?v=a_oJFPBc3g)



### 2. Mission Statement: Mannheim 2030

Mannheim is currently implementing the Sustainable Development Goals (SDGs) in its future mission statement "Mannheim 2030" and its consequential strategic goals. Taking into account LGBTI relevant aspects and policies in this process is key for guaranteeing equal opportunities and active participation of LGBTI persons in the city society in the future. During a workshop community members drafted a statement with concrete measures describing how a successful implementation of the SDGs would look like from a queer point of view. These results were afterwards also presented at a big conference to the broader public.

### 3. Security and Discrimination Online Survey

The City of Mannheim, together with the City of Heidelberg and the local community NGO PLUS Rhein-Neckar, explored through an online survey how secure members of the LGBTI community feel in the metropolitan region and how many people experienced discrimination due to their sexual or gender identity. The results were presented at a round table meeting with the police president and high level representatives of the two cities. Measures how to improve the situation will be discussed in follow up meetings with all involved parties and local politicians.

Contact: LGBTI Commissioner Sören Landmann ([soeren.landmann@mannheim.de](mailto:soeren.landmann@mannheim.de))



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



MEXICO CITY

## INCORPORATION OF INTERSECTIONALITY IN SEXUAL AND GENDER DIVERSITY POLICIES GUIDELINE

### Reason: why this initiative on this topic?

Because an intersectional approach allows governments to notice inequalities and provide tools to think in a more complex way considering how identities are built.

To exercise this approach is very important when developing public policies, due to the continuous imagination of identities as singular, excluding other individuals imply. This problem is aggravated when we think of inequalities as parallel: each institution address one axis of inequality in a separate way of other kinds of social injustice. This tendency is not only seen in the public administration, most organizations are used to work in specific discrimination topics and even in our individual thinking we tend to divide the problems.

All of the above represent a barrier to understand the complexity of social inequalities since every person identity is composed of several factors like gender, sexuality, origins, social status, etc.

### Goal

Publish guidelines on how to apply and intersectional perspective in the development of sexual and gender diversity public policies.

These guidelines do not pretend to give universal formulas and solutions, because there aren't such answers that can be used and make sense in every context. Having that in mind, the guidelines can be understood as a useful tool box to think and re-think sexual and gender diversity policies, from perspectives that allow to strengthen their capacities of transforming complex realities of discrimination, inequalities and violence from LGBTI phobias.

### Target audience

Local governments or entities that develop public policies against discrimination and to promote inclusion of LGBTI population.

### Partners

Local governments of Berlin, Barcelona, Medellín, Montevideo, Buenos Aires, Bogotá and Rosario.

### Duration of the project

2019's first semester

### Role of the City

Besides the contribution on the creation of the guidelines, each city will perform a diagnosis of their public policies, in which needs will be detected to become priorities and identifies the main goals to develop actions to improve policies.

### (Expected) Outcome/results

Guidelines to apply the intersectional perspective and the improvement of existing policies

Links to more information: <http://www.montevideo.gub.uy/servicios-y-sociedad/diversidad/proyecto-internacional-sobre-interseccionalidad-lgbti-0>

# Municipality of Munich

## One pager Current projects



Landeshauptstadt  
München  
**Direktorium**

Koordinierungsstelle  
für gleichgeschlechtliche  
Lebensweisen

Angertorstr. 7 (Eingang Müllerstr.)  
80469 München

### 1. LGBTI\* refugees

- implementing LGBTI\* needs into the cities "overall plan for integration of refugees"
- collecting informations and offering trainings for supporters

### 2. The new option of the 3. Gender

- implementing the new option of the 3. Gender (legal in Germany now) in the administration
- cooperating with different departments, researching the needs and possibilities
- speciallist counselling
- running a working committee with departments of the city administration on the needs of transfer of the legal targets of the new law

### 3. Trans\*/ Inter\* Employees inside the administration

- cooperating with the staff department of the city administration
- working on an information sheet for employees and especially for executives who want to support an employee
- providing informations on the cities intranet

Contact person at the municipality:

Ms Ulrike Mößbauer ([ulrike.moessbauer@muenchen.de](mailto:ulrike.moessbauer@muenchen.de)): responsible for rainbow Cities Network

Local LGBT policy on municipal site

[www.muenchen.de/koordinierungsstelle](http://www.muenchen.de/koordinierungsstelle)







Human Rights Office  
& Equality Officer

## Current projects

### 1. LGBTI\* refugees

- building a network of Organisations working with LGBTI-refugees
- implementing LGBTI\* needs into the cities "overall plan for integration of refugees"
- collecting informations and offering trainings for supporters
- offering trainings for teachers and educational staff
- funding a project for LGBTI-refugees

### 2. The new option of the 3. Gender

- implementing the new option of the 3. Gender (legal in Germany now) in the administration
- cooperating with different departments, researching the needs and possibilities
- speciallist counselling
- running a working committee with departments of the city administration on the needs of transfer of the legal targets of the new law
- creating a brochure about diversity-sensitive public relations

### 3. Mainstreaming LGBTI-politics in the administration

- cooperating with different departments of the city administration
- speciallist counselling
- implementing special activities for LGBTI in different departments

## Contact person

Christine Burmann ([christine.burmann@stadt.nuernberg.de](mailto:christine.burmann@stadt.nuernberg.de))

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

<https://www.nuernberg.de/internet/frauenbeauftragte/lgbti.html>



City of Oslo  
City Government  
Norway



## Policy

PROUD OSLO - Action Plan for Equality and Freedom, regardless of Gender Expression, Gender Identity and Sexual Orientation, adopted by the Oslo City Council June 17 2015

## Good practices

- **Guide for equal municipal services** – includes subsections on queer knowledge and intersectionality
- Prioritized settlement of refugees granted asylum on LGBT grounds, in cooperation with state authorities
- **Discrimination board** for low threshold conflict resolution, to combat discrimination and hate crimes
- Oslo's queer history – exhibitions in city museums and libraries
- Annual conference on human rights, in collaboration with the Oslo pride Foundation

Title :	Guide on equal services
Main purpose:	Promoting intercultural competence Preventing discrimination through an intersectional perspective
Implementation period :	Permanent
Short description of the action	The OXLO guide for equal services is a manual on the city's internet and intranet, with guidelines for the city's agencies, districts and services on how to make Oslo a city for all – provide equal opportunities regardless of ethnicity, sexual orientation and disability.  Actions <ul style="list-style-type: none"> <li>• Seminar program for leaders and employees in municipal agencies and city districts</li> <li>• Guidelines - including subsections on queer knowledge and intersectionality</li> <li>• PROUD OSLO – Action Plan for Equality and Freedom</li> <li>• Oslo's diversity history – exhibitions in city museums and libraries</li> </ul>
Evaluation of the action	Status – Oslo Extra large – regular documentation of results Proud Oslo - External evaluation combined with review roundtable talks with stakeholders, planned for autumn 2018
Cooperation with partner institutions/organisation/Civil society	Organizations representing minority interests Universities and research, Think tanks and LGBT organizations: FRI (LGBT), Queer Youth, Queer World – supported by grants from the city (and the Norwegian state)

	Municipals council for migrants, established in 1985, and Municipal council on gender and sexual diversity, established in 2017, with mandate to follow up action plans and other city council initiatives
More information and supporting documents	ww.oxloinfo.no/en/velkommen/ (English version) Action plan Proud Oslo

Title :	Mediation panel – a low threshold mediation service for complaints on discrimination
Main purpose:	Intercultural mediation, combating discrimination and hate crimes
Implementation period :	2018 .....

#### DESCRIPTION OF THE ACTION

Short description of the action	<p>The mediation panel organized by the Norwegian Peoples Aid is a service where victims of discrimination can present their complaints, get advise, and engage in dialogue and mediation with the offenders – in cases that don't meet the criteria of documentation and evidence required by the law - the police and the discrimination tribunal.</p> <p>Actions</p> <ul style="list-style-type: none"> <li>• Professional mediation</li> <li>• Outreach and counselling to victims organized by the Norwegian Centre Against Racism and Queer World</li> <li>• Courses for businesses, organizations and public services on how to recognize and prevent discrimination</li> <li>• Annual conference on human rights, in collaboration with the Oslo Pride Foundation and other stakeholders</li> </ul>
Evaluation of the action	<p>Ombudsman for equality – reports on complaints Oslo Police District – reports on hate crime Statistics Norway, IMDI – statics on attitudes towards minorities</p>
Cooperation with partner institutions/organisation/Civil society	<p>Project partners Norwegian Peoples Aid, Norwegian Centre Against Racism and Queer World Ombudsman for equality, The Norwegian Mediation Service, Municipal Office for Free Legal Aid, Oslo Police - Hate crimes group RADAR (Rotterdam, the Netherlands)</p>



## CURRENT PROJECTS on LGBT+ issues 2018-2019:

1- A large exhibition about LGBT+ history at the City Hall (may > august 2019):

This exceptional free exhibition is another step before the LGBT+ Archives Center planned for mid 2020 in the "future former" town hall building of the 4<sup>th</sup> district/arrondissement (including "Le Marais") to raise awareness of everyone, to fight against clichés & stereotypes about LGBT+. It will promote knowledge & respect for the LGBT+ people in a tuff context of LGBTphobia and attacks. Opening for IDAHOT day (may 17th), in this special year 2019: the 50<sup>th</sup> anniversary of the Stonewall Riots in NYC (1969), the very start of the LGBT modern movement!

2- "International Paris Prize for LGBT Rights»:

The Mayor Anne Hidalgo did present this 1st edition of this Prize in the City Hall may 17th. This award have 2 categories: 1 « local », for France + 1 « international » for the entire World.

Theses prizes can go to an activist or a NGO for their inspiring and brave actions to promote equality. Winners are chosen by a jury of 8 members (half Women/Men) + 1 President all pro-LGBT people, local or international. In 2018 the President of the jury was Edwin CAMERON, the openly gay judge from the Supreme Court of South Africa, and we had Stuart MILK too, founder of the Harvey Milk Foundation too. In 2018, we have 3 winners: Handi-Queer, LGBT group for disabled people + the National Gay and Lesbian Human Rights Commission of Kenya + Ameen Rhayem LGBT from Lebanon.

3- For Elder LGBT inside Paris:

Action & formations in retirement homes with the seniors LGBT NGO « Grey Pride », engagment charter (& evaluation) + building a label "Grey Pride Bienvenue" for institutions with medical care & social work... With them we come very soon to open the first big flatsharing (public housing) for 4/5 seniors LGBT inside Paris.

4- "Vers Paris sans Sida" / Paris without Aids:

NGO created by the City of Paris, following the WHO (OMS) guidelines to stop the epidemic. Big orientation to LGBT people, because we are STILL concerned (old HIV+, new contaminations among us...): More prevention consultations & Prep + 1 more mobile consultation only dedicated to the Trans people, thru Aremedia, Pastt & Acceptess-T) + more time slots for free testing in 2 sexual health centers for gays (« Le 190 » + "Checkpoint-Paris") + Free distribution of 16.000 autotests thru NGOs and testing centers + a weekly sexual health consultation & testing for LGBT+ migrants/refugees (Aremedia / ARDHIS) + new campaign & communication actions thru gays social networks and apps (like Hornet).

Target: ZERO new contamination in Paris from year 2030!

5- A better system to know more about LGBTphobic assaults:

Paris have no true power on education, police or justice (> national government) BUT we want to improve knowledge and data collection about attacks against LGBT, with officials from Police, Justice & local NGOs.

Contact person in Paris: Philippe LASNIER [philippe.lasnier@paris.fr](mailto:philippe.lasnier@paris.fr)

Policy on the official WebSite: [www.paris.fr/municipalite/action-municipale/paris-capitale-des-droits-lgbtqi-5839](http://www.paris.fr/municipalite/action-municipale/paris-capitale-des-droits-lgbtqi-5839)

## **SÃO PAULO – BRAZIL**

### Topic

Transcidadania Program.

### Reason: why this initiative on this topic?

According to information from the NGO Transgender Europe, Brazil is the country that kills trans people the world over. This statistics demonstrate how physical violence and the risk of death are common in the daily lives of trans people, more than it is for LGBT as a whole. Physical violence is what materializes a scenario of deep prejudice and discrimination. In most cases, because they are on the edge of society, is more likely to end up in drug abuse, illegal activities and prostitution.

### Goals

Provide access to education in public schools, professional qualification and preparation for the job market for trans people. In addition, the LGBT Program offers a wide range of capacity-building and empowerment activities in the Municipality-run LGBT Citizenship Centers. During the program, the beneficiaries receive an income.

Participants are offered access to courses enabling them to obtain a school diploma, as well as citizen-related and professional training. They are also offered scholarships that depend on their participation in the courses, as well as a monthly stipend of around \$250 in the first and second year, as long as participants show up to their classes. This stipend is complemented by incentives to ensure greater personal and financial independence, as well as enhanced capacity and skills to secure employment.

The programme helps to bring trans people together with the potential to create greater awareness, understanding and potential for collective and political action. This can be considered as a progressive shift deriving from the very local level, initiating a change in social attitudes and increased political orientation towards human rights. The programme also collaborates with a range of municipal departments, such as the Department of Social Welfare and Development, which provides shelter for homeless trans people, and the Department of Health, which provides hormonal treatment free of charge at two primary care centres, as well as comprehensive medical care at nine primary care centres in the central region. Collaborations have also been initiated with the Department of Education and the Department of Work and Labour. Personnel working in educational work settings and health services, as well as media, police and law enforcement, are key to ensuring that trans persons feel welcome, respected and professionally treated.

Therefore, empowering trans people through education, Transcidadania provides professional and technical courses and promotes the empowerment of its participants, some of which, one year into the project were able to secure employment and contribute to the economy. The programme is now working with the business community to guarantee that trans people have access to the broader labour market.

### Target audience

Trans people, especially those socially vulnerable.

#### Partners

- LGBT Citizenship Centers and LGBT Citizenship Mobile Units;
- Secretaries of health, education, welfare, transport, labor and other partners.

#### Duration of the project

2 years (maximum).

#### Role of the City

Provide income and coordinate the policy.

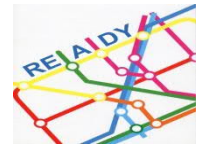
#### (expected) Outcome/results

Raise the level of education and increase the hiring of trans people, guaranteeing their citizenship.

#### Link to more information

[http://www.prefeitura.sp.gov.br/cidade/secretarias/direitos\\_humanos/lgbt/programas\\_e\\_projetos/index.php?p=150965](http://www.prefeitura.sp.gov.br/cidade/secretarias/direitos_humanos/lgbt/programas_e_projetos/index.php?p=150965)

## Municipality of Turin – Italy (3 current projects)



### 3 CURRENT PROJECTS

#### LGBT AND SPORT

Training to the City of Turin personnel working in the sport facilities

In the framework of the annual training activities on LGBT topics delivered by the LGBT Service personnel and addressing colleagues from the various Departments of the City of Turin administration, the 2018 training target is the personnel working in the City Districts' sports facilities (mainly swimming pools, football pitches, gyms).

Sports facilities directly managed by the City represent places that bring together different people with different needs in the district and places where people can interact and compare on the urban territory.

The aim of this specific training is to provide the City personnel working in these sports facilities with information, sensitization and professional skills to develop and enforce an inclusive and respectful environment and to fight any kind of discrimination, including homophobic and transphobic discrimination.

The training develops in a module of 12 hours divided in three meetings. Each meeting has theoretical lectures and interactive sessions (working groups, problem solving, role play etc.). Topics delivered focus on sexual identity, sexual orientation, gender identity, antidiscrimination law, good practice. Issues like transgender people and locker rooms or homophobic hate speech in sports and locker rooms are faced by problem solving cases to which participants try to find a solution. Up to date, the LGBT Service has already delivered 5 modules to 63 participants from the seven urban Districts of Turin.

#### RAINBOW FAMILIES

The RE.A.DY network national photo exhibition "FAMIGLIE (Families)" in Turin

As national Secretariat of the RE.A.DY network, the LGBT Service of the City of Turin coordinated the network national photo exhibition dedicated to the Italian Rainbow Families. The topic is particularly important for Italian Rainbow Cities and Regions of the RE.A.DY network in absence of a national law granting legal protection to the children of homoparental families.

Many rainbow families addressed their Cities and asked them to register their sons or daughters in the City Register Office with the clear indication of the two mothers/two fathers' name and surname. The Mayor of Turin, Ms. Chiara Appendino was the first Italian Mayor to acknowledge the Fundamental Rights of these children and accepted to register them with both their same sex parents.

The RE.A.DY network decided, in October 2017, to set a photo exhibition made by photo institutionally endorsed by each partner (Cities, Regions, Counties etc.) and dedicated this exhibition to the rainbow families. The City of Torre Pellice, in Piedmont, collected all the pictures and designed the graphic layout of the catalogue. The City of Turin LGBT Service helped the City of Torre Pellice to develop and promote the photo exhibition in Italy, in cooperation with the RE.A.DY partners.

Turin chose to set up the photo exhibition in form of coloured banners hanging from the artistic arcades of the beautiful Piazza Vittorio Veneto, in the historic centre, a place very much enjoyed by the local youth and full of movida.

The photo exhibition was also promoted by means of a video broadcasted in the Turin underground stations.

The Fundamental Rights of the rainbow families children is currently backed by the proposal of a specific forum in the ANCI, the biggest association of Italian City Councils in Italy, so as to push the

national Parliament to approve a bill for guaranteeing the rainbow families childrens' Rights.  
Useful weblinks: [www.youtube.com/watch?v=2Gm3Fw7wmEY](https://www.youtube.com/watch?v=2Gm3Fw7wmEY) and  
<https://drive.google.com/file/d/1XQ6qDK0OGP3uuuaaSI2Izb6Xui19rGs9D/view>

#### LGBT DIVERSITY MANAGEMENT

The Coming Out Day Official Letter to the City of Turin civil servants

On the occasion of the Coming Out Day (11 October), the LGBT Service and the Human Resources Department issued an official letter sent to all the City's civil servants on the meaning of the coming out for the LGBT employees and the promotion of an inclusive and respectful behaviours in the working environment.

The letter focuses on the importance of relationships within the workplace with colleagues, supervisors, managers and the opportunities offered for dialogue, confront and comparison. To be able to freely express one's own personality without prejudices is a strong element of motivation and quality of life in the workplace.

The LGBT employees, more than any others, face every time a dilemma: whether and how they can express their sexual orientation at workplace, speak about their life and their families.

The official letter was signed both by the Director of the Human Resources Department and by the Director of the Equalities Department. A list of suggestions and proposal for a respectful and inclusive language and behaviour within the working place was enclosed to the newsletter.



# Municipality of Vienna – Austria



WIENER ANTIDISKRIMINIERUNGSSTELLE  
FÜR GLEICHGESCHLECHTLICHE UND  
TRANSGENDER LEBENSWEISEN  
StoDt:Wien

## Local projects and practices in 2018/19

International Conference on “Lesbian and bisexual women’s Health”  
November 16, 2018 in the City Hall of Vienna

Lesbians and bisexual women are not recognised as a group that may have different needs in healthcare. This conference is a first step to get an overview about the needs of lesbians and bisexual women and what the health care system offers for this group. This conference is organised in collaboration with the Office of Women’s Health and targets not only on lesbian and bisexual woman but especially on experts in the health care system and medical experts.

Memorial for LGBTIQ-Victims of the NS-Regime

We organised 2 public Open Spaces for experts, communities in the fields of LGBTIQ, arts and history. The aim was to bring those fields together and to discuss the topic. The outcome was the definition of the requirements for the planned memorial.

LGBTIQs and disability

The “Queer City Talks” 2018 made the intersectional aspects of LGBTIQ-people a topic. We organised 5 public events to bring together representatives of the fields of LGBTIQ- and of the handicap’s movement.

LGBTIQ and Police

The Austrian Police started a big dialogue project with NGOs to improve the human rights situation in Austria. We became a member of th process and initiated a study-group for “LGBTIQ and Police: Safe City for LGBTIQs”.

Europride 2019 in Vienna

The City gives a big amount of money (€ 900.000,-) to Vienna Stonewall-Company, who is part of the oldest Austrian LGBTIQ-NGO of Austria, HOSI-Vienna. The City also supports the preparations for the Europride 2019 “50 Years Stonewall” logistically and financially and tries to bring different NGOs, companies and departments of administration together.

The City of Zurich affirms its willingness to support trans people working in the City administration.

Zurich is the first public administration in Switzerland to state its support of trans people at the workplace. In March 2018 Zurich declared its support on the online information portal [«trans welcome»](#) of Transgender Network Switzerland (TGNS).

Since a few years requests and inquiries about trans issues are on the rise at the Equality Office of the City of Zurich. Therefore the office compiled three factsheets: One fact sheet for trans people working in the City administration, one for their superiors and one for teams in the administration. The fact sheets provide information to trans people about their rights, answer questions of people working on a team with a trans person and inform superiors about their obligations.

[Press release](#) (in German)

During March 2018 a Month of Action against Homo- and Transphobia was launched in the youth clubs and meeting places for youth in the City of Zurich.

The aims were to heighten the awareness of young people in the age of 10 to 18 about homo- and transphobia and their impact, to enable professionals to work with youth on these issues and to empower LGBT-youth visiting the centres.

Before the activities took place in the youth centres, professionals working with young people were instructed in specialist and methodological skills regarding homosexuality, bisexuality and trans\* in thematic workshops. A special method box including materials such as brochures, flyers, methodical tools and ideas for possible activities with youth was developed and handed out to the professionals. During the month of action professionals carried out various activities against homophobia and transphobia with young people in youth centres, clubs or similar facilities. In addition to participating in these activities, young people had the opportunity to participate in a competition developing products in which homosexuality, bisexuality and/or trans\* are addressed. At the same time young LGBT-people were taught through the activities that they are not alone. They were made aware of LGBT counselling and other services and have the opportunity to get closer to them.

The project was initiated and coordinated by the Equality Office of the City of Zurich. Partners on the board of the project were the Counselling platform for LGBT youth "du-bist-du" (Zürcher Aidshilfe) and Offene Jugendarbeit Zürich (Open Youth Work, OJA).

[Press release](#) (in German)

Posters in trams and busses in the City of Zurich promote the counseling services of the Equality Office of the City of Zurich – also for Homosexuals and for trans people.

In November 2018 posters in the public transportation services of Zurich promote the counseling services for women, men, lesbians, gays, bisexual and trans people. One poster reads: «I am gay. When we kissed on the street my partner and I were insulted and abused. How should I react next time?» Another one reads: «I am a woman born in a male body. I would like to apply for a job. Should I disclose that I am trans?». The bottom line is: We are happy to advise you – free of charge and confidentially.