



2020

**Best Practices**  
One-pagers

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*of*  
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# MESSAGE *from the* COORDINATOR

## 2020 WILL BE A YEAR TO REMEMBER!

The one-pagers “best practices” that you are about to read embodies our commitment to fulfilling our mission as a network. Overall, they reflect the work of tireless people across several cities in the world that work to build a better reality for our LGBTI communities.

We are the global network for LGBTI equality and as such will continue to work together with a focus on LGBTI cooperation and for the purpose of learning from each other.



**MANUEL ROSAS  
VÁZQUEZ**  
COORDINATOR

## ABOUT *our* NETWORK

We are now thirty three city governments working together to find common answers to the challenges posed to our communities

**33**



**4**



We have members in four continents around the world

**+ 150**



From 2016 to 2020 the RCN members have exchange more that one hundred fifty innovative LGBTI best practices

**6**  
New members:  
**5** from Europe  
**1** from Asia

**76%**  
of our members actively engaged.



2020





# BEST 2020 PRACTICES



DENMARK

## Data-informed policy (billede af Aarhus)

The city council's "Committee on Diversity and Equality" decided to commission a survey of the LGBT+ persons view of Aarhus as municipality.

The survey in 2019 was the first one ever made on LGBT+ persons in Denmark– and gave the municipality as well as the LGBT+ environment a lot of new answers, new questions and fix points to deal with.

For instance a demand of LGBT+ communities in the city as well as a need of a LGBT+ House.

The data from the survey were one of the factors that mobilised a broad spectrum of the political parties in the municipality to vote for the

economic support of a new LGBT+ House.

## Aarhus



## The LGBT+ House

With the new agreement from the city of Aarhus, local funding, and collaboration the LGBT+ House are today an open community for activities in or in connection with the LGBT+ community in the city and region as well.

The LGBT+ House focuses on health, social meeting places, cultural activities, and knowledge.

The municipality of Aarhus has established a working group with representatives from the administration.

In Aarhus the LGBT+ House is a new organizational construction, which from time to time challenges traditions and ordinary ways to do things.

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# FEMINISTES I REBELS!



SPAIN

2020

## BARCELONA

**TransOcupació  
Programme -  
Barcelona City  
Council - Barcelona  
Activa**

Departament de Promoció dels Drets de les Dones i LGTBI

The TransOcupació Programme is a vocational integration programme aimed at trans people that involves comprehensive tailored guidance and job search plans. The aim of this initiative is to increase participants' employability and independence and help them join the world of work, as well as respond to the added difficulties that may be encountered in their job search for the mere fact of being trans. It is part of Barcelona City Council's Municipal

Plan for Sexual and Gender Diversity and the Barcelona Employment Strategy.

The programme offers a variety of actions in which each participant receives support and follow-up by a technical leader of the

To know more click here

Programme (who specialises in integration in the labour market and trans matters) with the following actions: employment and training guidance, key

and cross-cutting skills acquisition, technical-professional training, job search technique and strategy training, job market research and intermediation with companies (encouraging the

inclusion of trans people in the general labour market), follow-up of participants after starting work in order to help them keep their jobs, as well as work carried out in



coordination with the Barcelona LGBTI Centre and organisations in the city that work with transgender people.

This support is highly tailored, as it adapts to different professional profiles and each person's needs and

**Mayoral Decree guaranteeing the right of transsexual, transgender and intersex people to be treated and referred to in accordance with the name and gender with which they identify.**

In 2020, following a process of technical preparation and involvement by the entities of the city's LGBTI Municipal Council and a public display period for scrutiny, this Mayoral Decree establishing common criteria for the whole of Barcelona City Council was approved and its implementation started. Under the Mayoral Decree:

1. Transsexual, transgender and intersex people who so wish can be addressed and referred to by the name they identify with, and their name change on personal documents issued by the City Council or its affiliated bodies, with the exception of official procedures, is guaranteed.

2. A "non-binary" option will be added to all municipal documents containing the

variable "gender" in order to reflect the gender diversity of the city's residents.

As a result, all municipal applications, requests and forms must include a new field to enable those people who wish to do so to enter the name with which they want to be referred to so that they will be addressed by it..

For further information:

<https://ajuntament.barcelona.cat/transparencia/ca/decret-nom-sentit>

[https://ajuntament.barcelona.cat/transparencia/sites/default/files/2019-02-22-decret\\_nom\\_sentit.pdf](https://ajuntament.barcelona.cat/transparencia/sites/default/files/2019-02-22-decret_nom_sentit.pdf)







## BERLIN

### **The Berlin Action Plan: “Berlin supports self-determination and acceptance of gender and sexual diversity” initiative (IGSV)**

The implementation of the 2019 inter-departmental action plan on LGBTI issues for the years to come, called the “Berlin supports self-determination and acceptance of gender and sexual diversity” initiative (IGSV) is in full swing. The implementation of the 93 actions involves all departments of the Berlin senate. An English translation of the IGSV action plan as well as a short 2-minute animated film clip explains the main content and aims in an accessible way to reach a wider audience. The film clip is available in German or English subtitles: <https://www.berlin.de/igsv/> (alternative descriptive text for screen readers is also available).

### **INCLUSION FUND**

A new “inclusion fund” has been set up for LGBTI-centered projects and actions wishing to make their activities and engagement more

accessible for people with disabilities. Projects and organizations can apply to finance one-off measures such as sign-language interpretation at events, translating their materials into plain German, aligning their website with accessibility requirements or installing an induction loop in their premises. The concept and funding requirements was developed in close cooperation with a civil society project which also carries out an ‘inclusion check’ mandatory for all applicants which highlights the most relevant and necessary measures and supports other projects with cost estimates and implementation.

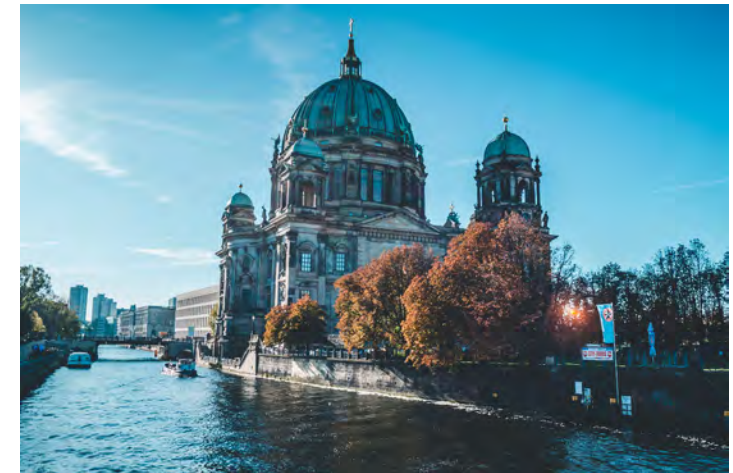


### **LESBIAN VISIBILITY AND INTERSECTIONALITY**

Increasing lesbian visibility is an important aim of the Berlin government. In 2020, the Berlin senate awarded the prize for Lesbian\* Visibility for the second time. Initiated in 2018, the prize honors individuals’ and/or groups’ efforts making lesbian\* histories, lesbian\* lives and lesbian\* identities more visible in Berlin. Due to COVID-19, the award ceremony had to be postponed and the intersectional group of nominated individuals selected by an independent jury will now be honored as part of the annual event “Rainbow City of Berlin Forum”. The event, with this year’s focus on “Intersectionality in the context of lesbian\* visibility”, will take place on 29th of October in a hybrid format. This format, in compliance with COVID-19 regulations, allows the senator, the honored individuals and the moderator to be present in person while participants (civil society, LGBTI community and administration) will be able to follow the event via an online stream and pose questions through a chat function during the panel conversation.

### **LGBTI Consulting and Specialist Center on Aging and Care**

For around 20 years, the State of Berlin has been implementing measures to improve the living conditions of estimated 40,000 queer Berliners of old age. Since August 2020, the state of Berlin has implemented an additional structure, the so-called “LGBTI Consulting and Specialist Center on Aging and Care”. This new institution is an action of the Berlin



action plan IGSV and is funded by the Senate Department for Justice, Consumer Protection and Anti-Discrimination. It bundles the existing expertise on the subject in the state of Berlin and is the point of contact for experts, institutions and politics. LGBTI people and their social environment receive advice on all issues relating to aging and care. This specialized unit will represent the interests of LGBTI people in various boards, committees and will develop concepts and recommendations to promote visibility and acceptance of LGBTI of old age further. In addition, it will also sensitize and qualify inpatient and outpatient care facilities for the needs of LGBTI people.

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## GERMANY





**GENDER EQUALITY MEASURES FOR  
LGBTIQ PEOPLE IN THE ACTION PLAN  
GENDER EQUALITY 2019-2022**



**Stadt Bern**  
Fachstelle für die Gleichstellung  
von Frau und Mann

The city of Bern has been working with action plans for ten years in order to promote equality measures

(see [www.bern.ch/aktionsplangleichstellung](http://www.bern.ch/aktionsplangleichstellung)). Binding goals and procedures for the promotion of gender equality in the city are defined for four years at a time.

The third and most recent Equality Action Plan of the City of Bern 2019-2022 includes, in addition to measures to promote gender equality, for the first time measures to promote equality for lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) people; see [Aktionsplan 2019-2022 \(PDF, 279.9 KB\)](#).

The city administration departments as well as numerous representatives from non-governmental LGBTIQ organizations were collaborating partners on creating the Equality Action Plan. The measures are based on the following topics

Various awareness-raising events on LGBTIQ issues, particularly for administrative staff in contact with the public, staff in HR, and managers.

**B E R N**



**SWITZERLAND**

·Revision of the municipal language guide and additional measures to make municipal communication more inclusive for people with non-binary genders and non-heteronormative lifestyles.

·Awareness raising events for youth workers, distributing toolboxes containing ressources and a collection of ideas for working with children and young people on LGBTIQ issues.

·Preparation of guidelines to be used as a planning basis for architectural measures, which

includes the recommendation that in new buildings and renovations, in addition to gender-separated toilet and checkroom



facilities, gender-open ("universal") areas should also be planned.

·Awareness raising

events on LGBTIQ issues for professionals working with people in the asylum and migration sector, development of measures to reduce discrimination

and violence against LGBTIQ persons with experience of flight and migration.

·Activities to increase the visibility of queer people, organizations and services in Bern.

A campaign planned for May 2020 was postponed to May 2021 due to the Covid-19 pandemic (see <https://likeeveryone.ch/stadt-bern/aktionsmonat>).

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## BRUGES

### Police training in the identification and handling of hate crimes.

This training is designed to improve the knowledge and capacity of the police in the identification and handling of hate crime cases. The training was mandatory and carried out for the staff that specializes in first reports. This with a specific

focus on LGBTI+ hatecrimes.

We have come to an understanding with the police that every



upcoming year a different task force will follow this mandatory training.

### Development and implementation of a thesis price in local colleges

The initial goal is

to let students explore topics like gender & diversity withing their own area of expertise and

letting them realize that these topics are relevant in every aspect of life. The winner of the 'Magdaleene-price' gets 500 EUR and a publication of their article (summary of their research) + a presentation in city hall. The other 2 nominees get an honorable mention

The 4 criteria are:

- Innovative concept concerning gender & diversity
- Style, readability and inclusive language use
- practical relevance
- sustainability test: contribution to the realization of the SDG's.

### Prisma

LGBTQI film festival and more.

Photo exhibitions, lectures on masculinity/ Non-binary, ... short film, movies, talks about LGBTIrepresentation in cinema, drawing session 'in drag'



# BRUGES

postponed due to the corona virus.

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Information on the website:

<https://www.brugge.be/regenboogbeleid>

## BELGIUM



**Equal Cities Project: PREVENTING SEXUAL AND GENDER-BASED VIOLENCE IN MIGRANT COMMUNITIES AND STRENGTHENING SUPPORT TO VICTIMS IN EU CITIES**

4 EU partner cities, together with 4 partner organizations and about 20 trainee cities will develop and pilot 4 different SGBV toolboxes that will tackle SGBV issues in migrant communities from a specific angle.-The first toolbox will be developed by IOM in partnership with The Brussels-Capital Region and the Brussels Rainbow House organization. It aims at creating and testing a SGBV toolbox targeting LGBTQI+ people in migrant communities. The objective is to set up safe spaces for LGBTQI+ individuals as well as improving the conditions within existing public services.

**Equality impact assessment**

The BCR introduced an innovative tool, which represents an enormous step forward



for the Region's equal opportunities policy. The equality impact assessment is an instrument that is used to screen all new legislation and regulations, public procurement, grants, management contracts and strategic planning tools for their impact on at least 5 criteria:

- Gender
- Disability
- Ethno-cultural background
- Sexual orientation, gender

**BRUSSELS CAPITAL REGION**



identity / expression and sex characteristics  
- Origin and social situation

This test guides users step by step through simple questions in order to assess the impact of policies on various disadvantaged groups.

**Monitoring LGBTQI+-hate crimes and hate speech in collaboration with NGO's**

The BCR started a pilot project in collaboration with

RainbowHouse and BPS (Brussels Prevention and Security), based on amongst others the results of the 2019 Crime Survey which revealed that many people never file complaints about hate speech, hate crimes and discrimination



with the police for a variety of reasons. Moreover it turned out that intersectionality served as a major multiplying factor. Still the

stories of street harassment and aggression reverberate in the different scenes and communities, however without being officially registered. To gain more insight in what is

happening, we decided to launch a pilot project where people can tell their story and register it with a local NGO, i.e. RainbowHouse. After which they are

referred to the police, social services and other government bodies to file formal complaints. In a second phase, we want to involve the many mainly gay bars in the neighborhood of the RainbowHouse.

Contact person at Brussels-Capital Region

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equal.brusselsLocal LGBTQI+ policy on Regional Site  
<http://www.equal.brussels/lgbt>





## COLOGNE

### Sister Cities stand together –LGBT Rights are Human Rights”International Exchange with LGBTI activists from Cologne’s Sister Cities.

In July 2019, during Cologne Pride, the City of Cologne hosted a 4-day international exchange programme for LGBTI human rights activists from 6 of Cologne’s 22 sister cities including guests from Istanbul (Turkey), Katowice (Poland), Cluj-Napoca (Romania), Tel Aviv (Israel), Liverpool (UK) and Barcelona (Spain). While the focus of the exchange in the past two years (2017 and 2018) was on “lesbian visibility and the situation for queer women in our sister cities”, this year (celebrating 50 years of Stonewall) the focus of the exchange was on “pride activists and the history of our sister cities’

pride movements”. Despite the Covid19 pandemic, in October 2020 the City of Cologne was able to invite 3 activists from Katowice (Poland), see photo

#### Goals

- Building networks and



connecting LGBTI human rights activists on an international level

- Showing international solidarity and highlighting the human rights situation for LGBTI in our sister cities

- Empowering and

supporting human rights activists in Cologne’s sister cities - partly from countries with high rates of discrimination and low social acceptance of LGBTI

**Target audience:**LGBT activists and from Cologne’s sister cities and from Cologne itself.

**Partners:**The exchange was a successful collaboration between the city’s LGBT office, the city’s Office for International Affairs, local NGOs and pride activists from Cologne.

**Duration of the project:**While the planning phase started about 9 months beforehand, the actual exchange programme included 4 days (ideally arrival Thursday afternoon, departure Monday morning) during Cologne Pride. The programme includes: a welcome dinner; a public event (where the guests speak about the situation for LGBTI in their home countries and the volunteer work they engage in); a workshop, an official reception in the town hall, visiting two LGBTI NGOs, exploring the Cologne Pride street festival and participating in Cologne’s Pride Parade accompanied by the Mayor of Cologne.

**Role of the City:**The City of Cologne was the main body responsible for organising, hosting and funding this exchange. Around 7500 Euros were available to pay for flights subsidies, hotel accommodation and the events.

**Outcome/results**International and local activists felt inspired and empowered for their work by this mutually beneficial exchange It also received good media coverage (newspaper and TV), raising awareness for LGBTI rights. Following the exchange, LGBTI activists from two of these sister-cities (Katowice/Poland and Cluj/Romania) invited the 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 LGBTI activists

#### More info:

<https://www.stadt-koeln.de/artikel/67121/index.html>

### Swimming times for transgender and intersexual people

**Goals:** to provide a safe swimming space for trans\* and inter\*people at a public pool once a month

**Target Audience:** Transgender, non-binary and intersex people from the wider Cologne region.



Stadt Köln

**Partners:**Public pool management, LGBTI advisory center, LGBTI sports club, group of activists

**Duration of the project:**unknown, as source of funding for 2021 unknown yet

**Role of the City:**to connect the cooperation partners and provide funding for the first year

**Outcome/results:** safe swimming space was welcomed and well accepted by the target group

**More info:** <https://rubicon-koeln.de/trans/schwimmen/>

## GERMANY





In early 2020 , Cork City Council and the LGBTI+ Inter-Agency Group were delighted to be accepted as a member city of the Rainbow Cities Network, a project we'd begun in 2017 and which had been interrupted by the re-organisation of the RCN Network itself. 2020 was also the year we hoped to mark the 10th Anniversary of LGBTI+ Awareness Weeks in Cork City, an initiative that is unique in Ireland. Many other cities and counties celebrate and support Pride festivals which are organised by the LGBTI+ communities as does Cork City Council. Cork's LGBTI+ Awareness Weeks, distinct to Pride, are organised to coincide with May 17th IDAHOT/IDAHOBIT Day, – International Day against Homophobia, Biophobia and Transphobia – to demonstrate that the city, its public agencies and communities , supported by LGBTI+ NGOs have a key role to play in challenging prejudice and discrimination on the basis of sexual orientation and/or gender identity.

Cork City's 10th LGBTI+ Awareness Week, was our first as a member of the International Rainbow Cities Network – the first and only city on the island of Ireland to have become part of this network of cities who pledge to protect and enhance LGBTI+ rights and inclusion. We had a range of different events planned to celebrate and mark our Rainbow Cities status but obviously in the midst of Covid -19 we've had to re-shape these to support the public health and Covid-19 community response so LGBTI+ Awareness Week migrated online.



On Sunday May 17th the Lord Mayor Cllr John Sheehan raised the Rainbow Flag at a socially distanced ceremony at Cork City Hall, as each Lord Mayor has done since 2014 – another first as the city was the first to formally fly a Rainbow Flag from a civic or public building on the island of Ireland. He formally acknowledged and welcomed our new Rainbow Cities status

St Anne's Church Shandon – an Inclusive Church held an online IDAHOBIT Day Service at which members of the LGBTI+ Inter Agency Steering Group and Choral Con Fusion participated remotely

We were too late for inclusion in the RCN Lesbian Visibility online exhibition so instead we asked our Inter Agency member



an NGO advocating on behalf of lesbian and bisexual women, to create a linked series of Facebook posts reflecting this theme. Entitled "This is what a Lesbian Looks like" these video posts were really well received and viewed.

The Crawford Art Gallery in the city hosted an online LGBTI+ themed tour of their wonderful collection and one of our foremost film critics, a columnist with the Irish Times, did a twitter feed of LGBTI+ films on what has traditionally been our culture night.

Throughout the week on our Facebook page, Cork City LGBT Inter Agency Group and on twitter, @CorkLGBTAwarenessWeek we reminded everyone of the previous decade of Awareness Weeks and asked our online audience to share their own memories or photos with

us . This year our theme was "Proud to be part of a Rainbow City" – we invited the city to share in this pride by posting a message or video which was highlighted via the LGBTI+ Inter Agency social media .

Cork Pride, the second biggest Pride festival on

which included sessions on Family Matters, Minority Matters, a Pride at Work Diversity and Inclusion Conference and a virtual Pride Parade.

Covid 19 has impacted every community and public service and has had a

responded by offering a wide suite of online or socially distant programmes covering health and well being, education, community connection, advocacy and helpline supports.

The partnership between Cork City Council, public services, LGBTI+ NGO and community groups that have enabled our Rainbow Cities membership to happen are the same kind of partnership we are all now drawing on to help us through Covid -19 ; in the midst of a very challenging time we trust this is a harbinger of hope, much like the rainbow itself!



## Comhairle Cathrach Chorcaí Cork City Council

the island was also successfully re-imagined this year , drew a large online participatiand had huge involvement from our Inter Agency members LINC and the Gay Project, to support a diverse and engaging programme

disproportionate impact on already marginalised groupings including lgbti+ communities disrupting existing face to face services and activities. The Gay Project and LINC, inter agency members, have



**Magazine „LGBTIQ and Work“ for professionals  
and multipliers in the field of diversity**

In 2019, the coordinating unit for LGBTIQ topics focussed on the topic of antidiscrimination in the workplace. After organising an event with lectures on the situation of LGBTIQ teachers and the importance of LGBTIQ staff groups/networks, it became evident that there is a need for written material on this topic.

The Magazine “LGBTIQ and Work” targets a wider audience, with topics around diversity. It covers topics like antidiscrimination law, best practices around unisex toilettes, a guide for a trans inclusive workplace and gender inclusive languages. It also includes an overview of NGOs and initiatives that are experts in the field and situated within the city.

The magazine was released around the fifth anniversary of the unit and is the first publication giving an insight into the practical work done by the “Koordinierungsstelle für LSBTIQ Themen”. It is available in German online under

<https://www.amka.de/lsbtiq-arbeit>

and as a print version via the unit itself.

**Event „Queer Dressed“ on Fashion, Gender and Queerness for the wider public**



Throughout 2020, the LGBTIQ coordination unit cooperated closely with the Historic Museum, the Women’s office and the Heussenstamm Art Gallery on the topics of gender, queerness, fashion and visibility.

The Historic Museum hosted an [exhibition on female garments from 1850](#) onwards and the Heussenstamm Gallery presented [portraits of gender variant people by Vero Belinski](#) with the financial support of the office for multicultural affairs.

The coordination unit for LGBTIQ topics, the Historic Museum and the Women’s office organised an [event](#) during pride week

FRANKFURT AM MAIN



GERMANY

to discuss the topic with a panel of guests bringing in their views from the point of research, design, self-representation, art and every-day life.

Due to the corona-pandemic, the event was first postponed and then held without an audience at the end of the year.

The debate and two accompanying fashion shows have been recorded and will be presented to the public in 2021 to stimulate a debate with a broader audience.

**Workshop „LGBTIQ in the pedagogical**

**work with kids and young adults” for youth group leaders.**

Youth group leaders play an important role in the democratic education of kids and young adults in

groups for the development of a positive identity.

The coordination unit for LGBTIQ topics organised a seminar in accordance with the city’s department for

firefighters and political self-representation.

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Frankfurt.

LGBTIQ topics are still a big taboo for young people. At the same time research shows the importance of being accepted within peer

youth and social work.

The attendees were members of various youth organisations, reaching from religious youth work to sport groups, young





## CITY OF GENEVA

### ELDERLY LGBTIQ+ 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, LGBTIQ+ 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 LGBTIQ+ 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 LGBTIQ+ 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 LGBTIQ+ senior citizens and the professionals caring for them. The pilot research will last from the end of 2017 until 2020. 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.

In February 2020, a study day brought together social and health professionals, LGBT seniors, associations and academics and concluded this first part of the project. I will lead to the publication of an assessment and a guide of good practice.

### LGBTIQ+ 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, LGBTIQ+ refugees and their specific needs are highly invisible both to the different actors from the asylum fields and to the local LGBTIQ+ organizations as well as inside the LGBTIQ+ community. Having regard to the stigmatizations and discriminations that LGBTIQ+ persons and refugees are facing in our society, and the deprived material and psychosocial conditions they often live in, this invisibility of LGBTIQ+ 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 LGBTIQ+ refugees by identifying the specific vulnerabilities and specific needs of LGBTIQ+ 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 LGBTIQ+ issues. After a successful pilot phase from 2016 to 2018, the project was confirmed and extended.

### LGBTIQ+ Municipal Strategy 2020-2030

In July 2020, the City of Geneva adopted a new municipal strategy on LGBTIQ+ issues. Detailed in 7 main axis and 23 objectives, it will allow integrating and better coordinating the current and future



actions and projects developed over the next 10 years. This strategy will now be implemented through an action plan currently elaborated in collaboration with all the City departments and services concerned, as well as civil society organisations and experts.

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## SWITZERLAND



## HAMBURG

### Monument for sexual and gender diversity

Planning and Establishment of a memorial to promote a culture of diversity and to remember the persecution through the Nazis

To make victims of discrimination, harassment or any form of violence visible Workshop with several different social actors and departments to find a place and to talk about the (technical) requirements

### New Option of the 3. Gender

Researching the needs and possibilities by providing a legal opinion

Working on implementing the new option of the 3. Gender in the administration

### Gender Fair Language

Working on the city's standing orders concerning the gender fair language in



cooperation with different state authorities

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Behörde für Wissenschaft,  
Forschung, Gleichstellung  
und Bezirke

Landeshauptstadt

Hannover

Beauftragte für sexuelle  
und geschlechtliche Vielfalt



## HANOVER

### QUEER FEMINIST LECTURE SERIES

In cooperation with the counseling centers Frauen- und Mädchen Gesundheitszentrum Region Hannover e.V. (FMGZ) and Amanda e.V. – Frauen Therapie- und Beratungs-Zentrum, the Federal State Capital of Hanover offered a queer-feminist lecture series.

At the inaugural event in November 2019, Jessica Lach gave a first general overview of queer feminism. In February 2020, the second lecture by Felicia Wert focused on the construction of femininity and gender identity - transphobia as structural

discrimination. Due to Covid-19 the third lecture by Franka Frei on the political dimension of the period was postponed from May to December 2020. Because of the pandemic, this event



will also be digitally accessible via Zoom. In October 2020, Laura Méritt will give a fourth lecture on sexual self-determination. The lecture series is going to be continued next year

with further exciting topics regarding queer feminism.

### Exclusive Opening Hours for Trans, Inter & Non-binary People at the Public Swimming Pool

Starting in 2020, the Federal State Capital of Hanover offers special monthly opening hours at the public swimming pool, exclusive to trans, inter & non-binary people.

Under the name “All Bodies Swim”, the measure is part of the city's efforts to further the accessibility of public services and in this case sports facilities and programs to all citizens, including LGBTIQ. The exclusive opening hours offer a safe, nonjudgmental and non-normative space to access public sports facilities as well as their recreational and health benefits, while allowing for self-determination of gender and body.

More Information & Download Flyer (German):

<https://q-nn.de/tin-trans-in-niedersachsen/all-bodies-swim/>

Contact:

[Isa.Hoelldobler@Hannover-Stadt.de](mailto:Isa.Hoelldobler@Hannover-Stadt.de)

[Grace.Proch@Hannover-Stadt.de](mailto:Grace.Proch@Hannover-Stadt.de)

## GERMANY





## HEIDELBERG

### PL.U.S PSYCHOLOGISCHE LESBEN - UND SCHWULENBERATUNG RHEIN-NECKAR

Within the last years, the city of Heidelberg and PLUS, the psychological lgbttiq\* counselling service of the Rhine-Neckar region, have been able to implement an integrative and diversity-aware counselling and prevention concept for the city of Heidelberg. PLUS offer weekly competent counselling on all topics and questions of lgbttiq\* living and loving. This includes support for lgbttiq\* pupils and students, advice on coming out, relationship counselling, advisory services for lgbttiq\* asylum seekers as well as guidance for family members and victims of hate crimes. Moreover, PLUS's project Power Up offers workshops for school classes in Heidelberg on lgbttiq\* issues, such as homo- and transphobia, resilience, empowerment, and allyship. In 2019, a decision of the

municipal council of Heidelberg to further support PLUS's structural development in 2020 has enabled PLUS and the Office for Equal Opportunities to expand the programme's services.

#### Jugendliche (network prevention and empowerment for lgbttiq\*)



#### youth)

#### Queer Youth // PEP - Netzwerk Prävention und Empowerment für LSBTIQ\*

Since May 2018, Queer Youth, a project funded by the city of Heidelberg, has been taking place at the municipally

funded youth centre of Heidelberg Kirchheim.

Queer Youth is an exchange and meeting place, safe space and leisure activity for lgbttiq\* youth up to the age of 18. Additionally, Queer Youth actively trains professionals and volunteers in gender and sexual diversity in the field of youth work and education.

Recently, Queer Youth received the backing by the city of Heidelberg to further expand its project in the form of PEP.

From 2021 onwards, PEP will receive funding by Aktion Mensch!, one of Germany's leading social organisations in

the field of inclusion and equality. Through PEP, a network is to be created that will contribute to the improvement of education on lgbttiq\* topics in schools in Heidelberg.

#### New Homepage & Public Relations

The Office for Equal Opportunities is currently in the process of creating a completely new website on lgbttiq\* issues, which will be available via <http://heidelberg.de>

[/antidiskriminierung](#) in 2021, and is continuously expanding the work on public relations.

#### Queer European Asylum Network

Queer European Asylum Network is a network of organizations working on LSBTTIQ Migration and Asylum in Europe, founded in 2019. Organizers include the LSVD, Magnus Hirschfeld Foundation

two research projects and the Office for Equal Opportunities. On 29th April 2020, the network held an online symposium about "COVID-19 and Queer Asylum Symposium". The network also published two policy briefs this year – one on "The Effects of COVID-19 on Queer Asylum Claimants in Germany" and one on "The Recognition of Black Lesbian Asylum Claims in Germany". The next online symposium about "Recognition and Prevention of Violence against LGBTQI+ Persons on the Move" will be held on 13th November 2020.

<https://www.bristol.ac.uk/media-library/sites/>

[policybristol/briefings-and-reports-pdfs/2020-](https://www.bristol.ac.uk/media-library/sites/policybristol/briefings-and-reports-pdfs/2020-briefings-and-reports-pdfs/Queer%20asylum%20and%20COVID_EN_FINAL.pdf)

[briefings-and-reports-pdfs/Queer%20asylum%20and%20COVID\\_EN\\_FINAL.pdf](https://www.bristol.ac.uk/media-library/sites/policybristol/briefings-and-reports-pdfs/2020-briefings-and-reports-pdfs/Queer%20asylum%20and%20COVID_EN_FINAL.pdf)

[http://www.bristol.ac.uk/media-library/](http://www.bristol.ac.uk/media-library/sites/policybristol/briefings-and-reports-pdfs/2020-briefings-and-reports-pdfs/Lesbian%20asylum%20seekers_EN_FINAL.pdf)

[sites/policybristol/briefings-and-reports-pdfs/](http://www.bristol.ac.uk/media-library/sites/policybristol/briefings-and-reports-pdfs/2020-briefings-and-reports-pdfs/Lesbian%20asylum%20seekers_EN_FINAL.pdf)

[2020-briefings-and-reports-pdfs/Lesbian%20asylum%20seekers\\_EN\\_FINAL.pdf](http://www.bristol.ac.uk/media-library/sites/policybristol/briefings-and-reports-pdfs/2020-briefings-and-reports-pdfs/Lesbian%20asylum%20seekers_EN_FINAL.pdf)

<https://queereuropeanasylum.org/events/25th-september-2020-under-the-european-rainbow-asylum-rainbow-intersectional-queer-challenges-conference/>

#### Supporting the Queer Community during Covid-19

Especially this year, visibility, support and cultural offers for lgbttiq\* are very important.

This is why the city of Heidelberg developed several programs and action weeks with online and offline events to support the lgbttiq\* community in cooperation with several initiatives and institutions, such as the Queeres Netzwerk Heidelberg,

## Heidelberg

its member organizations and the Kulturhaus Karlsruhbahn. To name a few, Heidelberg presented the IDAHOBIT\* action week (11th– 17th May), the Queer Festival Heidelberg's exhibition "Breaking Gender Stereotypes", the Open Dykes\* action weeks (22nd July – 7th August) and the trans\* action weeks (2nd– 25th November).

#### Contact persons at the municipality:

Danijel Cubelic (Director), Marius Emmerich and Susanne Hun (Program Coordinators)

[lsbttiq@heidelberg.de](mailto:lsbttiq@heidelberg.de)

## GERMANY







## KOTOR, MONTENEGRO

### LOCAL ACTION PLAN

In accordance with the Strategy for Improving the Quality of Life of LGBTI People in Montenegro 2019-2023, the Municipality of Kotor developed a Local Action Plan to improve the quality of life of the LGBTI community 2020-2021. The Mayor formed the working group for the preparation of this document and it was composed of representatives from the Municipality of Kotor, Cultural Center "Nikola Đurković, Labor Office of Kotor, Police Kotor and representatives of the Gymnasium Kotor. Jelena Čolaković, director of the program for promotion and

protection of human rights in the NGO Juventas, was also included in the preparation of this document. Through this local action plan, Municipality of Kotor aims to change the



wider social attitudes towards the LGBTI community. We will try to achieve this goal through cooperation with other institutions dealing with LGBTI policy at local and

national level, by supporting non-governmental organizations working in this field (through co-financing and providing facilities for the implementation of the program), and

through activities, programs and public events.

[file:///C:/Users/madalena.martinovic/Downloads/download%20\(87\).pdf](file:///C:/Users/madalena.martinovic/Downloads/download%20(87).pdf)

[20\(87\).pdf](#)

### Rainbow Cities Network

In February 2020., Municipality of Kotor became the member of Rainbow Cities Network (network of international cities concerned with LGBTI policies).

### Contact person at the municipality

Madalena Martinović

[madalena.martinovic@kotor.me](mailto:madalena.martinovic@kotor.me)

Together with the LGBTIQ community, the city of Leuven supports positive perception of gender diversity and gender identity. Together we want to increase knowledge about gender diversity and gender identity at all relevant partners and services in Leuven

### Coming out Day

In October 2020, coming out day, the city of Leuven inaugurated two rainbow pedestrian crossings. The pedestrian crossings are located in the busiest shopping street in the center of Leuven. As a result of this initiative of the city, an important International of Leuven: 'IMEC' decided to also build a rainbow pedestrian crossing on their company site.

### Action against the LGBT- Free- Zones in Poland

The city council of Leuven sent a letter to the Polish government to protest against the LGTBI free zones being installed in several Polish cities with the approval of the Polish government. The initiative was followed by the RCN and various partner cities followed the example of the city of Leuven.

The city government also sent a letter to the mayor of the European partner city of Krakow asking to support the LGTBI community in Krakow. the city of Leuven donated a rainbow flag to the city council of Krakow.



### IDAHOBIT 2020

Like every year, the rainbow flag was flown at the Leuven stas office for two weeks.

### Contact person in

Leuven: [Kristel.wildiers@leuven.be](mailto:Kristel.wildiers@leuven.be)

[www.leuven.be](http://www.leuven.be).

[www.holebihuis.be](http://www.holebihuis.be)



## LEUVEN, BELGIUM



## YES, WE STARTED

In the fall of 2020, the City of Linz had joined the Rainbow Cities network.

At the same time, the City Council of Linz has decided to create an agenda to strengthen and promote the Linz LGBTIQ community.

In the coming months, an overall municipal concept will be drawn up with the aim of making a clear commitment to acceptance and tolerance and promoting peaceful and respectful coexistence.

In addition to representatives of the community, such as the Homosexuelle Initiative Linz and, of course, other representatives, all parties of the Linz City Council will also work on the concept.

This overall concept is intended as a commitment by the City of Linz to acceptance, equal rights and anti-discrimination of the community.

In addition, the city has been setting visible accents for quite some time now, such as the



rainbow bench in the inner city area, the rainbow crosswalk and also the lighting of the world-famous Ars Electronica Center

<https://www.flickr.com/photos/arselectronica/50057067498/in/photolist-2jgnyCU/>

foto credit: Ars Electronica Center – Robert bauernhansl)

LINZ, AUSTRIA

LINZ  
verändert

## 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.

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 41 certificate holders (among them are schools, kindergartens, public institutes etc.).

### Multimedia exhibition: 20 years of Pride Parade in Ljubljana

In June the City Hall hosted an exhibition “20 years of the Pride Parade in Ljubljana”.

The exhibition marks 20 years of the Pride Parade in Ljubljana, testifies the hard work and importance, presents the material and activist heritage of the fight for the rights of LGBT+ people.

The exhibition shows all 20 years of Pride Parades placed in the socio-political context of the city of Ljubljana. The timeline highlights represent the most important elements of each parade and carries strong messages of the fight for LGBT+ rights respectively human rights in the local environment.

The virtual exhibition is available [here](#)

### Focus group “LGBT+” for new Strategy for the Development of Social Care in the City of Ljubljana

The medical gender transition with specific programs; more safe spaces; education and awareness-raising of services in different field (personal doctors, social



works centres, schools...). The Strategy for the Development of Social Care in the City of Ljubljana is ending this year. For the purpose of preparing a new Strategy we have prepared focus groups in specific areas, including in the field of LGBT+. Representatives of NGOs and the profession participated in the focus group.

Among the priorities the following activities were mentioned: systemic integration and alliance creations; addressing mental health, homelessness, older LGBT+ people, people in the medical gender transition with specific programs; more safe spaces; education and awareness-raising of services in different field (personal doctors, social works centres, schools...).

LJUBLJANA, SLOVENIA

LGBT  
PRIJAZNO



Mestna občina  
Ljubljana



LGBT PEOPLE AND COVID-19 INFOGRAPHIC

The Council to Prevent and Eliminate Discrimination of Mexico City (COPRED by its acronym in Spanish) along with the *United Nations Office on Drugs and Crime Agency in Mexico* and the Yaaj civil society organization drafted an infographic of the LGBT people and COVID-19. The infographic emphasizes how the COVID-19 pandemic disproportionately affects people in vulnerable situations and may affect access to their rights. It explains why LGBTI+ people are at greater risk of facing discrimination or violence and mentions the barriers of this population to exercise their right to health in this context.

[https://coronavirus.onu.org.mx/wp-content/uploads/2020/05/Discriminacion\\_o\\_violencia\\_contra\\_personas\\_LGBTI-1.pdf](https://coronavirus.onu.org.mx/wp-content/uploads/2020/05/Discriminacion_o_violencia_contra_personas_LGBTI-1.pdf)

Talk series “Differentiated impacts in the face of COVID-19: dialogues with CSOs” - LGBTI Community

To visualize the different impacts of the COVID-19 in the priority attention groups, the “neutral” actions of the governments and how these measures impact these groups differently, the COPRED along with different civil social organizations carried out 12 talks named “Differentiated impacts in the face of COVID-19: dialogues with CSOs”. One specific talk was about LGBT community. As a result, the COPRED published a report with proposals to face the social crisis of the COVID-19 with non-discrimination perspective.

<https://copred.cdmx.gob.mx/storage/app/media/informe-impactos-diferenciados-por-covid19-dialogos-con-organizaciones-de-la-sociedad-civil.pdf>

Local Congress banned LGBTI conversion therapies in Mexico City



With 49 votes in favor, 9 against, and 5 abstentions, Mexico City’s Congress approved a reform to the local Penal Code to ban and typify practices that modify sexual orientation and gender identity. Sanctions include 2 to 5 years in jail and 50 to 100 hours of community work for those who practice or oblige someone to attend “conversion therapy”.

Mexico City’s Council to Prevent and Eliminate Discrimination (COPRED by its acronym in Spanish) recognized the approval of Mexico City’s Congress to sanctioned the “Efforts to Change Sexual Orientation and Gender Identity” (ECOSIG by its acronym in Spanish) since these practices violate human dignity. This action guarantees the rights of every human being according to Mexico City’s Political Constitution which stipulates LGBTI as a priority attention group.

<https://www.copred.cdmx.gob.mx/comunicacion/nota/reconoce-copred-aprobacion-de-dictamen-que-sanciona-los-ecosig>



GOBIERNO DE LA CIUDAD DE MÉXICO



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

MEXICO

GRAN ACUERDO POR EL TRATO IGUALITARIO EN LA CIUDAD DE MÉXICO

The “Great Agreement for Equal Treatment of Mexico City” (Gran Acuerdo por el Trato Igualitario CDMX in Spanish) is an initiative of the COPRED that consists in a platform to link COPRED with the private sector in order to build an equal treatment and non discrimination culture. It establishes a new paradigm that refers to the obligation to respect human rights and also promote and protect these in the business world. Currently, 29 companies of different types have completed the accession process and are now part of the “Great Agreement”.

In that mentioned process, the Council analyzes the internal policies of the

companies through a confidentiality agreement and returns the policies with observations in case of any discriminatory dismissals in any of them. Their compliance to the process is also conditioned with the adoption of a new labor inclusion policy, the

the implementation of their labor inclusion policy and evaluates the impact and its results.

<https://www.copred.cdmx.gob.mx/acciones-estrategicas/gran-acuerdo-por-el-trato-igualitario>



accreditation of workshops that promote a labor inclusion culture, making its benefits visible and the legal implications of any discriminatory acts in the private sector and once each company is part of the platform, COPRED monitors

Contact person at the municipality:

Adriana Aguilera Marquina,

Technical Secretariat at COPRED

([adriana.copred@gmail.com](mailto:adriana.copred@gmail.com))





## MUNICH, GERMANY

### THE NEW POSTER OF OUR YOUTH CAMPAIGN CONCERNING GENDER IDENTITY

Our existing youth campaign was extended with a poster concerning gender identity

Discussed in a small committee with the groups of trans\*, inter\* and nonbinary / queer persons in Munich we developed a new poster motive

The poster was presented to the public by our mayor Dieter Reiter with a press photo

It is being spread around especially to youth welfare facilities

There is a website noted on the poster, where young people

can find many informations

See more:

[www.wirsindfuerdichda.org](http://www.wirsindfuerdichda.org)

### Homeless LGBTIQ\*

Cooperating with the



Landeshauptstadt  
München  
Oberbürgermeister  
Koordinierungsstelle  
zur Gleichstellung  
von LGBTIQ\*

department of social affairs, a survey was organised inside the utilities for homeless people concerning their points of contact with homeless lgbtiq\* and their expertise

and their needs

The survey has been evaluated and a brochure about the results is in work to be published

The results will be presented to the city

### Contact person at the municipality:

Ms Ulrike Mößbauer  
([ulrike.moessbauer@muenchen.de](mailto:ulrike.moessbauer@muenchen.de))

responsible for RCN in case of absence:

[kgl.dir@muenchen.de](mailto:kgl.dir@muenchen.de)

### Local LGBTIQ\* policy on municipal site

<http://www.muenchen.de/lgbti>

council and discussed in few of further measures

The results will be available for the public to end of 2020 or begin of 2021.

## LIVING LIBRARY GOES ONLINE

In May we planned a huge LGBTI-Festival round about May 17, IDAHOBIT. Plans included a queer poetry slam, a Comic Exhibition, Bookreadings and the so called Living Library. There you can rent queer people for 20 Minutes. Because of COVID-19 all events were cancelled, only the Living Library goes online. Some of the « books » were interviewed.

[https://www.nuernberg.de/internet/stadtbibliothek/aktuell\\_65947.html](https://www.nuernberg.de/internet/stadtbibliothek/aktuell_65947.html)

### Supporting Pride in August

In August our PRIDE-NGO realized a huge Poster campaign allover the City. We supported the Campaign financially and we made a call for: « show-your-pride »-Photos via Instagram.

Also around the PRIDE-Weeks, we launched a donation campagin for Kasha Nabagesera from Uganda. She is Nuremberg Human Rights Award Winner 2013 and needs help for projects, helping Queers in Uganda.

### Supporting our Twin Cities in Poland and Ukraine

Our Lord Mayor and politicians were writing letter of support to the Ambassador of Poland, the Mayors of Charkiw and Krakau and there is close exchange with local LGBTIQ-NGOs

### Local Actionplan for LGBTI – « Queer Nuremberg »

In summer 2020 we were engaged to create a local



## Menschenrechtsbüro und Frauenbeauftragte

action plan for LGBTIQ, This means a huge process with the Community and administration.

Strategic activity fields will be : Culture, Working, Family, Childhood and Youth, Seniors, Health, and Education.[www.lsbti.nuernberg.de](http://www.lsbti.nuernberg.de)

### Employee Network

The Employees Network is becoming bigger. In 2020 the local Hospital and Energy provider joined the network.

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

Picture below:

New designed Memorial Place for gay and lesbian victims of National Socialism



## NUREMBERG, GERMANY





## NEW TAIPEI CITY

### Project on gender diversity service promotion measures

Since Taiwan officially legalized same-sex marriage in May 2019, the Gender Equality Committee drafted the “Gender Diversity Service Promotion Measures” according to the gender equality policy guidelines of New Taipei City.

Under the measures, same-sex marriage rights and related services are promoted through ten first-level agencies based on their respective authorities in different affairs.

At the same time, the public’s understanding of

gender equality concepts is strengthened to facilitate acceptance of gender diversity. This project is expected to continue in 2021. Several measures are



described below:

1. Create friendly environments:

The Civil Affairs Bureau cooperates with the Land Administration Department to promote

services for same-sex marriage registration, marriage notation, inheritance, and step-family adoption. On the marriage registration days of special holidays in 2020, wedding scenes were carefully arranged,

and souvenirs were distributed. to create a gender-friendly environment

2. Personal safety protection:

Most domestic violence

victims of gender-diverse families are involuntary clients and rarely enter the service system willingly. The social welfare department conducted training of network personnel in 2020 to increase awareness of gender-diverse violence. Friendly environments and resources with emergency rescue are provided for gender-diverse victims, such as psychological counseling resources, gender diversity-friendly shelters, legal counseling services, and friendly service procedures.

### 3. Labor rights promotion:

Over one hundred seminars on labor rights promotion were held to raise the awareness that that same-sex marriage registrants have the same labor rights as heterosexual registrants, and to improve the awareness of the law among employers, human resource personnel, and employees.

### Gender Work “Root Company” Project

The Gender Work “Root Company” Project was initiated in 2020. Committee members and consultants were invited to visit local district offices to develop local gender equality programs.

Shuangxi District Office held organized the “Love in Shuangxi: Romantic Qixi Water Lily Lantern District,” during the Qixi Festival.

The New Taipei City Gender Equality CEO, Warm Penguin Dad, led gay couples across the magpie bridge, an act that symbolized



true love regardless of gender, identity, and appearance, calling for respect for gender diversity in society.

Shuangxi District Office was also the winner of the committee’s “Penguin Gold Award” for gender equality assessment in 2020.

## TAIWAN





**TOOLS FOR LGBT PEOPLE DURING COVID-19**

In April and November, during lockdown related to COVID19, two main tools were deployed :

Production and communication of resource documents for LGBT people victims of violence and discrimination during confinement

<https://www.paris.fr/pages/covid-19-les-ressources-pour-les-personnes-lgbtqi-victimes-de-violences-et-discriminations-7767>

**FLAG!**

(LGBT + association of officials from the Ministries of the Interior and of Justice, Firefighters, municipal police officers and allies) launches a mobile application dedicated to reporting acts of LGBTphobia, serophobia and domestic violence.

In July 2020, Anne Hidalgo was re-elected Mayor of Paris and appointed Jean-Luc Romero-Michel deputy in charge of human rights, of Integration and the Fight against Discrimination including a doubling of subsidies to LGBTQI + associations



**Continuation of internal awareness-raising work within the City of Paris**

Creation with the human resources departments of a leaflet "transidentity at work, together act!". This tool is intended for managers to help them support the transition of transgender agents. This work is the translation in Paris of recent recommendations of the defender of rights.

LGBT awareness programming for the ten coordinators of the City's Prevention and Security Contracts

**FRANCE**



**P A R I S**







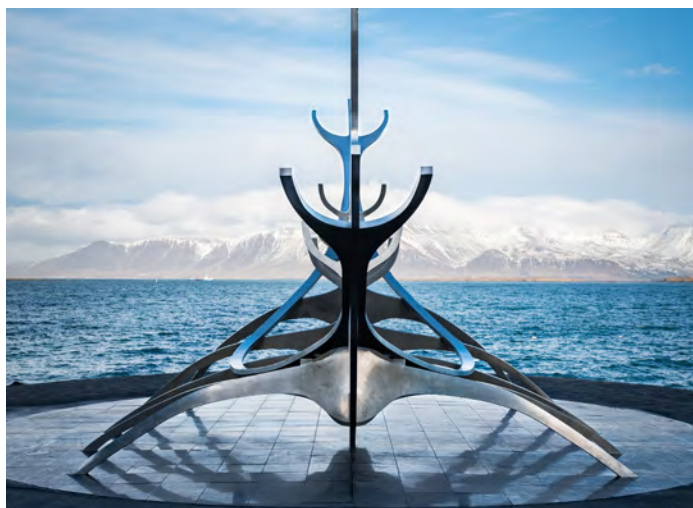
## REYKJAVIK

### Research Project: LGBT+ Immigrants in Reykjavik: Their Situation, Needs and Challenges

#### Goal: To provide LGBT+ immigrants in Reykjavik with better services and support

The City of Reykjavik is diverse with immigrants making up about 19% of the population. However, the dominant image of Icelanders is that they are a homogeneous group. Likewise, the dominant images of immigrants is that they are not LGBT+, and that LGBT+ people in Iceland are of white Icelandic origin. The

intersections of the two groups are not well known, nor are their specific challenges and needs. The research project is qualitative and aims to give insight into the situation of LGBT+ immigrants in



Reykjavik in the hopes that this will provide the City with information on how better to reach and support the group.

Role of City: Frame the research and apply for

research grant, hire student researcher, provide funding and support.

### LGBT+ People and Domestic Violence

#### Goal: To provide

#### LGBT+ people with better domestic violence services

As part of the project Together Against Violence, The City of Reykjavik Human Rights

and Democracy Office set up a work group to investigate and gather research and knowledge on LGBT+ people and domestic violence. The project has been ongoing since the end of 2017. The work group concluded its task in 2018 and a brochure on LGBT+ people and domestic violence was printed in December of 2019

The project has been presented at all Reykjavik Metropolitan Police stations, all Reykjavik Service Centres, Reykjavik Child Welfare Services centres for victims of sexual and domestic abuse as well as at Samtökin 78, the National Queer Organisation of Iceland amongst others.

Currently there is ongoing work to keep up contact and dialogue between personnel at the Service Centres and counsellors at the National Queer Organisation.

### LGBT+ Children: Check List and information website

**Goal: To create LGBT+ friendly schools and improve the situation of LGBT+ children in the Reykjavik educational system**

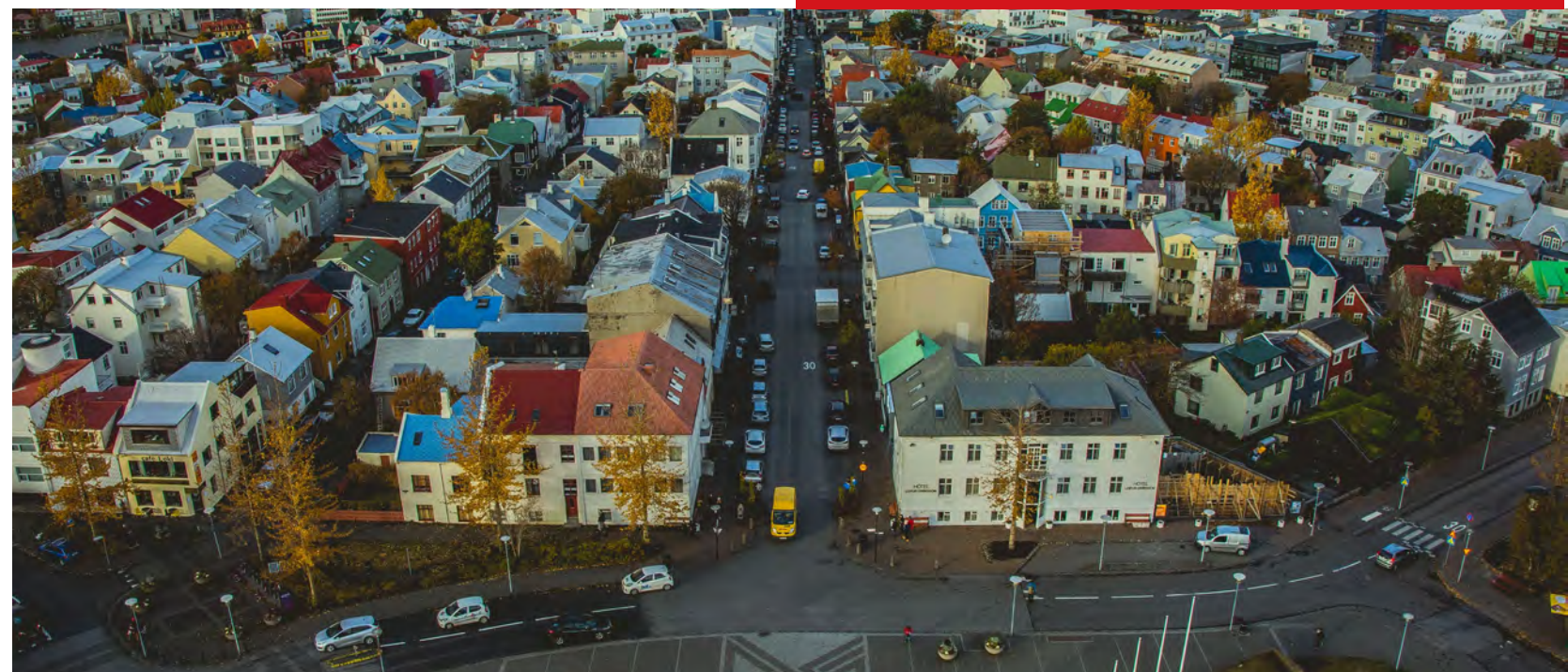
The City of Reykjavik Human Rights and Democracy Office published check lists for pre and primary schools aimed at making them more inclusive and welcoming for LGBT+ children. Previously, check lists about trans children were published. Along with the check list a lot of information about the situation of LGBT+ children in the educational system was published on a website along with encouragement for schools to seek more information, get advice and lectures to make their schools LGBT+ friendly.

Role of City: Create and disseminate the check list within the City, provide support and further information, often in lecture/workshop form.



Contact person: Svandís Anna  
Sigurðardóttir, [svandisanna@reykjavik.is](mailto:svandisanna@reykjavik.is)

## ICELAND



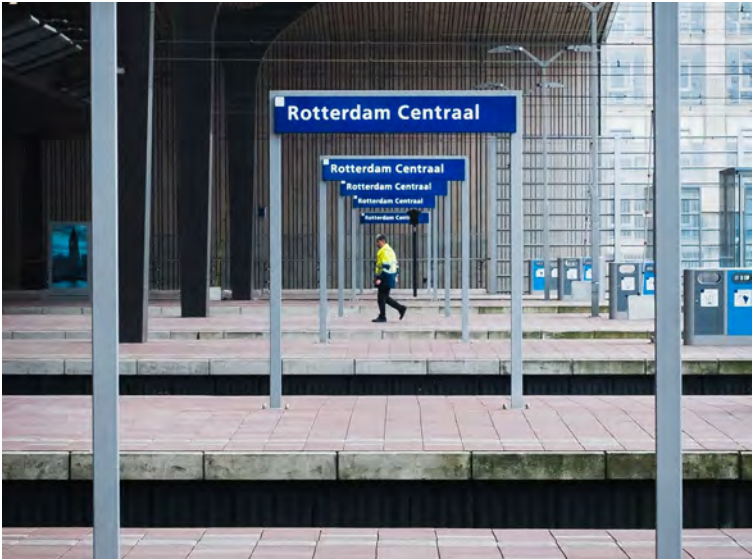


THE SHADOW SIDE OF COMING OUT DAY

The campaign ‘The Shadowside of Coming Out Day’ focuses on the downsides that might come with coming out of the closet and being visible as an LGBTI+.

In most Western European countries, Coming Out Day has established itself as a day to reveal your sexual and/or gender identity and to celebrate your queerness. However, for quite a few people coming out is an experience that also comes with loss, or grief. For instance when your true identity is not accepted by the people you love, or leads to exclusion by the group you belong to. Being open can even lead to being harassed on the streets or being bullied at school.

The Shadowside of Coming Out Day consists of video’s and online sessions in which people who have gone through this experience share the positive ways they have dealt with the reactions. We encourage young people to accept themselves and to be proud of their



identity. We also want to highlight different topics and situations where coming out can be hard.

This campaign aims to create awareness about the many outcomes and scenarios of coming out. It also aims to tell people how they can deal with the consequences and how and where they can find help.

The Shadowside of Coming Out Day Campaign is a joint initiative of Dona Daria and Student Pride NL. It is supported by the City of Rotterdam and GayRotterdam.



Gemeente Rotterdam

THE NETHERLANDS

SAFETY ALLIANCE

The Rotterdam Safety Alliance ‘Natuurlijk Samen’ is committed to the safety of lesbians, homosexuals, bisexuals, transgender people and people with an intersex condition (LGBTI+ people) in the living environment, the nightlife, on the street and in public transport in the Rotterdam region. We work

together with the police (pink in blue), the local antidiscrimination office RADAR, LGBTI+ organizations and other NGO’s.

- of LGBTI people
- 2. Sharing knowledge and creating insight regarding to the safety situation.
- 3. Signaling unsafety,



We focus on three main tasks:  
1. Increasing the sense of security and increasing the willingness to report

advising and putting improvement opportunities on the agenda

Contact person at the municipality

Anouk Erkelens  
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and  
Marije Pluijm  
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## TRANSCIDADANIA PROGRAM



# CIDADE DE SÃO PAULO

advice, psychological and social assistance and guidance services on the “Transcidadania Program”.

[https://www.prefeitura.sp.gov.br/cidade/secretarias/direitos\\_humanos/lgbt/programas\\_e\\_projetos/index.php?p=150965](https://www.prefeitura.sp.gov.br/cidade/secretarias/direitos_humanos/lgbt/programas_e_projetos/index.php?p=150965)  
[https://www.prefeitura.sp.gov.br/cidade/secretarias/direitos\\_humanos/lgbt/rede\\_de\\_atendimento/index.php?p=271098](https://www.prefeitura.sp.gov.br/cidade/secretarias/direitos_humanos/lgbt/rede_de_atendimento/index.php?p=271098)

**São Paulo Trans Population Census:** São Paulo’s LGBTI Office, together with the support of a city councilor, is conducting a survey of transgender people living in São Paulo to map their experiences and realities. The research is part of the international commitment of the city, signed at the III Latin American Rainbow Cities Network (RLCA) Meeting in 2017, along with other city members. Its objective is to strengthen the spaces of integration for trans people in the Latin American context and to improve public policies for this population.

SAO PAULO

BRAZIL





BEST PRACTICES TAIPEI 2020

1. “LGBT Community Affairs Coordination Meetings” are convened three times in 2020 and LGBT advocacy groups are invited to collaborate with the city government and help to design LGBT-friendly policies.

2. “Rainbow Family FAQ” and “Diversity & Inclusion in Workplace: Resources for LGBTI Workers and Employers” brochures are published online. The front-line professional workers, including doctors, nurses, teachers and social workers, are required to take the LGBT-sensitive training courses. In addition, the corporations are encouraged to create an LGBT-friendly workplace environment.

Please find urls below for further information:

a.Rainbow Family



FAQ:<https://reurl.cc/x0Y5pz>

b.Diversity & Inclusion in Workplace: Resources for LGBTI Workers and Employers:<https://reurl.cc/N65vx6>

3. Advancing ahead the national government, city government forms with husband/wife and father/mother options are revised to gender-neutral expressions such as partners and parents for eliminating heterosexual bias.

TAIWAN

4. Due to the COVID-19 pandemics, the “Taipei LGBT Civil Right Festival” activities of the year are organized as an online event, “Hello Everyone” memes generator.

The main purpose of the event is to make more and more people get to know LGBTQ community. Through the memes generator, people can create custom LGBTQ-story memes by using featured illustrations and LGBT-friendly phrases.

These memes can be passed to parents, family members or

friends through social media platforms such as Facebook, Instagram and LINE. The memes generator has been used over 70,000 times from



September 29 to December 31.

Please link to <https://helloeveryone.taipei/> for “Hello Everyone” memes generator.

5. For celebrating LGBTIQ+ pride parade in October, city government has a lot of preparation and provides organizers of

the parade with multiple assistance. For example, rainbow tracks are painted in front of the City Hall and City Council; first rainbow sightseeing

tour bus and LGBT historic tourist sites are open; same-sex partnership certificates for foreign visitors are issued.

Please link to <https://loveislove.taipei/index> for “Same-sex partnership certificates for foreign visitors” website.







# WIENER ANTIDISKRIMINIERUNGSSTELLE FÜR GLEICHGESCHLECHTLICHE UND TRANSGENDER LEBENSWEISEN

Stadtwien

VIENNA

## MONUMENT FOR MEN AND WOMEN WHO WERE PERSECUTED BY THE NS- REGYME'S HOMOSEXUAL PERSECUTION

An art- competition for a permanent memorial was launched in 2019. A study on the issue was already conducted in prior years. A decision on the memorial was taken by a jury in June 2020. In 2021 the memorial will get built. More information on the monument the jury decided on and all other applicants:

<https://www.wien.gv.at/>

[menschen/queer/wettbewerb-denkmal/quinn.html](https://menschen/queer/wettbewerb-denkmal/quinn.html)

## LGBTIQ youth / queer youth: FLAGincluded and queer youth centre



In 2020 the “FLAGincluded” project was launched by young activists and is carried out in cooperation by HOSI

Vienna and the WAST. It motivates schools to hoist the rainbow flag as a visible sign of awareness and solidarity on the school building in the rainbow month of

to show that their school community is behind them:

<https://flagincluded.at/>

A focus on queer youth will be also in the coming year, since a queer youth centre in Vienna and/or safe places and projects for queer teenagers are planned.

June and makes these flags available to schools free of charge. This is intended to encourage young people coming out, to give them support and

## Contact details

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## FENSTERL - PARADE (WINDOW PARADE) AND WORLD PRIDE 2020

Due to the Corona Crisis the Vienna Pride and Pride Parade couldn't take place as planned. Instead two events were organized alternatively in order to promote visibility:

“Fensterl- Parade” (“Window Parade”) took place on 13.6.2020, on the day the Vienna Pride Parade originally was planned. Instead people could put flags (which they could order or get at pick up points like the WAST) out of their window, invite neighbours to do so, show visibility in the neighbourhood and take pictures to participate online. Additionally five bicycle tours took place which finally met at Rathausplatz. The WAST was having a desk at the Rathausplatz, where usually the Pride Village would stay, with the message: “Wir halten euch den (Rathaus)Platz frei für 2021” (“We will keep the town hall square for you for 2021”). More information:

<https://www.fensterlparade.org/english.html>

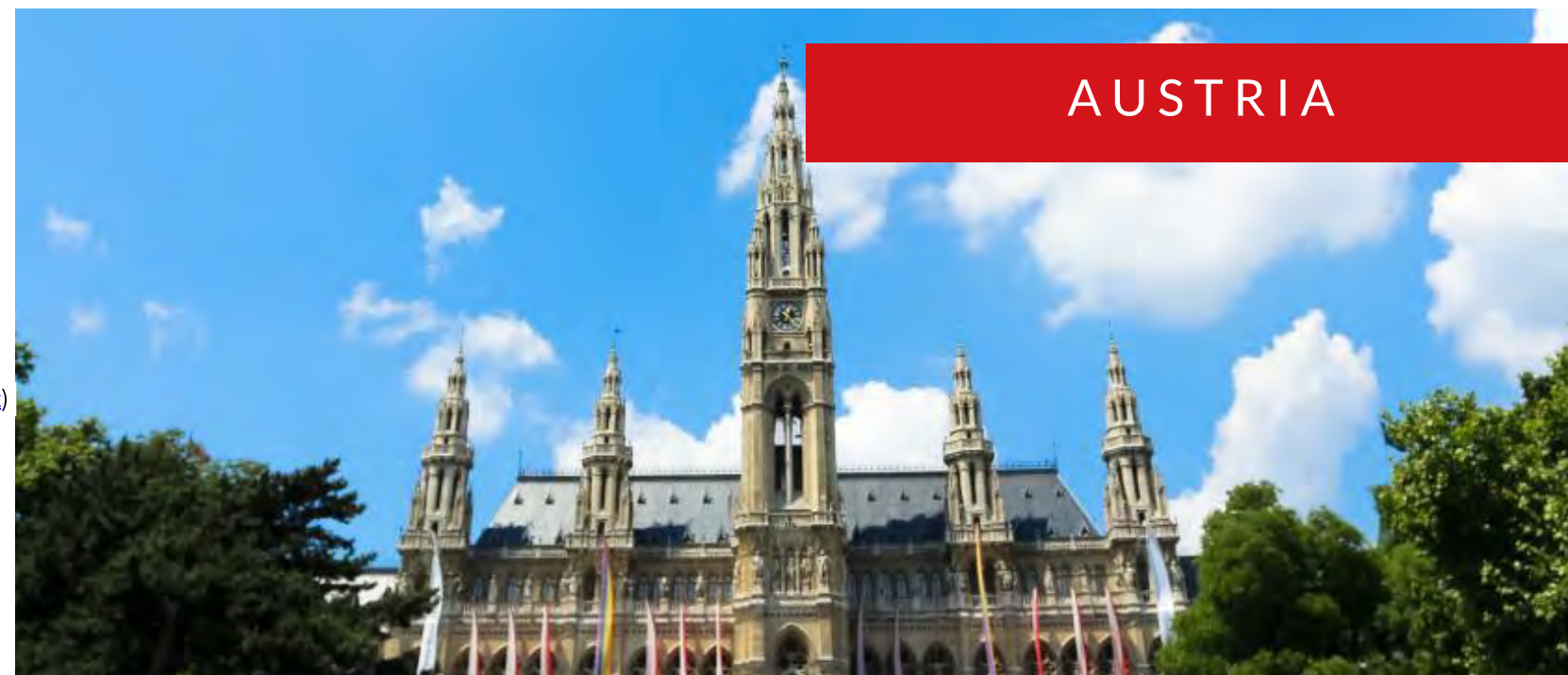
Global Pride “Exist.Persist.Resist” was a



Live-Stream-Event together with many other international (online) prides that was held on 27.6.2020. HOSI Vienna and its non-profit company Stonewall Vienna GmbH, who usually organize Vienna pride and pride parade, organized the online representation of Vienna at Global Pride, additionally public viewings of the event in various restaurants and a “rainbow-car-corso”, where various initiatives and groups, also the WAST and the Executive City Councillor Jürgen Czernohorszky, participated with decorated cars that drove at Vienna Ringstraße:

<https://viennapride.at/>

AUSTRIA





# GENDER NEUTRAL TOILETS

In February 2020 the city council has approved the Equal Opportunities Plan 2019-2022 and the planned measures for the coming years. The Gender Equality Plan sets new accents, for example in the engagement for equality of trans people or the fight against sexual, sexist, homophobic and trans harassment in public spaces and nightlife. As part of a pilot project, the city of Zurich has introduced gender-neutral toilets in the City Hall that are accessible to all genders. Women's and men's toilets continue to exist. Trans people should not experience disadvantages in the use of urban services and urban infrastructure.

[Press release](#)(in German)

## Living space for elderly members of the LGBTI community

In May 2019, on the occasion of IDAHOBIT, we organized a panel discussion under the title «Hostility against Lesbians, Gays and trans people - how are old people affected?». In this panel discussion possible strategies for the recognition of



LGBTI+ in old age were discussed. The Head of the Department of Health and Environment in Zurich, City Councillor Andreas Hauri, welcomed the guests. One year later, in 2020, the Department of Health and Environment announced the creation of living space for elderly members of the LGBTI\* community, in cooperation with the NGO *QueerAltern*. In the housing estate *Espenhof* in Zurich, a unique pioneering project for both Zurich and Switzerland will be created from 2025 onwards.

[Press release](#)(in German)

### Legal expertise: Trans children at school

The Office of Gender Equality repeatedly receives inquiries and requests from



## ZURICH

professional staff in schools regarding trans children.

Most teachers, school management and school social workers are aware that it is a basic right of trans people to live according to their gender identity.

They are anxious to create the conditions for trans children to exercise this right.

But the desire for (legal) security is great, because there are different interests – that of the child, the parents and the school.

The Center for Equality has therefore commissioned a legal expertise.

The expertise discusses how to deal with the different needs,

demands and rights and gives school staff information about the legal situation of trans children at school.

[Legal expertise](#)(in German)

As a pilot project a workshop was held in 2020 for the staff of an old age center of the city of Zurich.

The workshop provided knowledge about the

needs and challenges in the assistance and care of lesbians, gays, bisexuals, transgender and intersexual people in nursing homes should strengthen the skills of the staff.



### Pilot project: Workshop LGBTI in an old age center of the city of Zurich

experiences of minorities, about the legal framework and ethical demands.

Background information about the



## SWITZERLAND





## **RAINBOW CITIES NETWORK**

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