



# ONE - PAGERS

**BEST  
PRACTICES**

**2021**





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**IN 2021, WE LOST  
MANY AND THEIR  
LOSS IS  
IRREPARABLE.  
BUT, IT WAS ALSO  
THE YEAR THAT  
WE HAVE BEEN  
ABLE TO  
RE-EMERGE  
STRONGER, MORE  
AWARE, MORE  
UNITED. AS  
PROOF OF THIS,  
THE FOLLOWING**

**PAGES REFLECT  
TIRELESS HOURS  
OF WORK OF OUR  
MEMBERS BUT  
ALSO ACTIVISTS  
AND NGOs. THAT  
JUST LIKE US,  
THEY DREAM AND  
WORK TO BUILD  
MORE DIVERSE  
AND FAIRER  
SOCIETIES.**

MANUEL ROSAS VÁZQUEZ  
MANAGING DIRECTOR



# AARHUS

## Aarhus Pride 2021

A variety of activities have been held in connection with Aarhus Pride in the start of July 2021.

For instance:

- The Photo-exhibition: [Loud & Proud](#) with photos from LGBT+ persons Pakistan, Gambia, Mexico, and Uganda
- The Krea-club from the LGBT+ House goes Pride – with rainbow colored krea-projects.
- Panel-discussion on the theme: Hate-crime
- Pride warm up social walk – a free walk in the city arranged by Aarhus Homo-sports.
- See also: [WARM UP 2021 | Aarhus Pride](#)

## Data informed policy version II

The city council's "Committee on Diversity and Equality" decided in 2021 to follow up the 2019 survey of the LGBT+ persons view of Aarhus as municipality for all people.

Results of the survey shows some of the same findings as in 2019 – such as:

- Demand of LGBT+ communities in the public
- LGBT+ persons are not open about their sexuality and gender-identity on the workplaces, public places, bars, and restaurants.
- Half of any LGBT+ person have been exposed to discrimination or hate crime

The survey also gave a lot of qualitative inputs from the participants to go further with the issues raised.

This year this the data from the survey were one of the factors that mobilized a broad spectrum of the political parties in the municipality to decide to initiate a LGBT+ policy and action plan.

## LGBT+ Policy decision

All political parties in the city council, except one, have decided to initiate a LGBT+ policy and action plan. The purpose from the policy and action plan is to make Aarhus a good city for all people.

There are a lot of expectations from the process of creating the policy also because the new so called Aarhus Compass defines a broad bottom-up approach of including all LGBT+ environments and all relevant actors with influence of the lives of LGTB+ persons.





# BARCELONA

## Official opening of Plaça de la Sonia Rescalvo Zafra, a 30th anniversary memorial to Sonia, a transsexual woman murdered by a fascist group

The 30th anniversary of the death of Sonia Rescalvo Zafra, a transsexual woman murdered by a fascist group in 1991, was commemorated at 5 pm, on 6 October, at Parc de la Ciutadella in Barcelona, with the official opening of the square that now bears her name.

Promoted by the Fourth Deputy Mayor's Office for Social Rights, Global Justice, Feminism and LGBTI Affairs and by the Councillor's Office for Democratic Memory at Barcelona City Council, the event was part of the initiatives set out under the Municipal Plan for Sexual and Gender Diversity. Measures for LGBTI Equality (2016-2020), relating to the area of *Cultural Visibility and Memory with the aim of promoting even to raise the profile of the LGBTI collective and proposing the ongoing promotion of sexual- and gender-diversity visibility in cultural activities, in this case in the city's catalogue of place names.*

Hence the approval, by Barcelona City Council's Place-Naming Commission on 23 June 2020, of the renaming of the square as Plaça Sonia Rescalvo Zafra. The content of the square's plaque was established after consultations with organisations belonging to the city's Municipal LGBTI Council and with its honorary members.

Barcelona, then, has commemorated Sonia this year and reclaimed her name by officially opening Plaça Sonia Rescalvo Zafra as a symbol of the fight against hate crime, in defence of LGBTI rights and the desire for a city that is free to be and love whoever we want.

[https://ajuntament.barcelona.cat/lgtbi/ca/noticia/cap-restriccio-didentitat-de-gener-als-formularis-municipals-2\\_787299](https://ajuntament.barcelona.cat/lgtbi/ca/noticia/cap-restriccio-didentitat-de-gener-als-formularis-municipals-2_787299)



## Museums reclaim LGBTI Pride

**Seven cultural institutions took the decision on 28 June 2021, marking International LGBTI+ Pride Day, to transform their venues and programme to celebrate sexual and gender diversity from their respective work areas. Museums come out of the closet.**

Temporary exhibitions, guided tours, special itineraries and talks are just some of the activities carried out over the months of June and July with the aim of offering a new perspective on works of art, collections, galleries and heritage buildings. The goal was to highlight realities so far under represented or unknown in the usual museum narratives.

Backed by Barcelona's LGBTI Centre, the "LGBTI Museums" project is an initiative from the Joan Miró Foundation, the Museu d'Arqueologia de Catalunya, the Museu de Ciències Naturals de Barcelona, the Museu del Disseny de Barcelona, the Museu Marítim de Barcelona, the Museu Nacional d'Art de Catalunya and Museus de Sant Cugat del Vallès. These facilities aimed to show their commitment to sexual and gender diversity, coming up with proposals analysing the diversity of bodies, re-reading historical uses and customs, highlighting the personal journeys of activists, discovering the hidden facets of artists and taking a queer approach to their work, among other things.

You can check out the scheduled activities on the [museuslgtbi.barcelona](https://museuslgtbi.barcelona) website.

[https://ajuntament.barcelona.cat/lgtbi/en/noticia/lgtbi-pride-invades-the-museums-and-monuments\\_1078690](https://ajuntament.barcelona.cat/lgtbi/en/noticia/lgtbi-pride-invades-the-museums-and-monuments_1078690)



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

The first report on the implementation of the Berlin Action Plan was published in July 20th, 2021. Exactly two years earlier, the Berlin Senate decided on the action plan. Today, the vast majority of the 92 actions have been implemented. An English version of the report will be published end of 2021. A short 2-minute animated film clip explains the main content and aims of the action plan 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).

### Low-threshold funding opportunities on “LGBTI History” and “Pride Weeks”

The Land of Berlin has set up two low-threshold micro-project funds, one on LGBTI history and one on Pride Weeks. Both grants aim to promote projects for grass roots initiatives at the local level, funding projects up to 12.000 Euros. This year's main topic of the micro-project fund for the Berlin Pride Weeks was "Queer in the neighborhood", the main topic of the micro-project fund for LGBTI-History was "LGBTI historical and memorial sites in Berlin". After a call for interest ten projects in each category (LGBTI History and Pride Weeks) were invited to apply for funding. Both grants aim as well to promote the cooperation with the Berlin Districts and the LGBTI Communities.

### First Monitoring Report on Homo- and Transphobia

Berlin has submitted the first nationwide monitoring report on homophobic and transphobic violence. The main focus of the report was "anti-lesbian violence". State agencies and victim counselling facilities assume a high number of unreported cases. This particularly applies to violence against lesbian and bisexual women. In addition to the scientific evaluation of police registration statistics, a survey of lesbian and bisexual Berliners was carried out. In addition to improving the database, the report should also help to encourage those affected as well as witnesses to file a complaint and thus further shed light on the dark field in this area of crime. This monitoring instrument has been introduced in Berlin as part of the Berlin action plan. The report will be published every two years. For the next edition in 2022 the main topic will be "violence against transgender and intersex people". For more information:

<https://www.lsbti-monitoring.berlin/en/monitoring-english>

### Three new projects promoting Lesbian\* Visibility

Increasing lesbian visibility is an important aim of the Berlin government. Based on a catalog of recommendations drawn up by a group of experts to draw attention to other specific needs of lesbians, three projects were included in the LGBTI funding of the State of Berlin. The main focus of those projects are: “work and professional life”, “inter-generational networking” and “increasing visibility”.

### Psychosocial care center for adult LGBTI refugees

Berlin has expanded the psychosocial and specially therapeutic care for LGBTI refugees. Therefore, a specialize "Psychosocial care center for adult LGBTI refugees" was set up. The main task of this center include among other things the implementation of medium to long-term psychological counseling and psychotherapy for and with LGBTI refugees as well as the cooperation in particular with professionals, associations of psychologists and psychotherapists and psychiatrist, universities and other medical stake holders.

other ongoing projects are among others:

Development and implementation of transition guidelines for the public administration

Development and implementation of a shelter for LGBTI affected by homelessness

Development of guidelines for gender-inclusive language within public administration

Florencio Chicote/Berlin State Office for Equal treatment and Against Discrimination/ LGBTI unit  
[Florencio.Chicote@senjustva.berlin.de](mailto:Florencio.Chicote@senjustva.berlin.de)

Alexanderplatz

BERLIN



# BERN

In May 2021 the city of Bern organized an action month under the heading “LIKE EVERYONE – Action Month for Increased Visibility of Sexual and Gender Diversity” (see [press statement](#)). The department for gender equality of the city of Zurich has initially developed the action month and carried it out in youth facilities throughout Zurich in March 2018 (cf. [www.likeeveryone.ch](http://www.likeeveryone.ch)).

The city of Bern adapted the concept of the action month for their work in youth centres. Additionally, a rich framework program has been developed in collaboration [with over 40 organizations](#). The [program](#) should enable all of Bern’s population to inform themselves about LGBTIQ topics and offers in the city of Bern and to be able to come into exchange with queer people from Bern.

## 1. Activities and offers for youth and experts

In the run-up to the action month, youth workers and teams of pedagogical experts from the city of Bern received a training, informational material and tools of different ways to address these topics. During the month of May, the themes gender and sexual diversity were present in the youth facilities. To enable the youth to have direct encounters and reduce prejudices and fears of contact, young queer people from the organizations [du-bist-du.ch](http://du-bist-du.ch) and [abq.ch](http://abq.ch) were invited to the youth facilities. In a playful way, they communicated information and talked about their lives and coming-outs. An evening event for queer and non-queer youth was organized, including a queer-panel and a movie screening. In collaboration with the [Pädagogische Hochschule Bern](#), a continuing education for teachers has been developed and carried out. Within [two competitions](#) two different workshops on the topics of sexual and gender diversity have been raffled through social media for ten school classes.



## 2. Thematic events in a variety of cooperation partnerships

Within the action month, a variety of new cooperations blossomed. In different online lunch-events, local LGBTIQ-organizations got the opportunity to present themselves.

Organizations without a specific focus on LGBTI-topics could position themselves as queer-friendly and showing solidarity by participating in the action month. Additionally, a variety of events took place throughout this month. For example a Living Library, movie screenings, lectures and panel discussions.

## 3. Public visibility and social media campaign

On a variety of municipality buildings and at the main station rainbow flags were hung, in order to add another layer of public visibility to the topic during the whole month of May (see [here](#)). In addition, a social media campaign included short portraits of young queer people from Bern accompanied the whole action month (see [here](#)).

## 4. Products

During the action month, various publications have been published; [book recommendations](#) on diverse gender roles, family diversity and LGBTIQ, a [website for teachers](#) with numerous ideas of how to include the themes of sexual and gender diversity in school lessons and the brochure “[Was gilt? LGBTI – meine Rechte](#)” (“What applies? LGBTI – My Rights”) addressing the LGBTI community and professionals, consulting queer people.

Contact persons at the municipality:  
Marianne Kauer, [marianne.kauer@bern.ch](mailto:marianne.kauer@bern.ch) / Barbara Krattiger, [barbara.krattiger@bern.ch](mailto:barbara.krattiger@bern.ch)



# BORDEAUX

## 1.Support and increase the visibility of LGBTQI+ people at different events in the year:

·May 17: Moment of commemoration during IDAHOT, in presence of the Mayor

·June : The launch of a new event the “Pride Month”

·Invitation of NinaGabryś, *advisor to the Mayor of Krakow* on Equality Policy during the Pride March as a special guest. Her presence has highlighted that European cities still need to fight for LGBTQI+ rights.

·October 11 : Coming out day :A “Coming out cupboard” in the Bordeaux town hall designed by a local organization (in French we don’t say “closet” but “cupboard” about the Coming out).

·November: Support of LGBTQI+ actions during the “Equality and diversity Forum”.

·All year : Creation of a pedestrian crossing in the colours of the LGBTQI+ flag in each neighbourhood in the city of Bordeaux.

## 2.Promotion of the access to health by trans people

-January 2021 : The elected representative for health was part of the LGBTQI+ Committee<sup>[1]</sup>.

-April 2021 : First meeting about “access to health by trans people” project with LGBTQI+ organizations and elected representatives

-October 2021 :

·Three meetings with health professionals to identify their training needs on the reception of trans people

·One project developed in collaboration with the University Hospital

-Novembre 2021 : The “Equal and diversity forum” opening ceremony will talk about “Does health have gender identity?”

<sup>[1]</sup>The LGBTQI+ Committee is a place for meetings and exchanges between the elected representatives of different topics and the associations



## 3.Mobilisation and training of the registry department:

·Following the signature of the LGBT+ commitment charter of L’Autre Cercle, which aims to fight LGBT phobia in the workplace and within the framework of the equality / diversity labels, the City wants to intensify training of its staff.

·In January 2021: Speech by the sociologist Arnaud Alessandrin to all employees in the Declarations/Unions centre (Registration department) on “welcoming trans or intersex people”

·In May 2021: the civil status document request form of the City of Bordeaux was made gender-neutral with inclusive writing and the terms “father” and “mother” were replaced with “parents 1 and 2”. The forms for contacting elected representatives no longer have the “title” part (where “Mr”, “Mrs”, “Miss” used to be).

·In August 2021 : the elected officials and agents was mobilized to allow the mention of “joint recognition” on the birth certificate of a child born to a couple of women (before the publication of the IVF for lesbian couples implementing decree)



# BRUGES

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

Collaboration with points of contact concerning ‘racism & discrimination’ within the local police force. We offer training & support for all police men involved and the main goal is to improve knowledge and capacity of the police in the identification and handling of hate crime cases. Training is mandatory with a specific focus on LGBTI+ hate crimes. Every upcoming year a different task force will follow this mandatory training. Our ambassadors in every district will be our spokesmen concerning the LGBTI+ topic & discrimination and will provide the other staff information on content, campaigns, activities and policy making. We will schedule meetings with them on a regular basis.

## 2. Development and implementation of a thesis prize in local colleges

The initial goal is to let students explore topics like gender & diversity within their own area of expertise and letting them realize that these topics are relevant in every aspect of life. The winner of the ‘Magdaleene- prize’ 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.

## 3. Prisma

LGBTQI film festival and more.

Photo exhibitions, lectures on masculinity/ Islam & Homosexuality, ... short film, movies, talks about LGBTI representation in cinema, drawing session ‘in drag

**4. Publication and spread of a LGBTI+ newspaper** containing topics & interviews concerning a broad variety of local LGBTI+ themes and initiatives.

# BRUSSELS CAPITAL REGION

## 1. 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. It aims at creating and testing a SGBV toolbox targeting LGBTQI+ persons with a migrant background. The objective is to set up safe spaces for LGBTQI+ individuals as well as improving the conditions within existing public services.

## 2. 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 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.

## 3. 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 multiplier. 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.

## Contact person at the Brussels-Capital Region

Danny Jacqmot ([djacqmot@gob.brussels](mailto:djacqmot@gob.brussels)), [equal.brussels](http://www.equal.brussels)  
Local LGBTQIA+ policy on Regional Site: <http://www.equal.brussels>

B R U  
G G E

**equal.brussels**   
SERVICE PUBLIC RÉGIONAL DE BRUXELLES  
GEWESTELIJKE OVERHEIDSDIENST BRUSSEL  
BRUSSELS REGIONAL PUBLIC SERVICE



# COLOGNE

## 1. International Exchange with LGBTI activists: “Sister Cities Stand Together –LGBT Rights are Human Rights”

Since 2017 the City of Cologne has offered an international exchange programme for LGBTI human rights activists from some of Cologne’s 22 sister cities. Each year during Cologne Pride, a group 8 to 10 international guests visited Cologne - including e.g. Katowice/Poland, Cluj-Napoca/Romania, Volgograd/Russia, Tunis/Tunisia, Istanbul/Turkey, Barcelona/Spain and Rio/Brazil. Focus in 2017 and 2018: lesbian/queer women.

**Goals:** Showing international solidarity and highlighting the human rights situation for LGBTI in our sister cities. Networking, empowering and supporting human rights activists. Building bridges.

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

**Partners:** the city’s LGBT Office and Office for International Affairs, local NGOs and LGBTI activists

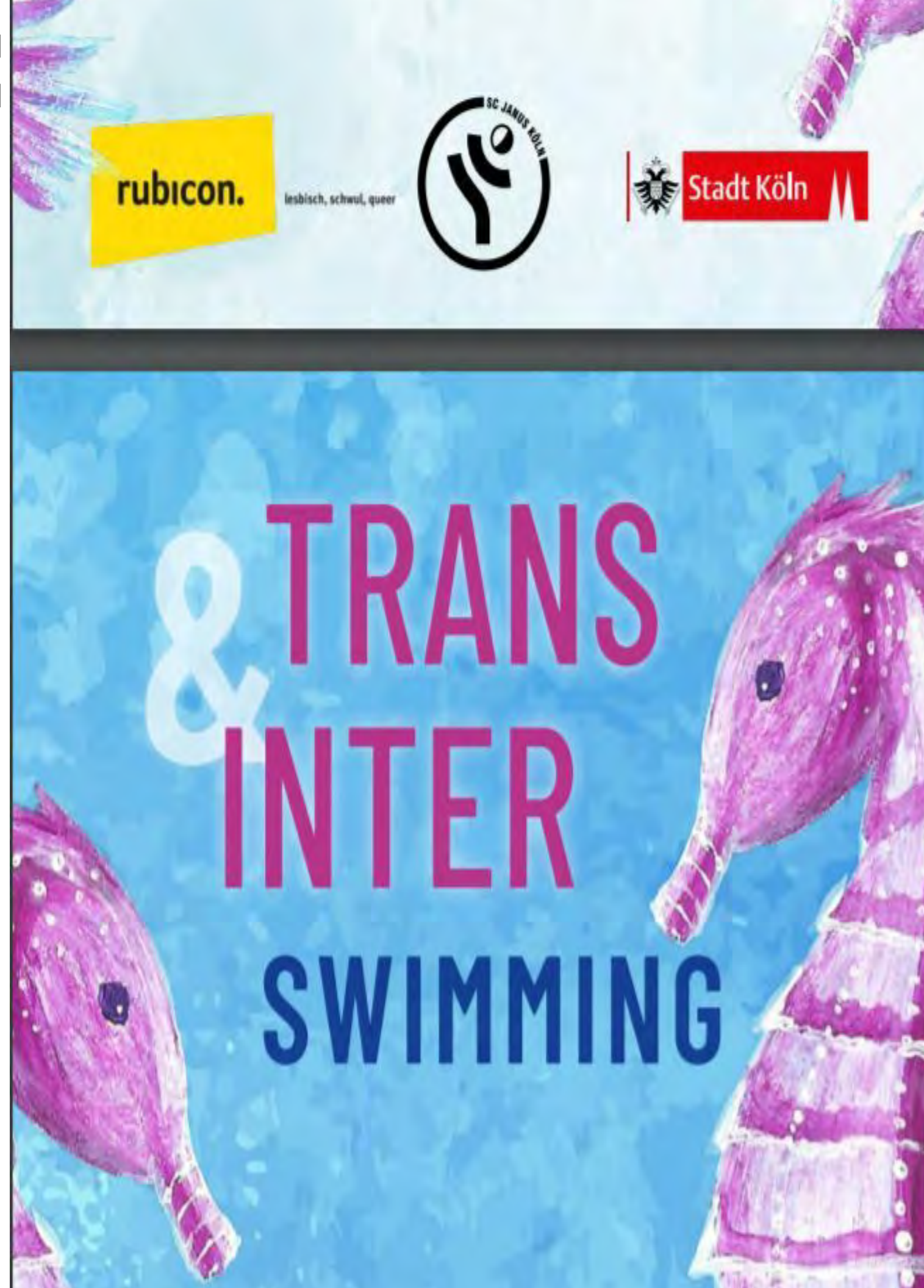
**Duration:** Generally, the programme lasts for 4 days (arrival Thursday afternoon, departure Monday morning) during Cologne Pride - including a welcome dinner, a public event, a workshop, the Mayor’s pride reception at the town hall, visiting NGOs, the pride parade.

**Role of the City:** responsible for organising, hosting and funding this exchange programme

**Outcome:** Empowerment and inspiration for everyone involved. Good media coverage, raising awareness for LGBTI rights in Cologne’s sister cities. Strengthening relations and initiating new projects. In 2021 two representatives from the City of Katowice took up Cologne’s invitation to join the exchange programme. This has opened the door to start a dialogue between both cities about diversity management and minority issues.

### More info:

<https://www.stadt-koeln.de/artikel/67121/index.html> (in German)



## 2. Solidarity Visit to Support the Pride March in Katowice, Poland

Following the “Sister Cities Stand Together” exchange programme, LGBTI activists from two sister cities invited the Mayor of Cologne to visit their local pride events. On behalf of the Mayor, one of the Vice Mayors made an official visit to support these local pride marches: 2018 to Cluj/Romania, 2019 and 2021 to Katowice/Poland, accompanied by a group of 6 LGBTI activists from Cologne.

**Goals:** to show solidarity and give support, to network

**Target audience:** LGBTI activists in Cologne and its sister cities

**Partners:** the city’s LGBT Office and Office for International Affairs, NGOs (e.g. Cologne’s queer youth centre)

**Duration:** generally 3 days, including travel times.

**Role of the City:** (vice) mayor taking up the invitation, covering some of the travel expenses of the activists from Cologne

**Outcome:** showing international solidarity in public, supporting human rights, strengthening relations with our partners, initiating new projects e.g. a queer youth exchange

## 3 Swimming Times for Transgender and Intersex People

**Goals:** to provide a safe swimming space for transgender and intersex people at a public pool once a month.

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

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

**Duration:** started in 2020, continued in 2021 and 2022

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

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

### More

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

(including a flyer in English)



## Media research & training

At the end of 2020, the City of Geneva commissioned a study on the media coverage of LGBTIQ+ issues by the local and regional press. The institute DécadréE ran interviews to collect the experiences of people concerned as well as the journalists who wrote about them. Various press articles were analysed using 15 criteria established during these interviews.

This exploratory research found that depictions of LGBTIQ+ people remained stereotyped, especially trans people. A majority of the articles did not question the people concerned, further adding to poor representation in the media. The terms used and how they were used, the inadequate or lack of definitions did not allow to clearly and respectfully portray LGBTIQ+ themes. Those interviewed also criticized the voyeurism present in the questions or the information put forward. Furthermore, the subject of intersex remained strongly invisible.

This study led to an action-study pilot project developed over 2 years with the twin objective of continuing to study the media coverage of LGBTIQ+ issues and develop sensitization trainings and good practice documentation for journalists.

## LGBTIQ+ history and archives

From the early 1970s, Geneva has witnessed many movements for the promotion and respect of the rights of LGBTIQ+. This tremendous dynamism has been perpetuated by a network of associations and people still strongly mobilized today. This advocacy has helped to shape the City of Geneva as a pioneer in the fight against discrimination and for the respect and promotion of human rights.

Identifying, saving and valorising the archives and memories of this history are now a growing issue. Based on an exploratory study of the local LGBTIQ+ archives, the City of Geneva launched the program “Mémoires LGBTIQ+ (LGBTIQ+ Memory) in 2019.

Among several achievements of the programme was a public outdoor exhibition. Thanks to the mobilization of the associative network, a selection of photos and archive documents highlighted LGBTIQ+ history in Geneva since the '70s. A recently published brochure now beautifully captures and builds on this exhibition.

Alongside local organisations, the City of Geneva continues to promote this major heritage, especially during the October LGBTIQ+ history month.

For more information (in French): [www.geneve.ch/memoireslgbt](http://www.geneve.ch/memoireslgbt)

## LGBTIQ+ municipal strategy 2030

In July 2020, the City of Geneva adopted a new strategy on LGBTIQ+ issues. Detailed in 7 main axes and 23 objectives, it will allow to better integrate and coordinate the current and future activities developed over the next 10 years.

This strategy is now being implemented through an action plan currently elaborated in collaboration with all the City's departments and services concerned, as well as local civil society organisations and experts. In 2021, a large consultation was held to catalogue the numerous ongoing and planned projects implemented by and with the support of the City. Extra attention was made to focus on trans, intersex and non-binary issues, largely underrepresented in public policies.

The municipal strategy is accessible here (in French): [www.geneve.ch/lgbt](http://www.geneve.ch/lgbt)

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



Genève,  
fière de  
son histoire  
LGBTIQ+

GENEVA







During 2021 and 2022 the City of Ghent is focusing on **wellbeing and resilience of the LGBTQIA+ community**. There are several actions and activities with the umbrella organization Casa Rosa, LGBTQIA+ community and partner organizations. There are training sessions on genderinclusivity for care givers, there was an online coronaproof theme month in November 2020 'Bounce Up' with 14 activities about resilience, there were activities during the yearly '10 days of resilience' focusing on the importance of community and the problem of infighting. In 2021 Ghent launched an **action plan against discrimination and racism**. This plan contains 32 actions, also focusing on the LGBTQIA+ topics.

<https://stad.gent/nl/samenleven-welzijn-gezondheid/nieuws-evenementen/nieuw-actieplan-mobiliseert-gentenaars-tegen-racisme-en-discriminatie>

The Ghent Police force launched a renewed approach for reporting hate crimes. There is a high dark number for reporting hates crimes. Victims of hate crimes deserve a proper guidance and privacy when they come to the police office. The Ghent police Force organize an easy accessible open office to report hate crimes on Tuesday and Sunday. Victims of hate crimes are guided by specially trained police personnel to file their report. you can find more information here

[:https://www.politie.be/5415/vragen/aangifte-of-melding/aangifte-van-haatmisdrijven](https://www.politie.be/5415/vragen/aangifte-of-melding/aangifte-van-haatmisdrijven).

Ghent was the first city in Europe to launch situation testing in the workplace on the ground of gender identity. We found that transgender persons have 30 % less chance of being invited to a job interview than other candidates. These conclusions leads to the development of an action plan together with the the way to more inclusive HR-policies in Ghent companies which also embrace the need to address to the recruiting and wellbeing of transgender employees.

<https://stad.gent/nl/burgerzaken/diversiteit-gent/antidiscriminatie-inclusie-en-toegankelijkheid/praktijktesten-op-de-arbeidsmarkt>

The City of Ghent has launched **strategic HR-plan for diversity and inclusion in the own workplace**. In this strategic plan there is a special focus on LGBTQIA+ topics: recruiting and welcoming LGBTQIA+ employees, and give them the work conditions they need to feel safe and accepted. Examples are gender inclusivity training,the use of pronouns in the email signatures and more options for gender registration in official documents, and the launching of a network of LGBTQIA+ employees to give input for the HR-policy.

<https://stad.gent/nl/over-gent-stadsbestuur/nieuws-evenementen/stad-gent-gaat-voor-meer-diversiteit-en-inclusie-eigen-rangen>

# GHENT





# HAMBURG



## 1: Action plan for the acceptance of gender and sexual diversity

The 2017 published Hamburg action plan for the acceptance of sexual and gender diversity involves all sectors of the Hamburg public administration and is now in the implementation phase. In 2021 we are starting with the update process with all city administration departments as well as numerous representatives from non-governmental LGBTIQ organizations and civil society.

## 2: Jubiläum 40 Jahre Hamburg Pride e.V.

Due to the corona pandemic the celebration of the 40th anniversary of Hamburg Pride e.V. was postponed to 2021. As part of the celebration Hamburg a numerous events took place in July and August 2021: a pride night gala event, a pride-house with several different events, a photo-exhibition about the history of Hamburg pride, a dyke-march, an international conference for human rights and a large demonstration with 9.000 people on bicycles. Just like every year the rainbow flag was raised all over the city during the pride-weeks.

## 3: Gender- sensitive language

The senate of the free and hanseatic city of Hamburg published new city's recommendations concerning a gender-sensitive language in June 2021, after working intensively with different state authorities. This publication contains numerous examples of gender-sensitive language and includes the third option "divers" in forms and templates. The employees in the city can use a gender-neutral language as well as gender-star or gender-colon. [Gendersensible Sprache in der Verwaltung - hamburg.de](https://www.hamburg.de/gendersensible-sprache-in-der-verwaltung/)

## 4: First Bi+- pride in Hamburg

An eager group of bi+ activists is planning the Bi+Pride 2021 in Hamburg (first Bi+Pride in Germany): bisexual and pansexual visibility focusing on diversity and international networking. Previous Plan:

THU, 23.9. Bisexuality Day: flag raising  
FRI, 24.9. workshops  
SAT, 25.9. demonstration

## Contact person at the municipality:

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







### 1. Intersex Visibility Campaign

In cooperation with the „Verein Intergeschlechtliche Menschen Landesverband Niedersachsen“ as well as the Federal State Coordinator on Intersex Issues of the Queer Network Lower Saxony, the Federal State Capital Hanover launched a billboard campaign to promote intersex visibility. Under the slogan “I am intersex...obviously!” the billboards, for the first time ever, featured intersex people living in Lower Saxony posted throughout the city.

To further promote the campaign and show solidarity with intersex people, the mayor of Hanover raised 8 intersex pride flags in front of the city hall, making Hanover one of the first cities to do so.

The campaign received a lot of national media attention and will travel to other cities after its launch in Hanover.

### 2. Queer Guide to Hanover

Every two years, the Federal State Capital of Hanover publishes a Queer Guide to Hanover. The guide that has been very popular since its inception in 2010 contains over 40 entries, ranging from counselling centers and self-help groups to different interests groups, cultural as well as youth centers.

To adapt to changing user behavior, the number of printed copies have been reduced in recent years, while a new digital Queer City Map allows users to access the information online. The Queer City Map can be found under [www.hannover.de/LSBTIQ](http://www.hannover.de/LSBTIQ).

### 3. Training for Kindergarten employees on queer topics

Starting in 2020, the Federal State Capital of Hannover offers trainings for municipal Kindergarten and daycare personnel. The two-day trainings touch on various aspects relevant to caretakers of 1-6-year-old children. It focuses on topics such as being a queer friendly and inclusive institution (e.g. representation in books and toys provided etc.), being aware of and sensitive to the needs of rainbow families, reflecting own normative stereotypes as well as gaining expertise in adequately handling early gender expression in children and recognizing early development stages and needs of trans children.

**Contact:**

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## LGBTIQ+ Coordination Office

Just in time for IDAHOBIT\* 2021, the city of Heidelberg's LGBTIQ+ Coordination Office was announced and can now be found at [www.heidelberg.de/lgbtiq](http://www.heidelberg.de/lgbtiq). In order to strengthen the equal participation of all citizens, the city of Heidelberg has been promoting projects for lgbtiq+ people for many years. The active commitment to respectful coexistence and equal rights for lgbtiq+ is an integral part of the city's self-image. With the LGBTIQ+ Coordination Office integrated within the Office of Equal Opportunities, Heidelberg wants to offer a direct contact that informs its citizens about current lgbtiq+ topics, services, and events, answers questions, and supports the lgbtiq+ community. The task of the coordination office is also to promote and develop projects for equal opportunities for lgbtiq+ people, to organize information events and actions together with the Queer Network Heidelberg, to coordinate the work of the city's Round Table Sexual and Gender Diversity and to implement the recommendations resulting from the membership in the Rainbow Cities Network.

## Public lgbtiq+ services during COVID-19

Especially in 2020 and 2021, visibility, support and cultural offers for lgbtiq+ are very important due to phenomena of extreme isolation. This why the city of Heidelberg continued to develop several programs and actions with online and offline events to support the lgbtiq+ community in cooperation with several initiatives and institutions in Heidelberg. The city of Heidelberg permanently installed rainbow benches throughout the whole city. A completely new, comprehensive concept for raising lgbtiq+ flags at Heidelberg city hall on action and commemoration days was developed and has been executed since spring.

# HEIDELBERG

Heidelberg again presented the IDAHOBIT\* action week in May in collaboration with the Queer Festival Heidelberg and the Queer Network Heidelberg. Heidelberg funded the Queer Festival's public poster exhibition "Queer Is Not Anti", which showed works by twelve photographers from eleven countries. The exhibition was very well received by the public and has been and will be shown in other cities. In November, the trans\* action weeks bring intersectional trans\* issues into focus.

## A big next step for PLUS Rhein-Neckar e.V.

Within the last years, the city of Heidelberg and the psychological lgbtiq+ counselling service PLUS 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 lgbtiq+ topics and questions. This includes support for lgbtiq+ pupils and students, advice on coming out, relationship counselling, advisory services for lgbtiq+ asylum seekers as well as guidance for family members and victims of hate crimes. Due to new decisions of the municipal council of Heidelberg to raise the funding to 75,885€ in 2021 and 92,407€ in 2022, PLUS' services for the city of Heidelberg could be further expanded this year and, on October 5, 2021, PLUS opened their very own Heidelberg branch office with new office, group and counselling rooms.

## Funding for the Queer Festival Heidelberg

Thanks to a decision of the municipal council of Heidelberg in summer 2021, now for the first time the Queer Festival Heidelberg will be funded with 50,000€ in 2021 and 80,000€ in 2022 by the city of Heidelberg. An autumn edition of the festival will take place in November.

## Contact persons at the municipality:

Danijel Cubelic (Director), Marius Emmerich (LGBTIQ+ Coordinator)

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**QueerStadi -network**

The QueerStadi network is a voluntary network of city employees who belong to a sexual or gender minority, and city employees interested in advocating for them. The network contributes to the City’s diversity, gender equality and non-discrimination work. The network acts as the City’s counterpart, helping to improve the gender equality and non-discrimination of the City’s personnel policy.

The primary purpose of the network is to offer city employees an opportunity to network across organisational boundaries on the theme of queerness. The network also offers opportunities for persons belonging to minorities to share their experiences in and feelings regarding working life, for example.

**Main partner in Helsinki Pride**

The aim of the co-operation between the City of Helsinki and Helsinki Pride is to increase community spirit, inclusion and visibility in the City, as well as to increase citizens' knowledge of equality, non-discrimination and human rights. In addition, the aim is to increase Helsinki's positive awareness and employer image, as well as to send a message to the citizens that Helsinki promotes equality both in its services and as an employer.

**IrisHelsinki**

IrisHelsinki, as part of the Youth Services of the City, offers an opportunity for young people to meet each other and get information and perspectives on rainbow issues one may be considering. The values that are important to IrisHelsinki are joy, respect and the feeling of safety. Mutual respect is an important value of the community, and any form of discrimination, harassment or other inappropriate treatment is not accepted. Also important is having fun together and relaxing in a diverse community. Activities involve meetings with young people who are guided by employees who are familiar with rainbow themes.

**HELSINKI**



**KORTRIJK**

**1.Raising awareness**

In many different ways, we raise awareness of citizens on LGBTQIA+-matters. We mainly draw attention by awareness campaigns and raising the rainbow flag. In the future we will develop our awareness policy in a more structural way, by cooperating with local schools and the leisure sector. Here follows a short summary:

- During pride month (May), we raise rainbow flags at the city hall and around the city. We ask our different municipal departments and local schools to raise their rainbow flag, given by the city, in front of their building.
- We facilitate the regional campaign “PAARS” (PURPLE) in high schools. Pupils show support and solidarity to LGBTQIA+-youth by wearing purple on May 17th. We share information and websites on the topic with schools and ask teachers to discuss these in their classes.
- Every year we launch an awareness campaign on discrimination.
- We facilitate and support LGBTQIA+-visibility in the our communication and the city.

**2.Development of a local rainbow action plan**

We launch a call on citizens, LGBTQIA+-organisations and interested partners to work together on our rainbow action plan. Everyone can give input and discuss what should be the content and priorities of our policy on LGBTQIA+-matters. We have new focus areas every two years.

**3.We surround ourselves with expertise**

Kortrijk cooperates on different levels with partner organisations and is a member of several networks to exchange information and support our policy:

- Citywide rainbow network with staff members from different municipal departments and external partners who advise and develop local actions;
- Member of the provincial Rainbow House and cooperation with member cities;
- Regional network for equal opportunities with local cities;
- Cooperation with local LGBTQIA+-associations;
- Application to the Rainbow Cities Network.



# KOTOR



## 1. Workshops

LGBTIQ Association Queer Montenegro organized a seminar "Networking of LGBTI people with local governments and state institutions" in July. The mentioned seminar was attended by the advisor for youth, children and LGBTI of the Municipality of Kotor, Madalena Martinović. The main goal of the seminar was to introduce representatives of local governments and state institutions to the LGBTIQ community from the northern and southern regions of Montenegro and through an open discussion to get acquainted directly with the problems faced by LGBTIQ people.

In the month of May, training was held for a total of 21 professionals (2 from Kotor) in the field of social work and social policy within the regional project "The Time is Now: Consolidating regional efforts to improve LGBTIQ rights and equality in the Western Balkans and Turkey". The training was held by the NGO Juventas.

On August 9, Department for culture, sport and social services organised a workshop "Strengthening and prevention of discrimination against LGBTI people among young people", and the educator was Jelena Čolaković from the NGO "Juventas". The workshop was attended by professionals from different fields and it was very important that all of them, from the perspectives of their professions, talk about the support that young people should have when we talk about learning, and especially when we talk about learning related to human rights. The purpose of the workshops is to come up with a way to support young people.

On August 10, the Department for culture, sport and social services of the Municipality of Kotor organised a workshop on "Law Enforcement, Security and Social Acceptance of LGBTI". The workshop was attended by: representatives of the Municipality of Kotor and the Center for Social Work, volunteers, a representative of the Student Organization of the Faculty of Maritime Studies, and representatives of the Youth Council of Kotor and the NGO "Naša Akcija". The educator was the executive director of the "Spectrum" Association, Jovan Ulićević.

## 2. “Friendly Kotor”

The activity “Friendly Kotor” mapping of LGBTIQ friendly tourist facilities and businessmen, festivals, cultural events and their promotion, was done by the Tourist Organization (TO) of Kotor. After the meetings between the TO Kotor representative and the LGBTI advisor of the Municipality of Kotor, it was agreed to send a letter to all businessmen in order to declare whether they are LGBTIQ friendly. The survey was conducted and information was published on the website of the Tourist Organization of Kotor.

## 3. Memorandum of cooperation

A memorandum of cooperation was signed between the Kotor General Hospital and the non-governmental organizations Juventas, Queer Montenegro, the Spectrum Association and the LGBTQ Women's Association "Stana". The signatories agree to encourage close cooperation on the activities implemented by the NGO Juventas, Queer Montenegro, the Association "Spectra" and the Association of LGBTQ Women "Stana" within their projects, in accordance with this memorandum, and on the basis of equality, reciprocity and shared benefits.

## 4. LGBTtheater play

The theater play "Fear of Butterflies", which was produced by the VUK Theater and the MERLINKA Festival, was performed in Kotor (Cultural Center "Nikola Đurković") on Wednesday, June 2. The play was directed by Isidora Gončić, based on the novel "The Spider Woman's Kiss" by Manuel Puig and the biography of Vjeran Miladinović Merlinka.

## 5. Rainbow cities

The Municipality of Kotor is a member of the project "LGBTI Policy Guidelines for local governments" together with 19 other member cities of the Rainbow cities network. The project was approved by the European Union and 141,120 euros were allocated for it. The cities of Aarhus, Amsterdam, Berlin, Barcelona, Brussels, Bruges, Cologne, Cork, Esch, Hamburg, Hanover, Kotor, Leuven, Ljubljana, Mannheim, Nuremberg, Paris, Rotterdam and Vienna are participating in the project. The main events consist of two workshops in 2021, two round tables in 2022 and the last main event will be the presentation of a set of policies in the field of promotion and protection of LGBTI rights and freedoms, as well as guidelines in combating discrimination against the LGBTI population. This set of policies will be available in the form of a book, which will be translated into 9 languages. Two workshops in 2021 will be held in Brussels (online) and Berlin, two meetings in 2022 will be held in Aarhus and Cork, and the last main event and final presentation will be held in Kotor.

The first two-day workshop within the project "LGBTI Policy Guidelines for local governments" was held on the Zoom platform on June 1 and 2, 2021.





# LEUVEN

## Open Monumentday

During ‘Open Monumentdag’ a nationwide event where people can visit historical sites, buildings and spaces otherwise non accessible to the general public, Driekant and city of Leuven organized a LGBTQ+ tour around the towns different rainbow spots.

Old bars, historical spots and buildings and stories were passed on to a group of 43 participants for this first edition. The walk spanned more than 50 years of history in a 2-hour tour. During the walk another project came to life: the need to gather and preserve the local LGBTQ+ history.

## Toolbox Safer Spaces for LGBTQI+

In June 2021, Leuven took part as a Trainee City in the development of a toolbox on Safer Spaces for LGBTQI+ people with a migration background. The toolbox includes guidelines, training material and awareness raising tools which enable local governments and front line services to evaluate their policy and services and to build their capacity on this topic.

This toolbox is developed by RainbowHouse Brussels, in the framework of the Equalcity project. This EU-funded project is managed by the International Organization for Migration (IOM), in collaboration with the cities of Rome, Luxembourg, Gothenburg and the Region of Brussels.

The LGBTQI+ toolbox focuses on:

- Understanding the need for safer spaces for LGBTQI+ people from migrant communities
- Learning the basics of safer spaces and how to set up and manage them
- Raising awareness on the topic of safer spaces The toolbox will be available to Trainee Cities, organizations and the wider public in November 2021

## QUEER LEUVEN

On Coming Out Day, the city of Leuven initiated the kick-off of Queer Leuven with a well-attended inspiration evening. The platform Queer Leuven will help shape the city's rainbow policy. More than seventy inhabitants of Leuven attended the evening.

A lot of important work has been done in recent decades when it comes to gender identity, gender expression and orientation. But of course there is still work to be done. Moreover, new times bring new challenges. That is why the city is working on a rainbow policy 2.0 together with the people of Leuven. A diverse group of panelists: Bas Moeyaert, Diego Rodriguez, Freddie Verkammen, Jamine De Wandel and Leen Francen discussed several LGBTQ+-related subjects with each other and with the public. Journalist Filip Tielens led the conversation in the right direction. They started the debate about the role of the platform and about what is needed in Leuven when it comes to rainbow policy. In the coming months, committed Leuven residents will think together, under the guidance of an external organization, about a number of spearheads of the local rainbow policy.





# LJUBLJANA

## **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 favourable 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 45 certificate holders (among them are schools, kindergartens, public institutes etc.).



## **Inclusion of diversity in the workspace**

On 17th May we prepared a round table Inclusion of diversity in the workplace, where speakers presented the implementation of diversity in the workplace in practice, based on the needs of the work environment, at the level of management awareness and other employees on the importance of diversity inclusion as well as on other variables. They agreed that the useful value of the LGBT friendly certificate is that it allows organizations to show their support for the inclusion of LGBT people in a respectful way. Symbolic acts such as e.g. the display of the rainbow flag is an important gesture to LGBT people in the work environment and the wider local environment. At the same time, they are also an opportunity for mutual communication about the purpose of displaying the rainbow flag both in the work collective and outside.

The participants of the round table see the certificate as one of the initiatives that they include in their otherwise broader activities in the field of integrating diversity into the work environment. Among other things, they pointed out that the foundations of diversity inclusion are any education that can give new insights, self-reflection and, of course, acceptance of the fact that diversity inclusion is a process that is constantly evolving and upgrading.

## **New Strategy for the Development of Social Care in the City of Ljubljana**

The Strategy for the Development of Social Care in the City of Ljubljana from 2021 to 2027 is a key strategic document with the City's starting points, guidelines, tasks and objectives in the social care field.



It was considered and adopted by Ljubljana City Council on 5 July 2021.

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 are 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...).



# MANNHEIM



## Integration of queer issues in the Mannheim Security Audit

In 2020, for the first time, questions related to gender as well as homophobic and trans discrimination and violence in public spaces were included in the Mannheim Security Audit. The factors gender & gender identity, gender expression and sexual identity play the biggest role in why people were insulted or threatened. This is similarly true for physical assault and sexual harassment. As measures, professor Hermann, scientific director of the security audit, therefore recommends special assertiveness courses for young lsbti people.

News in

German:<https://www.swr.de/swraktuell/baden-wuerttemberg/mannheim/endergebnisse-der-mannheimer-sicherheitsbefragung-liegen-vor-100.html>

## Queer Centre Mannheim

A Queer Centre was the winning idea of the participation budget 2019. Accordingly, the city council provided € 294,000 funding for the implementation. From the beginning, the LGBTI Commission is supporting the voluntarily working QZM team for example in the advisory board. Particularly innovative is the interlocking of classic modules such as rooms for initiatives or a café as a safe space with topics that have so far taken up little space, like queer co-working and a diversity-counselling centre for small and medium-sized enterprises. In a so-called life-cycle house, the modules are to depict all relevant phases and aspects of queer life from day care for children to a youth centre to living in old age. Throughout the year 2020, the voluntary team made sure to involve the local queer organizations and community to include their ideas and needs into the conception process. As planned, the QZM started to implement offers for the local queer community in January 2021. Due to the Corona pandemic and the lengthy search for a suitable property, the offers took place virtually. Starting in June 2021, rooms for the QZM were rented. The QZM started with presence offers and developed further steps of the planned modules.

<https://www.mannheim-gemeinsam-gestalten.de/dialoge/qzm-queeres-zentrum-mannheim>

Website of the QZM:<https://qzm-rn.de/>

## Proclamation of the City of Mannheim as LGBTIQ Freedom Zone

On 27 July 2021 with a broad cross-party majority, the city council decided to declare Mannheim a LGBTIQ Freedom Zone. In accordance with the European Parliament's cross-party resolution of 11 March 2021, the City of Mannheim commits to public measures to promote and protect the rights of LGBTIQ persons. The self-declaration provides an occasion for debate within the urban society as well as with the twin cities of Mannheim, which in turn creates visibility and offers an opportunity to address group-related prejudices and work on still existing discriminatory structures. The proclamation is in line with the Strategic Goal of the Mannheim 2030 Mission Statement that in the year 2030, no person in Mannheim will experience discrimination or exclusion based on sexual or gender identity, gender expression or gender characteristics.

Press release in

German:<https://www.mannheim.de/de/presse/die-stadt-mannheim-erklaert-sich-zum-freiheitsraum-fuer-lgbtqi-personen>

News in English:<https://eurocities.eu/latest/mannheim-freedom-zone-for-lgbtqi-people/>



# MEXICO CITY

## “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 de la Ciudad de México in Spanish) is an initiative of the Council to Prevent and Eliminate Discrimination of Mexico City (COPRED by its acronym in Spanish) 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, 40 companies of different types with almost 100,000 employees 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 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 the implementation of the labor inclusion policy and evaluates the impact and its results.

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



## Action Report 2020- LBTTTI+ friendly city (published in 2021)

COPRED published in 2021 the annual report of actions, policies, programs and campaigns that Mexico City's government entities carried out to guarantee the LBTTTI+ rights during 2020 as a friendly city with the LBTTTI people

Since 2016, COPRED coordinates the compilation of information from different institutions to make this report and it records the progress in combating structural discrimination in Mexico City.

<https://copred.cdmx.gob.mx/storage/app/media/Informe-LBTTTI-2020.pdf>

·Report: “Differentiated impacts of the COVID-19 in LBTTTI+ Community in Mexico

To visualize the different impacts of the COVID-19 in LBTTTI+ Community, COPRED along with YAAJ civil society organization published a report of the differentiated impacts of the COVID-19 in LBTTTI+ Community in Mexico with updated data on the challenges faced by this group. The report consists in the results of a survey, documentary videos of civil society organizations that have worked directly with the LBTTTI+ population during the pandemic, and a website with relevant information on the matter. It aims to contribute in the design and implementation of inclusive policies, strategies and actions, mainly in crisis contexts.

<https://copred.cdmx.gob.mx/storage/app/media/Encuesta-Impacto-diferenciado-de-la-covid19-en-la-comunidad-lgbttti-en-Mexico.pdf>

Contact person at the municipality: Armando Meneses Larios, Technical Secretariat at COPRED ((ameneses.copred@gmail.com).



## LGBTIQ\* - community, security and police

The aim is, to improve the security and protection for lgbtiq\* in Munich.

We work on:

- more contact and confidence between the community and the police departments in Munich
- setting up a process of better cooperation with community groups and police
- improving security of lgbtiq\* people and better protection against violence
- provide better ways for lgbtiq\* to announce violence and get treated right

### Homeless LGBTIQ\*

Cooperating with the department of social affairs, to implement the results of the survey, that was done 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.

Learn more on [www.muenchen.de/lgbti](http://www.muenchen.de/lgbti)

### Toilets for all

Every person should be able to use toilets and washing rooms without fear or feeling wrong in any way. Therefore, we develop a concept, how these utilities can be made usable for all people, independent from gender identity. Shelter for girls and women will be included as well as new possibilities for non-binary people. Therefor we work together with our women`s equality office.

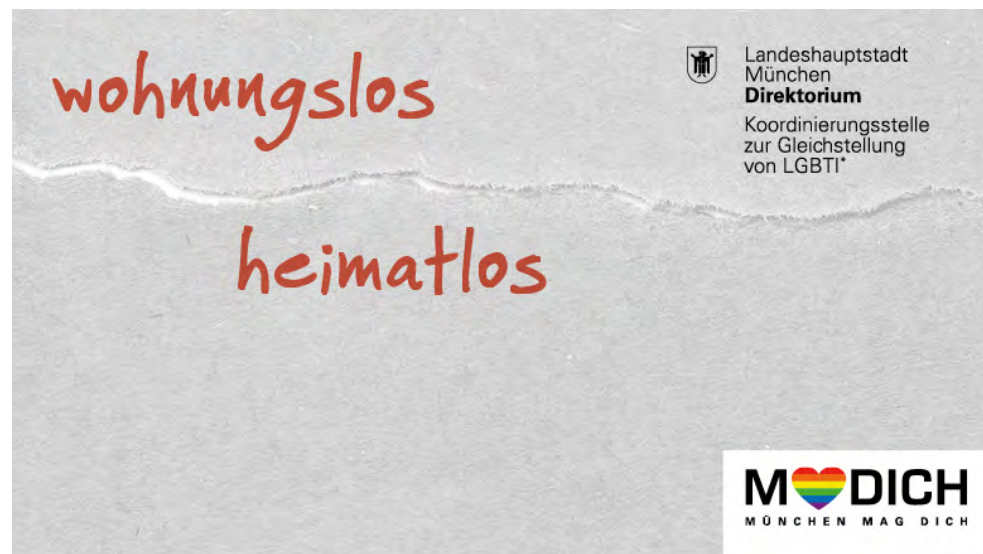
- Developing a concept for toilets that includes the needs of different groups; women, non – binaries, men and all other people that will be implemented for the whole administration.
- In cooperation with the women`s equality office.

### Contact person at the municipality:

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

In case of absence:[kgl.dir@muenchen.de](mailto:kgl.dir@muenchen.de)

Local LGBTIQ\* policy on municipal site [www.muenchen.de/lgbti](http://www.muenchen.de/lgbti)







# Taiwan Equals LOVE

Taiwan's First Documentary since Marriage Equality



Three Taiwanese quests for  
**LOVE, MARRIAGE and FAMILY**

EXECUTIVE PRODUCER JAY LIN DIRECTOR SOPHIA YEN PRODUCER YVETTE CHOU

CAST JOVI WU AND MINDY CHIU AND ALIY AND WANG, TIEN MING AND HO, HSIANG AND LEONG, CHIN FAI (GU) AND TING, TSE YEN (SHINCHI)



# NEW TAIPEI CITY

## New Taipei City Gender-Friendly Restroom Installation Guidelines

The city government established the New Taipei City Gender-Friendly Restroom Installation Guidelines in August 2020, defining a gender-friendly restroom as one that is not intended for a specific gender but for people of all biological and social genders, for families, and for care providers of people with special needs. The city's Gender Equality Committee has resolved that by the end of 2021, all 9 districts populated with over 200,000 people shall each have at least 1 gender-friendly public restroom in place.

## New Taipei City Government's Demonstration of Gender-Friendly Restroom Installation

To assist these districts in establishing gender-friendly restrooms, the Secretariat of New Taipei City Government held a sharing event on March 4. In the event, domestic and international experts with expertise in public space, public restroom design, and gender equality were invited to discuss the goals and challenges of public restroom remodeling with colleagues from different city government departments and offices as well as district offices.

In 2019, the Secretariat removed the partition between the men's and ladies' rooms of the Civil Plaza, remodeling the restroom to attend to biological differences by adding a diaper-changing table, a child safety seat, a dressing room, and a care bed. This is Taiwan's first gender-friendly restroom located within city halls and satisfies diverse individual needs. In 2021, the Secretariat started a plan to remodel the public restroom connecting the city government and Banqiao Station, hoping that all travelers will recognize New Taipei City as an inclusive place for people of all gender identities the moment they set foot in the city.

## Gender Barriers: Fuzong 15Film Festival

Fuzhong 15 New Taipei City Documentary Movie Theater, the first one in Taiwan with a documentary theme, held an exhibition themed "Gender Barriers" this January, in which a range of LGBT movies and documentaries widely acclaimed by the international film industry were played. One of the movies played, *Taiwan Equals Love*, is the first marriage equality documentary filmed in Taiwan, took 3 years to make, and documents the process of same-sex couples from different generations participating in the marriage equality campaign. The exhibition was the offline premiere of this documentary in Taiwan. The producer of *Taiwan Equals Love*, JayLin, is also the founder of GagaOOLala, which is the first streaming platform for LGBTQ films in Asia and has nearly 1 million members from 215 countries globally. Through investment over the past 4 years, the platform has contributed to the production of various excellent LGBT films from an Asian perspective, and *Taiwan Equals Love* is one of them.



## TWIN CITY PROGRAMM

We have institutionalized our twin city program. Every two years we will invite LGBTIQ-Activists from our twin city to visit us in Nuremberg, and in the years in between we will participate in the PRIDE events there. This year we had guests from Krakow visiting us, the program included networking with the community as well as an exchange with administration and politics to intensify the cooperation.

In Poland, the situation for LGBTIQ remains difficult. The Catholic Church, as a major player, openly opposes homosexuality. Also, there are many regions in Poland that declare themselves LGBTIQ-free. In Krakow the situation is significantly better, there the community receives support from the mayor, but even here there is hostility from society and the church. We have agreed with the activists to support them next year on site in Krakow in the activities around the PRIDE with a delegation from Nuremberg.

## Masterplan Queer Nuremberg

The year was marked by the development of the Masterplan Queer Nuremberg. Workshops and expert discussions on rainbow families, queer youth, aging, leisure and culture and much more were held for and with the community. A speed dating action with the administration was also in the exchange formats. In addition to the online events, we conducted a digital questionnaire survey and thus asked the wishes of the community in the areas.



# NUREMBERG

in the fall, the administration then uses the workshop and questionnaire results to develop the measures that will be adopted by the City Council in January 2022 and will run until 2025.

The Masterplan Queer Nuremberg is a major project, as Bavaria is the only state in Germany that does not have a state action plan. It is therefore all the more important that we as a municipality create structures here that promote and support the Community.

## PRIDE WEEKS Nuremberg

City participation in PRIDE. This year, a reception for the community was once again offered at City Hall to kick off PRIDE WEEKS. The reception kicked off a two-week program. The LSBITQ office offered speed dating and a queer city walk, and we were also represented at the CSD with a booth together with the employee network, where we presented the city of Nuremberg as an employer. For the first time in the history of PRIDE Nuremberg, the acting mayor walked the entire march and also sought conversation with the representatives of action booths on site. The PRIDE is the largest political demonstration for queer rights in Nuremberg, every year about 10,000 people participate.

## Rainbow Cities Project - Developing policy guidelines

We are participating in the project of developing policy guidelines. In addition to the city, two community activists are also involved in the project.

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[www.lsbti.nuernberg.de](http://www.lsbti.nuernberg.de)





# OSLO



## **Training for municipal staff on gender and sexuality diversity**

Staff and managers in municipal businesses receive training on gender and sexual diversity. The municipality also adopts a more inclusive language profile, for those who fall outside the two-gender model, to enable citizens to define their gender identity themselves in their meeting with the municipality. Training and increased competence on gender and sexuality diversity ensures equal services and inclusive work environment for all.

The gender diversity perspective is incorporated into the OXLO Equal Services Guide and e-learning courses for municipal managers. The municipality cooperates with Free and Queer World (local LGBT-organizations) on courses and training programs for staff. Free has developed a training program called Queer Knowledge, targeting staff in senior services. Queer World has created a guide on intersectionality - on how social categories such as gender, race, ethnicity, religion, social class and sexuality can interact and influence people's living and living conditions. The Health station for gender and sexuality (HSK) gives advice to services targeting young people (schools, school health services, youth clubs).

## **Support for civil society based protection against discrimination**

The DiMe project addresses complaints about discrimination, hate speech, racism, and homophobia.

The Discrimination Assistance – run by the Norwegian Centre against Racism and Queer World – provides victims of discrimination with advice, guidance and assistance in complaints related to skin color, ethnicity, religion or sexual orientation. The Mediation Board – run by the Norwegian People's Aid – mediates between victims and offenders (companies, nightlife bars and clubs, public services etc).

The project is supported by the City of Oslo and the state Police Directorate. The municipality collaborates with the state Discrimination Ombudsman on training of staff in the nightlife industry, and performs targeted checks on sites that have received complaints.

There is in Norway under-registration of issues relating to islamophobia, anti-semitism, homophobia, and everyday racism. Registration is low because a complaint rarely leads to any response. Only one in a hundred complaints ends up as a case for prosecution or judgment in the Norwegian judicial system.

## **Visible presence of the municipality in the Oslo Pride festival and the Pride House seminar program**

The municipality is a partner and a visible contributor to the Oslo pride festival, with a flotilla in the parade, a seminar in the Pride House program and a municipal stand in the Pride Park – combined with use of posters and rainbow symbol in municipal building. In 2002 and 2021 the participation has been digital. The aim is to make gender and sexual diversity a visible part of public places, business and work life, as well as the public debate on urban life.

The Oslo Pride Festival is Oslo's celebration of diversity, with 50,000 participants in the parade, and an audience of some 250 000 people.

## **Contacts**

Toralv Moe – [toralv.moe@byr.oslo.kommune.no](mailto:toralv.moe@byr.oslo.kommune.no),

DiME - [dime@dhjelpen.no](mailto:dime@dhjelpen.no)

Nils-Erik Flatø - [nils-erik@friosloviken.no](mailto:nils-erik@friosloviken.no)



# OOSTENDE

## 1. Developing awareness campaign with/for local schools

Annually, we aim to make the LGBTI theme visible in the city and take a stance against LGBTI discrimination. This resulted in remarkable rainbowflags, temporarily as well as permanent.

We involve local schools in the IDAHOT-campaign, supporting them to work on their own LGBTIfriendly projects and giving them a podium to reach the entire city population.

In 2021, the local schools built an interactive anti-hate-walk throughout the city, with testimonies of local LGBTI-youngsters on their own experiences in our city, and an 'antidote' of love stories, poems and support texts.

## 2. Information sessions LGBTI/migration

In a collaboration with a local youth care organization and Merhaba vzw, we organized information sessions for teachers and social care workers on the intersectionality of gender/sexual orientation and migration. The goal of these information sessions is to inform teachers and care workers about the challenges LGBTI-clients with a minority ethnic background face. Participants are informed about the livelihood of their clients and we offer tools to increase resilience of LGBTIpeople with a migration background.

Additionally, the 'Right to love'-sessions are targeted towards people with a migration background. In these sessions, we encourage debate on the topic sexual/gender diversity within the migrant community, which is for some a sensitive topic for complex reasons. The aim is to increase knowledge and tolerance to sexual diversity generally, and LGBTI in specific.

## 3. Regenbooghuis aan Zee – Rainbowhouse by the Sea

Oostende supports the local umbrella organization 'Regenbooghuis aan Zee' to establish a visible location in the city center as an informationpoint for anyone with questions about the LGBTI subject and as a safe meeting place for the LGBTI community. The 'Rainbowhouse' is also a hub for seminars, activities and peer support groups about anything LGBTI-minded. The city of Oostende supports the Rainbowhousefinancially and we work together to initiate activities and campaigns to reach the entire city population.

**Contact person:** Liselotte David – [Liselotte.david@oostende.be](mailto:Liselotte.david@oostende.be)







# LE 14<sup>E</sup> DES FIERTÉS

Festival des cultures  
et identités LGBTQI+

du 5 au 21  
novembre 2021



Découvrez le programme sur  
[mairie14.paris.fr](http://mairie14.paris.fr)

# PARIS

## 2021 : the return of LGBTQI + events

17 May 2021 : the 2021 edition of the City's international prize for the rights of LGBTQI + rewards personalities who fight for the rights of LGBTQI + in France and internationally.

The 2021 winners are:

French Prize: Les Dégommeuses <http://lesdegommeuses.org>

Francophone Prize : Lesbian Life Association Côte d'Ivoire (LLACI) [Bienvenue à Lesbians Life Association Côte d'Ivoire \(algi.qc.ca\)](http://Bienvenue%20%C3%A0%20Lesbians%20Life%20Association%20C%C3%4Fte%20d'Ivoire%20(algi.qc.ca))

International Prize : Atlas Nienawisci - Atlas of Hate. [Atlas nienawiści \(Atlas of Hate\) \(atlasnienawisci.pl\)](http://Atlas%20nienawisci%20(ATlas%20of%20Hate)%(atlasnienawisci.pl))

More details:

<https://www.paris.fr/pages/le-prix-international-pour-les-droits-des-personnes-lgbtqi-17653>

From October 11 to 15 : Fight Against Discrimination parisian Week.

The thematic of the week : "Fight against discrimination in sport to promote an inclusive policy through sports" with more than forty associative actions and a webinar organized by the City in October 11th.

## 2021 : several initiatives and new dynamics

setting up of 4 thematic working groups associating the city departments and associations : Lesbian visibility, reception of trans people, LGBTQI + health, LGBTQI + parenthood. Sharings of the expectations and existing actions . The final objective would be to update the Paris action plan with new ones .

Creation of a "visibility" section on the City of Paris website

<https://www.paris.fr/pages/paris-capitale-des-droits-lgbtqi-5839#les-journees-de-visibilite>

Development of trainings within the framework of the creation of a local police force with the implementation of a compulsory awareness-raising module on LGBTQI + discrimination

The Town Hall of the 14th district is organizing his first LGBTQI+ festival from November 5 to 21. To make the general public aware of the fight against discrimination against LGBTQI + and to honor culture and the diversity of identities. A launch party will take place in November 5 at the Cité Internationale Universitaire in Paris. This first festival of LGBTQI + cultures and identities features a rich program of events, and enriches the LGBT year, with many LGBTQI + events, outside the usual dates of LGBTQI + celebrations

<https://mairie14.paris.fr/pages/le-14e-des-fiertés-18723>



# REYKJAVÍK

## 1. Rainbow Certification

**Goal: To create a queer friendlier environment for Reykjavík City staff and citizens and provide queer friendlier services**

Reykjavík City's Rainbow Certification programme was launched early 2020. It is open to all city workplaces and provides them with training and workshops, brochures and other material with the goal of implementing long term changes where needed. The training is 4 ½ hours long during which staff listen to lectures, take part in activities, discuss possible actions and learn about the situation of LGBTI+ people. The Human Rights and Democracy Office of Reykjavík City administers and provides the certification. The trainings are tailored to meet the different needs and roles of each city workplace, e.g. more emphasis is put on children, youth and education when training schools whereas more emphasis is on discussions about gender-segregated and gender-neutral facilities in city swimming pools. However all workplaces receive the same foundation of knowledge and LGBTI+ ideology along with information about laws and policies that must be followed, including with for e.g. the fact that there must always be three options for gender registration.

## 2. LGBT+ inclusive schools and recreation

In 2021 a workgroup was assembled with staff from the Department of Education and Recreation along with experts on gender and LGBTI+ issues at Reykjavík City. The goal is to look into the current situation of gender and LGBTI+ education in Reykjavík City schools and recreation, which is mandated both through laws, the national curriculum and Reykjavík City's Human Rights Policy.



The workgroup is looking into the current level of knowledge and needs of staff to teach about gender and sexualities, what materials can be used and how things can be improved. Proposals for changes and/or improvements will be made in autumn 2021. Along with this there is ongoing work and changes are constantly being made to online material about LGBTI children in schools with a special focus on trans children in schools. The material includes check-lists, a gender support plan, instructions for schools about birthdays, suggested materials to use for teaching, information about the situation of LGBTI+ children and youth and more.

## 3. Gender neutral facilities

In the summer of 2021 a workgroup was formed to look into gender-neutral facilities in Reykjavík City's school and recreation buildings. The workgroup is tasked with identifying where there is a need for changes to be made to buildings to order to provide gender-neutral facilities. The goal is to ensure that trans (including non-binary) and intersex children and youth feel safe and comfortable at school and in recreation programmes and can take part in all activities. The workgroup has identified buildings that need to be changed through a survey to all principals and directors of schools and recreation programmes and will compile a prioritised list of buildings that need to be changed.

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



# ROTTERDAM



## The Hang Out 010

The Hang-Out 010 of the Humanitas Rotterdam Foundation is a living room for LGBTIQ+ young people aged 15 to 26, who have yet to get to know their gender identity or sexual orientation and who want to talk about it or are already sure about their gender identity or sexual orientation. Both groups have the need to meet like-minded people. The Hang-Out 010 offers LGBTIQ+ youth a platform to exchange experiences and to feel heard, seen and recognized within a safe environment.

The Hang-Out 010 organizes activities that generate social cohesion, mutual support and empowerment. The activities of The Hang-Out 010 always strive for a diverse range in which attention is paid to differences in gender identity, sexual orientation, cultural and religious backgrounds or a combination of these. Everyone should also be able to participate regardless of income, language or a varying need for visibility. Examples of activities are Spoken Word Workshops, Vogue Dance, Game Nights, Movie Nights, POC meetings, Eat-Drink-Talk-Repeat meetings, Art Workshops and Sports.

The Hang-Out 010 is led by a professional coordinator. Interns and volunteers are also active. The coordinator works closely with the LGBTIQ+ specialized social assistance of the Humanitas Foundation. Clients who are guided by specialized social assistance are referred to The Hang-Out 010, to find connections with other LGBTIQ+ young people. Young people who visit The Hang-Out 010 and need help are guided by the coordinator to professional assistance.

More info at: [The Hang-Out 010 - Home \(weebly.com\)](http://The Hang-Out 010 - Home (weebly.com))

## Safety Alliance

The Rotterdam Safety Alliance 'Natuurlijk Samen' is committed to the safety of LGBTQ+ 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.

We focus on three main tasks:

1. Increasing the sense of security and increasing the willingness to report of LGBTI people
2. Sharing knowledge and creating insight regarding to the safety situation.
3. Signaling unsafety, advising and putting improvement opportunities on the agenda

**Contactperson at the municipality:**

Marije Pluijm, [m.pluijm@rotterdam.nl](mailto:m.pluijm@rotterdam.nl)



**Gemeente  
Rotterdam**



**Transcidadania Program:** The Program is an initiative of São Paulo City Hall for the empowerment and rescue of citizenship for trans people and transvestites in social vulnerability situations. The Program's number of vacancies was doubled, from 240 to 510, an increase of more than 100%. With the expansion, São Paulo reinforces its commitment to guaranteeing the rights of this vulnerable population, facilitating their access to the job market.

[https://www.prefeitura.sp.gov.br/cidade/secretarias/direitos\\_humanos/noticias/?p=306165](https://www.prefeitura.sp.gov.br/cidade/secretarias/direitos_humanos/noticias/?p=306165)

**LGBTI Pride Parade:** Support and encouragement of the 2021 LGBTI Online Pride Parade in São Paulo, in a collaborative manner with a focus on online dialogue with civil society.

<https://www.youtube.com/watch?v=zQcfXsnvuMU>

**"Lives in the Downtown":** The City Hall created the "Lives in the Downtown" Program, which offers spaces where people can bathe, wash their clothes and obtain information on hygiene, institutional care and prevention to COVID-19. These services were located in places with a high rate of LGBTI+ people in situations of vulnerability, such as República Square.

**Respect Has a Name:** The Program will give access to name rectification for trans people residing in the city of São Paulo who use the services of LGBTI Citizenship Centers. The program will pay the amount charged by notary offices to rectify names and gender for trans people who have been residing in São Paulo for at least two years and who are unemployed, without income and living on the streets.

**IDAHOBIT:** During 2020 and 2021, actions were carried out with the municipal public transport system with a campaign focusing on the International Day against LGBTIphobia, with posters alluding to May 17th. The exhibition "Light and Shadow" also took place with photos of Brazilian trans people portrayed in an artistic way, bringing their stories and experiences.

[https://www.prefeitura.sp.gov.br/cidade/secretarias/upload/direitos\\_humanos/Catalogo%20luz%20e%20sombra\\_compressed\(1\).pdf](https://www.prefeitura.sp.gov.br/cidade/secretarias/upload/direitos_humanos/Catalogo%20luz%20e%20sombra_compressed(1).pdf)

**Unveiling the Rainbow:** To combat structural LGBTIphobia in the City Hall (both related to the municipality and among employees), the LGBTI Policy Department started the "Unveiling the Rainbow " Program, focused on training and sensitizing municipal employees about LGBTI+ rights.

**Take to the theater:** The Department of Policies for LGBTI promoted the "Take to the theater" project, an action that provides to socially vulnerable people, beneficiaries of programs and services from the LGBTI Citizenship Centers, the opportunity to experience the magic of theatre.

[https://www.prefeitura.sp.gov.br/cidade/secretarias/direitos\\_humanos/noticias/index.php?p=3179390](https://www.prefeitura.sp.gov.br/cidade/secretarias/direitos_humanos/noticias/index.php?p=3179390)

**São Paulo Trans Population Census:** A Census was carried out seeking to answer questions such as "What are your conditions of access to health, education, work and housing? And how is it subject to situations of physical and moral violence in domestic and public environments?". Excluding population censuses, this initiative, unprecedented in the country, has a great impact on the formulation of public policies, since information on the trans population is almost non-existent in Brazil. The results were announced in early 2021.

[https://www.prefeitura.sp.gov.br/cidade/secretarias/upload/direitos\\_humanos/LGBT/AnexoB](https://www.prefeitura.sp.gov.br/cidade/secretarias/upload/direitos_humanos/LGBT/AnexoB)

[\\_Relatorio\\_Final\\_Mapeamento\\_Pessoas\\_Trans\\_Fase1.pdf](#)

# SÃO PAULO

## BOTA A CARA NO SOL

MAPEAMENTOTRANS.COM.BR





# TAIPEI

## 1. Launching the “Understanding the Transgender Community” Activity

It aims to break down the binary gender stereotypes and to achieve a diverse and inclusive society by showing to the public what transgender people look like and what they have been through in everyday lives. The basic information and resources are collected and sorted as below:

- (1) Publishing the “Transgender FAQ” pamphlets
- (2) Establishing the Transgender information website
- (3) Offering training courses for government workers

## 2. Designing the “Equal Rights and Inclusive Services for Transgenders” plan

- (1) Building or remodeling All-gender Restrooms in public
- (2) Offering “Please call me Mr. / Ms.” stickers on ID / health insurance card
- (3) Incorporating LGBTI-friendly indicators into the “Taipei City Workplace Gender Equality Index”

## 3. Incorporating LGBTI-friendly indicators into the “Taipei City Workplace Gender Equality Index”

The “Taipei City Gender Equality Workplace Certificates” system has been initiated since 2020. The certification system encourages the companies and corporations to create a gender friendly and offer LGBTI friendly initiatives, such as all-gender restrooms, paternity leave and parental leaves for same-sex couples, and LGBTI sensitive training courses for all employees.

## 4. Updating “LGBTI+ Friendly Guidelines for Medical Professions”

The Guidelines were published in 2013 to help doctors and nurses with LGBTI sensitivity when they come across LGBTI patients, including principles for medical inquiry. Responding to legalization of same-sex marriage in 2019, the Guidelines are updated with the medical cases about gay and lesbian families and transgender people. The Guidelines will help all medical professions get more understanding about LGBTI and their difficulties and struggles in medical process.

LGBTI+ Friendly Guidelines for Medical Professions: <https://reurl.cc/xE6K44>

## 5. Organizing Events for Celebrating Taiwan LGBTIQ+ Pride Parade

For celebrating LGBTIQ+ pride parade in October, the city government organizes events like rainbow sightseeing tour bus, LGBT historic tour guide and rainbow projection mapping. Either locals or foreigners, all are welcomed to join the events and feel the most LGBTI friendly atmosphere in Taipei.

Rainbow sightseeing tour bus: <http://2021colortaipei.tw/>





# VIENNA

**Conference: "A queer youth center for Vienna. Providing protection – strengthening diversity – giving space."**

"The conference will take place in the Vienna City Hall on 22.11.2021. There will be the presentation of the study/needs analysis "Queer Youth Work in Vienna", a talk with

Vice Mayor of the City of Vienna Christoph Wiederkehr with young LGBTIQs: "From Life – Experiences of Young LGBTIQs", as well as presentation of Youth Centers of other Cities.

**Recommendations and working group on inter\*gender within the City Administration Vienna:**

Since the constitutional court ruling of June 2018 for the inclusion of more than two sex options on identity documents intersex people are recognized in Austria. The WAST has published recommendations on respectfully including and addressing intersex people

(<https://www.wien.gv.at/menschen/queer/intersexualitaet/empfehlungen.html>)

And is coordinating a Working Group within the City Administration for the implementation of gender sensitive language, statistics, documents, toilets, etc.

**Memorial to the Men and Women Victimized by the Persecution of Homosexuals in the Nazi Era:**

A new art competition is being launched for the "Memorial to the Men and Women Victimized by the Persecution of Homosexuals in the Nazi Era".



This was necessary after British artist Marc Quinn withdrew his winning design of the prior competition in July 2021.

<https://www.wien.gv.at/menschen/queer/wettbewerb-denkmal/index.html>

**Publication "My queer, lesbian Vienna"**

New publication addressing lesbian and queer in numerous articles, from scientific, NGO or individual perspectives, reflecting different life realities, life plans and frameworks of lesbian and queer life in Vienna. For download (German only):

<https://digital.wienbibliothek.at/wbrup/download/pdf/3360695?originalFilename=true>

**Improved access to police**

LGBTIQ people when faced by discrimination or violence rarely report this at the police. In a working group on human rights and police the WAST has addressed this problem and worked on recommendations together with the police. 2021 will be a presentation of contact persons at the police, specialized on LGBTIQ issues in order to lower the threshold for LGBTIQ people in Vienna to report crimes.

**Contact details**

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Alina Zachar ([alina.zachar@wien.gv.at](mailto:alina.zachar@wien.gv.at))





## Queer Centre Wiesbaden

Under the supervision of the LGBT\*IQ Coordination Office, representatives of several LGBT\*IQ organisations established a working group "Queer Centre" to deal with the planning and implementation of a Queer Centre in Wiesbaden. A questionnaire was sent to various organisations in order to identify the needs of the local LGBT\*IQ community. The working group also collected information on the concepts and experiences of queer centres in other cities. On this basis, a concept for a queer centre in Wiesbaden was developed.

The next step was to produce a film in order to inform the public about the project and to explain what a queer centre means to the community. In that film both, the LGBT\*IQ community as well as representatives of queer centres in other cities have their say. <http://dein.wiesbaden.de/queereszentrum>

The viewers are invited to participate in the development process by giving feedback: The concept for the Queer Centre Wiesbaden was presented on the municipal citizen participation platform. Interested parties could comment on the project as a whole or on individual aspects, make suggestions and engage in exchange. The feedback was evaluated by the working group and incorporated into the final concept. As a side effect the film also educated the viewers about the situation and the needs of LGBT\*IQ community.

The LGBT\*IQ Coordination Office is now helping the working group to find suitable premises and supports with general questions concerning the implementation of the project.

## Campaign: Queer in Wiesbaden

Representatives of several LGBT\*IQ organisations established a working group „Campaign Queer in Wiesbaden“. The goal of this initiative is to make the local LGBT\*IQ organisations and projects known and to give a face to the queer community in Wiesbaden. Since there is no opportunities to hold public events during the pandemic this project is thought to be a good way for the organisations to work on together and draw attention to the LGBT\*IQ community. A booklet provides an overview of all groups and projects, so that people who newly moved to Wiesbaden, people in their coming out process and counselling centres who are concerned with LGBT\*IQ topics can easily find helpful contacts. Posters and postcards will be spread throughout the city area in order to promote public acceptance and make people curious about the LGBT\*IQ community. The LGBT\*IQ Coordination Office is supporting and counselling the working group, organises the meetings and provides funding. The booklet, posters and post cards presenting all groups and projects of the queer community will be published in 2021.

## Sexual and gender diversity in work with women and girls

The office of the municipal women's representative and the LGBT\*IQ Coordination Office organised an online training about sexual and gender diversity for the institutions of the girls' and women's work. The goal was to raise awareness for and openness towards lesbian, bisexual, transgender women and girls. The training included an initial information day as a basis for all participants and two focus workshop days in small groups for the in-depth development of approaches to action. Participants also had the opportunity to discuss specific questions of their everyday work in the group. The speakers were known and experienced professionals from a transgender and intersexual counselling centre and a lesbian youth group.

The improvements and changes in the institutions resulting from the workshop will be evaluated in a follow-up event one year after the first training..

# WIESBADEN



## The rights of LGBTI people

Inquiries to the Equality Offices of the City of Zurich and the City of Bern show that there is a great need for information related to LGBTI rights: How can I take action against homo, bi-, trans- and inter-hostile acts? What are the obligations of a school towards a trans child and his or her parents? Answers to these and many more questions in various areas of life can be found in the new brochure "Was gilt? LGBTI – meine Rechte". ("What applies? LGBTI – my rights"). The brochure is a useful reference book for LGBTI people, professionals and others. It is aimed primarily directly at LGBTI persons. At the same time, it also offers employees of counseling centers useful information on legal principles. For lawyers, the brochure can serve as an orientation aid.

[Press release](#)(in German)

### Against Sexism, homophobia and transphobia

At the end of 2019, the Mayor Corine Mauch and Head of Security Karin Rykart jointly commissioned a project to combat sexual, sexist, homophobic and transphobic harassment in public spaces and nightlife. In 2021 they launched «Zürich schaut hin – gegen sexuelle, sexistische, homo- und transfeindliche Belästigungen und Übergriffe» and introduced a new online reporting tool to help make harassment visible. Whoever experienced or observed harassment and assaults in the city of Zurich can now report easily and anonymously. Anyone seeking information or advice is directed to the appropriate services and can contact counseling centers directly. In addition to the reporting tool, awareness raising, and the promotion of civil courage and self-assertion are important components of the project: forum theatre sessions, trainings for professionals in the nightlife sectors, open and mobile youth work, and Self-defense courses for queer people and for hearing- and mobility-impaired women are being conducted. As part of the 2019-2022 equality plan, a bundle of further measures will be implemented by the end of 2022 - posters and articles in public and virtual spaces, awareness-raising events, and further training for professional groups who encounter the issue in their everyday work. The project "Zürich schaut hin" is supported by a broad alliance of civil society organizations. This contributes to the visibility of the project and carries out its own activities where possible.

[Press release](#)(in German)

[Website of the project](#)(in German)

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

A pilot project originally planned for 2020 had to be postponed due to Corona to 2021. It consists of a workshop for the staff of an old age center of the city of Zurich. The workshop provided knowledge about the experiences of minorities, about the legal framework and ethical demands. Background information 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.

# ZURICH





RCN-EXHIBITION NR. 6

RCN

Rainbow  
Cities  
Network

INTERSECTIONALITY WITHIN  
THE LGBTIQ-COMMUNITY

ARTWORK: ARYZ | 2014 | "OVERPROTECTED" | MURAL HARBOR



ONLINE DABEI SEIN

AUSSTELLUNG

17. MAI – 04. JUNI 2021

IM FOYER ALTES RATHAUS

linz  
verändert

LINZ

This year, the city of Linz has placed special emphasis on a pronounced elaboration and preparation for appropriate measures. Through a comprehensive LGBTIQ concept, the establishment of a working group and the installation of a municipal coordination office, the city is relying on broad-based preparation in order to create the best possible conditions for long-term implementation.

### 1. Concept

The city has developed an LGBTIQ concept and adopted it in the municipal council, which is based on 7 pillars. The pillars contain topic-related measures that bring the community into the focus of society and create points of contact in order to reduce prejudices and promote togetherness. The measures developed are to be summarised in the form of a programme and subsequently contain a multi-year roadmap for the integration of the community.

The 7 Rainbow Pillars include:

- Education & Prevention
- Arts & Culture
- Coordination Centre
- Commitment of the city
- Support
- Making visible in public space

### 2. LGBTIQ Working Group

The establishment of the LGBTIQ working group was founded to give people from the community the opportunity to participate. For this reason, associations were approached and asked to participate in the development of meaningful and important measures for the community. The working group revises and expands the concept of the city with important perspectives, which would not be possible without the help and advice of the community.

### 3. Coordination office queer department

The Queer Department, which is already in the final planning phase, will take on an important function in the city. The exchange with the already existing queer departments in Austria (Vienna, Bregenz) contributed significantly to a rapid conceptualisation. It would be desirable to have such a department in every federal capital and to pull together across Austria.



# ESCH- SUR-ALZETTE

## Topic

Workshops on LGBTIQ+ representation in cultural life aimed mainly at civil servants working in Culture (theatre, Music Conservatory, Museums...)

Organisation of seminars on inclusive writing in French and German,

Seminars on visual inclusive communication for all departments of the city:

« Ville d'Esch-sur-Alzette – pour une communication inclusive et non-sexiste »

## Goal:

Familiarize the employees with inclusive writing in both French and German. The National Language Research Centre is working at the moment on a Luxemburgish version of inclusive writing. We are expecting their decisions for spring 2022.

The visual communication shows an over representation of standard families (Heterosexual, Caucasian, 2 children) This will be addressed in future communication.

## Target audience

All employees of the municipality, citizens

## Partners

Rosa Lëtzebuerg A.s.b.l.

Laboratoire d'Etudes Queer, sur le Genre et les Féminismes – LEQGF A.s.b.l.

## Duration of the project

From September to December 2021

## Role of the City

Organize the sessions and motivate the employees to participate.

Implement the results and guidelines resulting from the different reports.

## (expected) Outcome/results

Enhance inclusive and non-sexist written and visual communication







**END.**



[www.rainbowcities.com](http://www.rainbowcities.com)