

# RAINBOW CITIES NETWORK



## One-pagers 2022

Best practices

## Contents

Aarhus .....	3
Barcelona.....	4
Bergen .....	5
Berlin .....	6
City of Bern.....	7
Bordeaux .....	8
Bruges.....	9
Brussels Capital Region.....	10
Cologne .....	11
Copenhagen .....	12
Cork City .....	13
Esch-sur-Alzette .....	14
Frankfurt am Main.....	15
Geneva .....	16
Ghent.....	17
Hamburg.....	18
Hannover .....	19
Helsinki .....	20
Leuven .....	21
Lille .....	22
Ljubljana .....	23
Mannheim .....	24
Mexico City .....	25
Montreal.....	26
Munich .....	27
New Taipei City.....	28
City of Nuremberg .....	29
Oostende .....	30
City of Oslo .....	31
Paris.....	32
Reykjavik.....	33
Rotterdam .....	34
Sao Paulo .....	35
Taipei .....	36
City of Vienna .....	37
Wiesbaden .....	38
Zurich.....	39
Heidelberg .....	40

## 1. - Support for Ukrainian LGBTQ+ refugees

In the Spring of 2022, the municipality of Aarhus welcomed Ukrainian refugees as many other Danish and European cities did. Several LGBTQ+ groups wanted to make sure that the Ukrainian LGBTQ+ refugees received support and guidance regarding navigating life as a minority in Denmark. With that in mind the LGBTQ+HOUSE announced that they would provide that guidance into the LGBTQ+ community in Aarhus and facilitate meeting if needed together with LGBTQ+ Asylum, which is a group that helps LGBTQ+ asylum seekers with their case and offers a social community when you are a refugee in Denmark.

## 2. - Support for local Communities

2022 has so far brought good news to several local LGBTQ+ organizations. The new grassroots group LGBTQ+ Slaenget, which is a queer social group focusing on creating new friendships outside of the party scene, won a crowd-funding event over the summer of 2022. They will continue to facilitate social events for queer youth, arrange meet ups and creative activities. The mentoring program Queer-to-Queer made by LGBTQ+HOUSE has also been given the financial support to continue. The peer-to-peer based mentoring program started in 2021 and offers support and guidance to young LGBTQ+ people through a mentor. Together they find a community that can give a sustainable support for the mentee.



## 3. - Aarhus Pride

After two years of Corona – the Aarhus Pride were once again taking place in the City of Aarhus – in the early summer of 2022 as a 10-year anniversary. Aarhus Pride are a classical parade passing the streets of Aarhus – celebrating openness and equal rights for everybody. This year the Pride ended with a big party in the center of town.

## 4. - Using the Aarhus Compass in LBGT+ policy



The city council of Aarhus have in the early days of 2022 decided that the City of Aarhus are going to have a new LGBTQ+ policy and action plan. Using the Aarhus Compass as a new bottom up/ co-creation process the experiences until now are:

- The process of involvement og policy-creation takes longer time than planed (more than 9 months)
- A broad acceptance and willingness of collaboration from the LGBTQ+ organizations and LGBTQ+ persons
- When the policy-process is open – there is an extra willingness of col-

laboration also between the LGBTQ+ organizations and the LGBTQ+ umbrella organization (The LGBTQ+ House in Aarhus).

## 5. - Shedding light on hate crimes



In 2021 a national movement called 'Live and Let Live' showed how common hate crimes are for LGBTQ+ people in Denmark. That same year the LGBTQ+HOUSE continued that focus on a local scale following a report made by Aarhus Municipality showing that 50 % of LGBTQ+ people had experienced some sort of harassment. In 2022 the LGBTQ+HOUSE continues that focus and has encouraged LGBTQ+ people in Aarhus to share their stories of harassment to shed light on how widespread these experiences are together with the reasons why it is rarely reported to the police.

## Barcelona

### 1. - Presentation meetings for the report “Trans teenagers. Supporting gender exploration in uncertain times”.

Barcelona City Council commissioned Miquel Missé and Noemí Parra, researchers for the University of Vic Gender Study Group's Line of Study on Intersectionality and Sexual and Gender Diversity, to undertake an analytical study. The main goal is to be able to improve support for trans teenagers.

Following the publication of the study, a series of training capsules have been scheduled for 15, 22 and 28 November for professionals, and on 24 November for the general public. Similarly, the City Council and the researchers responsible for the study are working on an illustrated guide and a related exhibition.



*Presentation of the research: “Trans teenagers. Accompanying the gender exploration in uncertain times”. Author: Glòria Solsona.*

[Link to the study](#) ‘Trans teenagers. Supporting gender exploration in uncertain times’

### 2. - On the collaboration manifesto between Barcelona City Council, the Panteres Grogues sports club and Agrupación Deportiva Ibérica to develop equality measures and guarantee LGBTI rights in the field of sport.

Barcelona City Council and the sports organisations Panteres Grogues and Agrupación Deportiva Ibérica signed a collaboration manifesto on 4 July, on equality measures and guarantees for LGBTI rights in the field of sport. The City Council and the two organisations, which were both created to give visibility to the LGBTI community in sport and work towards eradicating LGBTI-phobia in this sphere, made a commitment within the context of the current regulations in the Municipal Plan for Sexual and Gender Diversity. Their pledge was to provide training in sports diversity for municipal staff, to establish a circuit for reporting LGBTI-phobic violence in sports facilities, to promote education in values and sports practice such as solidarity, respect, sexual and gender diversity and inclusion, to disseminate good practice on inclusive sports among clubs and to develop awareness campaigns on respecting diversity in sport and giving visibility to LGBTI people in the world of sport.

### 3. - L’Orgullosa Barcelona



*L’Orgullosa. Campaign organized by the Barcelona City Council to celebrate the LGBTI Pride. Author: Barcelona City Council.*

Barcelona City Council opted to celebrate International LGBTI Pride Day (28 June) with the campaign ‘L’Orgullosa Barcelona’, with a decentralised programme held in the city’s various districts and numerous and varied performances from 21 May to 28 June 2022. The goal was to give greater visibility to the city’s historical role in defending LGBTI rights and freedoms, the fight against LGBTI-phobia and the visibility of sexual and gender diversity.

L’Orgullosa began with a celebration at the LGBTI Centre, located in the city centre. Various activities and workshops were organised during an open morning there. The festivities moved on to the pedestrianised area in Barcelona’s Ronda Sant Antoni in the afternoon, with several music performances.

The celebrations rounded off with a grand musical gala on 28 June, after the mobilisations of 25 June by two organisations: the demonstration for LGBTI freedom in Barcelona entitled “SOM ELS COLORS DE LES LLUITES”, organised by the Associació per a l’alliberament LGBTI, and “Pride Barcelona” organised by ACEGAL.

More information on the campaign at <https://www.barcelona.cat/orgullosa/ca>

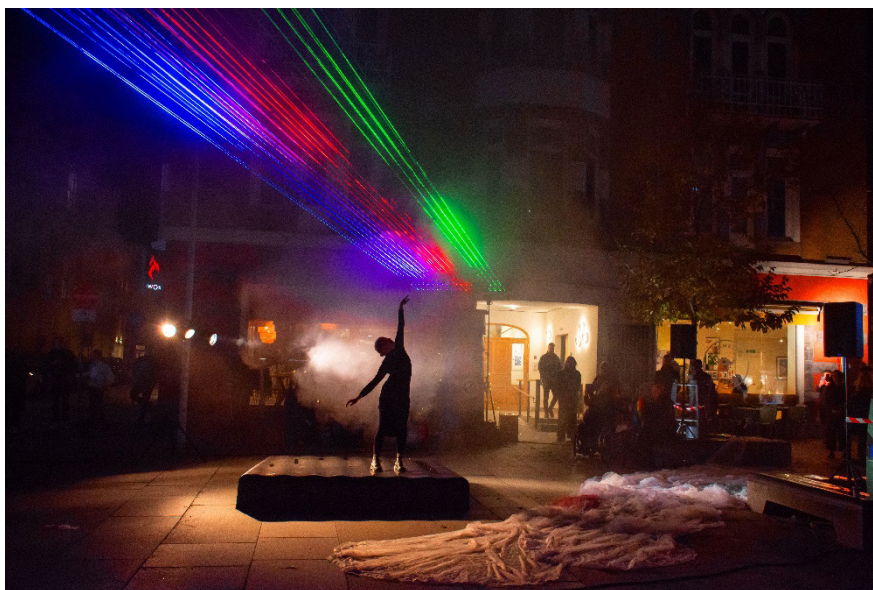


### 1. - New Plan for sexual and gender diversity

This plan regarding sexual and gender diversity will be the fourth made by the city of Bergen for this target group. The first was published in 2007, and the most recent in 2017. The plans and their following-up have been important to make Bergen a good place to live in for the LGBTIQ+ community. The new plan will address important issues – especially for the trans community. It is important to the municipality that employees and users of public services are not forced into a gender category in which they do not feel they belong. The plan involves all sectors of the public administration in Bergen and the City is working in close contact with representatives from the LGBTIQ+-community.

### 2. - Discussion groups – Children, youth and gender identity

The city has established discussion groups for children and youth regarding gender identity issues. The groups consist of up to 10 participants and a psychologist and a peer person chair the meetings. Recruitment happens through schools, clinics etc. Key words for the therapy groups are reflection, community and information. The group determines the topics covered: Older participants are focused on treatment whilst younger ones are more concerned about coming out.



### 3. - Transgender awareness week (TWA)

This week is celebrated around the Transgender Day of Remembrance the 20th of November. The TWA was first celebrated in 2021 and is dedicated to raising awareness about transgender issues. The Transgender Awareness Week team want to shed light on the joys and the beauty of being trans. The events take place over a week with different events, panel discussions, exhibitions, social events, workshops, commemoration and concerts.

### 4. - Queer cultural year 2022

2022 marks the 50 year anniversary of decriminalisation of sex between men in Norway, when section 213 in the Norwegian Penal Code was lifted. The year has been filled with cultural events celebrating this important anniversary in Norwegian history.

[Skeivt kulturår | Universitetet i Bergen \(uib.no\)](https://uib.no)

[..Skeivt kulturår 2022 | KODE... \(kodebergen.no\)](https://kodebergen.no)

[Queer cultural year 2022 | Skeivt Arkiv](#)



## 1. - Further development of the Berlin LGBTI Action Plan 3.0.

Berlin has already developed two LGBTI-Action Plans since 2010. Given the many advancements as well as an ever changing context, the current government of Berlin tasked the administration with the further development of the third LGBTI Action Plan until 2023. New topics will be, among others, LGBTI in the context of precarious life circumstances including LGBTI affected by homelessness and bisexuality. Between September and December 2023, at least 15 expert roundtables with civil society and administration representatives will take place. The demands and needs collated during these participatory events will form the basis for the future Berlin LGBTI-Action Plan 3.0. that will be decided on by the Berlin government in 2023.

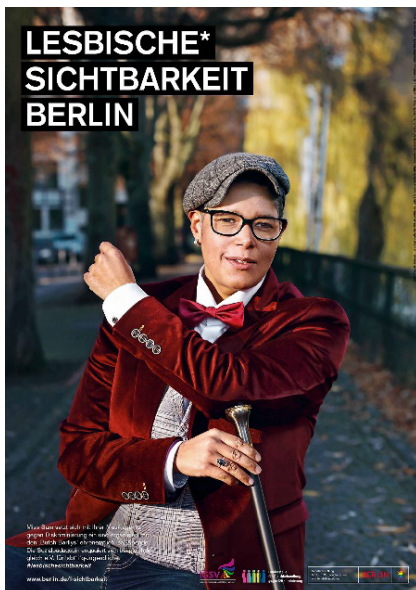


*Credits: Senate Department for Justice, Diversity and Anti-Discrimination*

## 2. - LGBTI Homelessness

The topic of LGBTI Homelessness is becoming a new and important action field within Berlin's LGBTI policy. In order to gain more knowledge, a study on LGBTI and homelessness will be roll out focusing on the factors that cause homelessness among LGBTI people in Berlin. As several studies already indicate, there is a high probability of a pronounced correlation between the precarious living conditions of LGBTI people due to experiences of discrimination in general and the resulting risks of homelessness over the course of their lives. At the same time, it seems that homeless LGBTI people are also facing discrimination within the system of emergency housing assistance, which aggravates an already precarious living situation. These connections, also in the interdependence of different forms of discrimination (intersectionality), must be examined in their complexity, including, for example, the situation of LGBTI refugees, and placed on a scientific basis. Furthermore, Berlin is actually carrying out a call to fund a project aiming to set up and operate a "Counselling Center for LGBTI" people affected by homelessness.

## 3. - Campaign for Lesbian\* Visibility



Increasing lesbian visibility is an important aim of the Berlin government. In April 2022, the third prize for Lesbian\* Visibility was awarded to long-term Berlin activist Saideh Saadat-Lendle. An intersectional jury selected the winner from a large range of submissions and suggestions. Furthermore the state of Berlin funds a project specifically for creating structures to enhance lesbian\* visibility as well as a mentoring project for lesbians\*, an intergenerational project for lesbians\*, a project offering advice and support as well as anti-violence projects and an intergenerational housing project for lesbians\*. In 2021 a Berlin-wide campaign with six large-scale portraits of lesbians\* with very different backgrounds was rolled out all over the city and has furthermore been turned into an exhibition. Photographer Anja Weber created the portrait photographs on behalf of the Senate Department for Justice, Diversity and Anti-Discrimination. The portraits want to sensitize and empower. Further information at [www.berlin.de/l-sichtbarkeit](http://www.berlin.de/l-sichtbarkeit)

**Other ongoing projects are among others:**

- second [Monitoring Report on Homo- and Transphobia Berlin](http://www.berlin.de/l-sichtbarkeit) with a special focus on hate crime against trans people will be published during Trans Awareness Week 2022 at November, 16th
- development of transition guidelines, set up of a rainbow employee network and development of guidelines for gender-inclusive language within Berlin public administration
- development of a specialized counselling center for trans, intersex and non-binary persons that became victims of hate crimes

## Contact details:

Florencio Chicote / LGBTI Division of the Berlin Senate Department for Justice, Diversity and Anti-Discrimination

[Florencio.Chicote@senjustva.berlin.de](mailto:Florencio.Chicote@senjustva.berlin.de) , <https://www.berlin.de/sen/lads/schwerpunkte/lbsbti/>



*Credits: Senate Department for Justice, Diversity and Anti-Discrimination*

### 1. - New language recommendations for the city administration

In order to make visible and address people who do not fit into the prevailing binary gender order (female/male), the recommendations for gender-appropriate language have been revised and expanded by several points. In the City of Bern's new language guide "Communication and Gender: What needs to be considered?" and on the according website, employees of the city administration find suggestions for gender-inclusive language and ten recommendations for salutations, forms, job advertisements and stereotype-free illustrations. Furthermore, communication officers and teams received training and individual advice on how to implement the recommendations for gender-inclusive communication.

Website and recommendations as PDF: [www.bern.ch/sprachlichegleichstellung](http://www.bern.ch/sprachlichegleichstellung)

### 2. - Safe toilets and checkroom areas for different needs

A new fact sheet in collaboration with various administrative agencies for safe toilets and checkroom areas was developed. It explains what to consider when planning, equipping and labelling restroom and checkroom facilities from a gender inclusive perspective.

In addition to gender-segregated areas, universal areas that can be used regardless of gender are now being introduced. A high level of privacy as well as a washbasin should be available not only in wheelchair-accessible toilet cabins but also in other cabins. Urinals will be placed in separate rooms or with privacy screens behind the toilet cubicles or built into lockable cubicles so that the toilet bowls can be used flexibly as needed. For the labelling, the stereotypical pictograms (woman with skirt, man with pants) should be avoided. Instead, the sign on the door shows what is behind. Women and girls, men and boys, but also non-binary people, mixed-sex couples or families, as well as people in wheelchairs or people with support needs can thus select a toilet or checkroom with the appropriate equipment for them, depending on their needs.



The leaflet with background information and a checklist of the most important points can be found at: [www.bern.ch/merkblattausstattung](http://www.bern.ch/merkblattausstattung) (in German).

### 3. - Acquisition of the Swiss LGBTI Label



Swiss  
**LGBTI**  
Label

In January 2022, the Municipality was awarded the Swiss LGBTI label as an employer. The label is a seal of quality for companies and organizations based in Switzerland and committed to the equality of their LGBTIQ employees. The report of the label awarding commission not only lists the areas in which the internal equality of LGBTI employees has already been implemented in Bern's city administration, but also points out possibilities to further promote the inclusion of LGBTIQ people. These are now

to be examined and, if possible, implemented during the three-year term of the Swiss LGBTI Label.

More information on the Swiss LGBTI Label can be found at [www.lgbti-label.ch](http://www.lgbti-label.ch).

#### Contact persons at the municipality:

Marianne Kauer, [marianne.kauer@bern.ch](mailto:marianne.kauer@bern.ch) / [gleichstellung@bern.ch](mailto:gleichstellung@bern.ch)  
[www.bern.ch/gleichstellung](http://www.bern.ch/gleichstellung)





Among all of the past and future actions of Bordeaux City concerning the fight against LGBTphobias, we would like to highlight the following three best practices:

### 1. Support and increase the visibility of LGBTQI+ people during the “Pride Month” (Mai/June 2022)

- May 17 : Moment of commemoration during IDAHOT, in presence of the Mayor. Sos homophobie and Egides introduced their reports.
- In the public space :
  - We inaugurated the last pedestrian crossing in the colours of the rainbow flag. Bordeaux is now proud to have 11 LGBTQI+ pedestrian crossing in the city !
  - rainbow tram was running in the city the week of May 17
- We financially supported 11 projects of LGBTQI+ associations and artists, such as :
  - A conference on lesbian archives.
  - Drag queen readings for children and their parents
  - Workshops for queer families
  - A play created by an artist who was a victim of homophobia in Bordeaux
- The Equality department of the City of Bordeaux organized a screening of the documentary “Faut qu’on parle”, about coming outs of French athletes. A rugby player from the documentary, the directors and the first trans woman to play in elite rugby in France were present and had discuss with the public.



### 2. The LGBTQI+ Committee

We are keep inviting elected representatives concerning different topics within the LGBTQI+ Committee. This year, in April 2022, we invited the deputy mayor in charge of sport, to meet LGBTQI+ associations.

After each LGBTQI+ Committee, we implement actions related to these topics. After the LGBTQI+ Committee “access to health by LGBTQI+ people”, we created a working group (details in Best practices 2021). In 2022, the City of Bordeaux has financially supported the 2nd edition of the “Guide to promote inclusive and caring sexual health”. Also, a conference on access to health by trans people will be scheduled during the “Equal and diversity forum 2022”.

### 3. LGBTQI+ Archives et memories

In April 2022, we organized a LGBTQI+ Committee named “LGBTQI+ archives et memories”. First, it was the occasion to introduce the Archives of Bordeaux and the Aquitaine Museum to the LGBTQI+ associations. This meeting gave the idea to the Aquitaine Museum to organize two visits during the Pride Month :

- LGBTQI+ culture in the Museum
- “Fans, so queer” (during the temporary exhibition of the museum) : L'air du temps, a history of fans, 17th - 20th centuries, with a focus on the place of the fan, collector's item and fashion accessory in queer culture.

So the visits were designed with Bordeaux LGBTQI+ associations.

The Museum also hosted the conference “The trial of the “Bordeaux scanls” : male homosexuality in the dock”, by Marc Lamonzie, PhD Student in Bordeaux.

The City of Bordeaux is also part of the “Bordeaux city without AIDS” project to host the exhibition “VIH/ sida” in Bordeaux from the Mucem Museum (Marseille)



### 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. Safe spaces and community building



Project in cooperation with queer youth to create safe spaces within the local night life and in the city of Bruges in general + organizing bystander intervention training for the catering industry to create a safe night life environment for all.

Future plans: how to create a warm welcome+ safe space for all ,LGBTQI+ people in particular, (+ make it explicit/visible), within different organizations like library's, museums, hotels, bars, shops, ...

### 3. Prisma: queer arts festival

LGBTQI film festival and more.

Film, talks on queer film history, graphic workshops and focus on queer literature, lectures on gender, drawing session with queer models, art creation, open mic sessions, opportunities to meet for the community ....



## 1. Share the Color



equal.brussels, the Equal Opportunities Directorate of the Brussels Regional Public Service, organized the third edition of the #sharethecolor campaign throughout the month of May 2022.

The main goals of this campaign are:

- to encourage the people of Brussels to become allies of the LGBTQIA+ people. There was a poster campaign in the metro and on trams and buses in the Brussels-Capital Region, and a social media campaign supported by Brussels-based influencers.
- to promote neighbourhoods that are inclusive of LGBTQIA+ diversity, in particular of people who are less visible and most vulnerable, including lesbians, trans and intersex people, ethnic and cultural minorities, and people of all ages. Therefore, events will take place in 3 Brussels' neighbourhoods (Ixelles, Molenbeek and Schaerbeek), as well as an event in Brussels City for IDAHOT. All 4 events were organised by Girls Heart

Brussels, a local NGO known for its pioneering events, organized from a lesbian, queer and feminist approach.

The Government of the Brussels-Capital Region, under the impetus of the State Secretary for Equal Opportunities, has adopted an action plan 2022-2025 aimed at the inclusion of LGBTQIA+ people. The sharethecolor campaign is a flagship action of this plan.

More info here <https://www.sharethecolor.brussels/en>

## 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

equal.brussels started a pilot project in collaboration with RainbowHouse and safe.brussels, 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. In the meantime, the first report with the analysis of the results has been published, which clearly shows the need for community reporting.

### Contact person at the Brussels-Capital Region:

Danny Jacqmot: [djacqmot@gob.brussels](mailto:djacqmot@gob.brussels)

Local LGBTQIA+ policy on Regional Site:

<http://www.equal.brussels/>

## 1. - Billboard Campaign to Increase Acceptance of LGBTI Migrants



Production of a public billboard campaign portraying three different LGBTI protagonists from Cologne with a migrant background: including a photo portrait, their first name and slogans. These slogans a) describe them as gay/lesbian/queer, b) state that they were born outside of Germany (Beirut/Luanda/Lahore) but feel home in Cologne now, c) describe that all three enjoy things that are typical their origin (hummus food/afro dance/Punjabi beats) as well as things that are typical for Cologne ("Kölsch" beer/Cologne carnival/BBQing by the Rhine river), d) display "My City" in 15 different languages and a hashtag #richtighier ("right here").

**Goals:** to increase visibility and acceptance of LGBTI migrants in Cologne

**Target group:** population of Cologne, including the city's migrant communities

**Partners:** SOFRA Queer Migrants e.V. Their role was to provide the idea and to manage the production: choose the protagonists, arrange for the photo shooting, create the design and the slogans.

**Duration:** campaign is displayed at public billboards (e.g. at bus stops or pedestrian zones) for one week around the International Day for Tolerance (16 November 2022)

**Role of the City:** to provide funding, to take final responsibility for the content and to arrange for the hanging of the billboards at

**More info:** <https://sofra.cologne/>

## 2. - Cologne's first LGBTI Action Plan

In December 2021 Cologne's first LGBTI action plan was passed in the city council. It includes 163 measures/actions (existing projects and future plans) across different departments of the city administration in order to increase the acceptance and inclusion of LGBTI people in Cologne.

**More info:** <https://ratsinformation.stadt-koeln.de/getfile.asp?id=835427&type=do> (in German only)

## 3. - International Exchange Programme: "Sister Cities Stand Together – LGBTI 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 of international guests visit Cologne. Activists have come from Katowice/Poland, Cluj-Napoca/Romania, Volgograd/ Russia, Tunis/Tunisia, Istanbul/Turkey, Barcelona/Spain, Liverpool/UK, Lille/France, Turku/Finland, Tel Aviv/Israel and Rio/Brazil.

Delegations from Cologne (including a Vice Mayor representing the Mayor of Cologne) visited Cluj Pride (2018) and Katowice Pride (2019, 2021 and 2022) to show international solidarity and to establish sustainable relationships.

In 2021 two representatives from the City of Katowice (Poland) 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. In May 2022 an official delegation from the City of Katowice (including a Vice Mayor) visited Cologne to learn about projects on inclusion and diversity, including our queer youth centre and LGBTI counselling centre.

In July 2022 three representatives from the City of Cluj-Napoca (Romania) took up Cologne's invitation to visit Cologne Pride 2022 – including the chief of the local police and colleagues from the public events department in order to learn how Cologne Pride is organised. This visit also has strengthened relations between the activists from Cluj-Napoca and representatives of their own City Hall.

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



# Copenhagen

## Gender-Inclusive Language and Communication

Copenhagen is a city for everyone, and everyone should feel part of the community. One important way of supporting this is using gender-inclusive language, which can challenge gender stereotypes and increase gender equality. Therefore, the Finance Administration of the City of Copenhagen launched a guide to gender-inclusive language in June 2022.

The guide is a tool for employees to meet citizens and colleagues with respect for their individuality. The communication guide provides concrete examples of how to ensure more inclusive language with small adjustments. There are many ways of being human, and our language should support and reflect this fact. In that sense, the guide will contribute to making Copenhagen a more inclusive city.

Furthermore, the City Council decided in June 2022 to change the title “chairman” to “chairperson” within the City of Copenhagen. This is another important step in the efforts to increase gender equality by using gender-inclusive language.

## Implicit Bias and Gender Balance in Top Management

The City of Copenhagen has investigated the barriers for women’s way to top management positions. To diminish these barriers and strengthen the recruitment process, the City of Copenhagen is developing two initiatives.

One initiative is to increase awareness of unconscious bias through educational materials including tools to limit the impact of bias. The materials will target recruitment committees and managers and will be used as part of recruitment processes and the career development of employees.

The second initiative is a new gender-balanced top management pipeline to support a stronger and more gender-diverse field of candidates for top management positions in the City of Copenhagen. This entails an ambitious development of managers in the City of Copenhagen with potential for top management positions. The initiative will help reach the City of Copenhagen’s target figures for gender-balanced management.

## Gender Equality Policy

The City of Copenhagen is strengthening its work on equality, diversity, and inclusion. As part of these efforts, a gender equality policy is being developed. The policy will focus on gender equality among both citizens of Copenhagen and employees in the City of Copenhagen. A diverse understanding of gender and sexual orientation is fundamental to the policy.

The policy is developed by the new gender equality unit, which was established in 2022 to coordinate and qualify efforts to increase gender equality across the seven administrations of the City of Copenhagen. All administrations as well as relevant NGOs and LGBTI+ organizations will be involved in the development of the gender equality policy.

The policy lays out a common direction for working towards gender equality through a collaboration between all seven administrations in the City of Copenhagen. Once the gender equality policy has been developed, each administration will develop action plans for implementing the policy in their subject-specific areas.

Find some of our initiatives to increase gender equality among employees in the Gender Equality Plan: [Københavns Kommunes ligestillingsplan \(Gender Equality Plan\)](#) | [Københavns Kommunes hjemmeside \(kk.dk\)](#)

## Contact Person

Rasmus Widell ([PP68@kk.dk](mailto:PP68@kk.dk))





## 1. - LGBTI+ Visibility in the Public Realm



Cork is proud to be the first place on the island of Ireland to formally raise a Rainbow Flag over a civic or public building in May 2014 to mark IDAHOBIT Day but this year saw the installation of 3 permanent, visible, out, proud and permanent statements of the city's commitment to its LGBTI+ Communities. At the launch of LGBTI+ Awareness Week in May the Rainbow Balustrade at the entrance to the Civic offices was unveiled, a translucent progressive Rainbow noting our membership of the Rainbow Cities Network. In July Cork LGBTI+ Inter-Agency Group in partnership with Cork LGBT+ Pride Festival commissioned two Rainbow Crossings which were installed on Cork's

## 2. - Policy formation and Influence

Cork has been an active participant in the EU4Citizens Policy Group of the Rainbow Cities Network, drawn together to write LGBTI+ Guidelines for Cities. 5 members of the LGBTI+ Inter-Agency Group have participated online and in person at the different RCN policy formulation workshops in 2021/ 2022 and many more of the Inter-Agency members have contributed to discussions here in the city. In Jan 2023 RCN delegates will gather in Cork City to formally draft these guidelines. The City Council are currently reviewing our Local Economic & Community Development Plan, the overarching and integrated framework which guides social, economic and community activity in the city. We are proud to play a role in framing good practise LGBTI+ guidelines for cities globally and we hope to have these adopted and incorporated into the next iteration of our Local & Economic Community Development Plan.

## 3. - LGBTI+ Inter-Agency Group, Cork City

Unlike most municipalities in the Rainbow Cities Network, local authorities in Ireland do not have the same range of powers and competencies and so a system of partnership working across agencies has developed to issues which require a response from a broad range of actors and institutions. Cork City is especially gifted in crafting Inter-Agency responses to issues such as poverty and educational disadvantage, health inequalities and in our own case LGBTI+ Inclusion. Cork in 2002 was lone



among 32 local authorities in Ireland to include an LGB specific reference in its Integrated Development plan. It said "that the Gay, Lesbian and Bisexual communities will be enabled to participate fully in the social, economic and cultural life of the city" – Obj 86. 20 years on, the LGBTI+ Inter-Agency is the key vehicle by which Cork City Council advances LGBTI+ Inclusion. has been a signatory to the Rainbow Memorandum with our sister city San Francisco, has championed our membership of the Rainbow Cities Network, participates actively and remains the only city in Ireland with such a structure drawing together public service agencies, representatives of community groupings and LGBTI+ NGOs. The range of collaborations within the Inter-Agency have fostered a whole city approach to tackling homophobia, lesbophobia, transphobia and bi-phobia.

## 1. - House of Diversity

The House of Diversity (Maison de la Diversité) offers meeting / consulting venues to all NGO's working in Human rights. LGBTIQ+ NGO's are given a residency with spaces dedicated solely to them all year round.

Situated in the city centre it offers great visibility and easy access. Next to office, and conference rooms it has a big exhibition space and a Rainbow Café on the ground floor. These particular spaces are meant to facilitate social contact between activists, social workers and citizens.

The House of Diversity is located in the former Court of Justice building which is an integral part of the National Museum and Monument of Resistance and Human Rights. The symbolism / history of this building played its part in the choice of location by the city of Esch-sur-Alzette.

## 2. - Guidebook: Inclusive and non-sexist communication

The city of Esch has edited this guide for all Luxembourg Municipalities as a starter help on understanding inclusive and non-sexist communication. Luxembourg has the added complication of its multilingual. Most people in their professional context use Luxembourgish, French, German and English on a daily basis.

This first version focuses mainly on the differences between the French and the German language.

Some of the topics covered;

The values of the city; Equality, living together and non-discrimination

Good practices abroad and in Luxembourg

Conseil pour dé/genre l'écriture en français

Tipps für gendergerechtes Schreiben im Deutschen .../...



# Frankfurt am Main

## 1. IDAHOBITA\* 22 - Visibility of non-binary identities

For the first time in the history of IDAHOBITA\* in Frankfurt am Main, the Lord Mayor and the Mayoress jointly raised the rainbow flag in a symbolic gesture at the city hall, a central location of political significance. In the afternoon, the city invited the public to a commemoration at the 'Frankfurt Engel', a memorial by renowned German artist Rosemarie Trockel commemorating the persecution of queer people. The event included conceptual music, a welcome by the mayor and a speech focused on the topic of non-binary identities. The following is a short excerpt:

'What if we expanded this galaxy to include all genders and-instead of focusing on just two stars-celebrated all stars for their uniqueness, even if it gets overwhelming and difficult at times? What if we not only endured differences in the process, but sought them out, encouraged them, and celebrated them? I think then we could all shine a little brighter and more in solidarity.'

In addition to this event, various LGBTIQ groups set up information booths in the city centre on and around the days IDAHOBITA\* is held, a demonstration took place under the motto "More protection for queer people", there was a street festival with a diverse stage program and various action days that, raised awareness of multiple forms of discrimination.

## 2. 30th anniversary of Christopher Street Day in Frankfurt

The CSD Frankfurt celebrated its thirtieth anniversary in 2022. After the restrictions during the pandemic,, the CSD was held once again as a four-day street festival. One of the highlights was the demonstration with almost 9000 participants. In addition, there were several stages with a varied program, information booths set up in the city centre adjacent to the festival and an exhibition that documented the history of the CSD in Frankfurt. For the first time the CSD Frankfurt e.V. had an 'awareness' concept which aims to make the CSD event more accessible and inclusiveThe Dyke March also took place on the same weekend.

The Coordinating Unit for LGBTIQ Topics in the Department for Multicultural Affairs collaborated with the Central Children's and Young People's Library to design a book table specifically for the CSD that provided queer books for children and young people as well as information and advice on LGBTIQ issues.

For the first time inthe history of the CSD, the City of Frankfurt municipality was represented at the CSD march by a group of municipal employees walking together. This event can be seen as a first step in the establishment of a municipal LGBTIQ employee network.

## 3. community\_inclusive

In cooperation with the network 'LSBT\*IQ Rhein-Main' as well as the Frankfurt University of Applied Sciences (Frankfurt UAS), the Coordinating Unit for LGBTIQ Topics held a digital symposium that focused on the topic of 'LGBTIQ people with disabilities'. The symposium resulted in a decision to further elaborate the needs of queer people with disabilities in a 'round table' to record goals and measures that can lead to structural improvements in the long term.

### Contact persons at the municipality:

Karin Kötzner ([karin.koetzner@stadt-frankfurt.de](mailto:karin.koetzner@stadt-frankfurt.de))

Nicole Peinz ([nicole.peinz@stadt-frankfurt.de](mailto:nicole.peinz@stadt-frankfurt.de))



### 1. - Mobile application to report harassment

Before the start of summer, the City of Geneva launched a new mobile application called Geneva in your pocket. Intended for residents and visitors, the application guides its users daily and offers the opportunity to discover the town, its places, events and activities.

The City took this opportunity to introduce a tab that allows victims or witnesses to report acts of sexist and/or sexual harassment in public spaces to the municipal police. Users can select specific criteria related to sexual orientation and gender identity or expression. People can ask to be contacted by a municipal police officer to benefit from support in filing a complaint. The reporting tool also offers information and advice on sexual harassment in the public space and a list of associated resources.

The security of LGBTIQ+ people in the public space is an issue everywhere and complete data of violence and discriminations are still missing in Switzerland, in the absence of specific legislation at the national level. This application will make it possible to map the phenomenon in the public space in Geneva. Based on this data, the municipal police will be able to reinforce and organize patrols to avoid problematic situations. The first results are expected for this autumn.

More information and downloading the application on the [city website](#)

### 2. - Civil registration service training



From the 1st of January 2022, people in Switzerland are allowed to change their official gender based on self-identification. To adapt to this new facilitated procedure, professionals working at the civil registry office of the City of Geneva were trained on how to better welcome trans and gender non-conforming people. It allowed civil servants to practice and elaborate adapted tools and process to insure an environment respectful for everyone.

This training also prepared local government officials on how to better welcome same-sex couples for their civil marriage procedure, a law which came into effect on the 1st of July, following a national vote by the people of Switzerland. The implementation of the training will be evaluated after a year.

*On the picture, the Mayor Marie Barbey-Chappuis celebrates the first same-sex marriage in Geneva, on the 1st of July 2022. © Charles Larson*

### 3. - Working with LGBTIQ+ elderly people: a new guide for professionals

The pilot project on elderly LGBTIQ+ people started in 2018, as ordered by the City of Geneva, managed by Association 360, came to an end in February 2022 with the publication of a guide for professionals. The document synthesizes both the analysis of the situation in Geneva regarding this population and their specific needs, as well as the good practices for better inclusion presented during a symposium bringing together experts from Switzerland, France and Quebec.

The financing is now secure for a project officer to sensitize people on this issue, support elderly LGBTIQ+ through peers groups, train public foundations professionals in the semi-public sector working with the elderly (home caring, nursing homes, social supports, etc.) to face the challenges of an inclusive aging process. The project is part of the City of Geneva action plan for elderly people, who finances the project and supports the coordination with other public organizations.

More information on the [website of the Association 360](#)

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



## 1. - Wellbeing and resilience of the LGBTQIA+ community

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. In April we launched the project 'We Connect', a podcast series. Five members of the LGBTQIA+community tell a personal story about struggle and resilience, vulnerability and strength.

An artist translated the stories in an artwork 'De Marester' that was painted on a bench in the city centre. Through a QR code on this bench people are guided to the We Connect podcast and can listen to the inspiring stories.



<https://stad.gent/nl/samenleven-welzijn-gezondheid/diversiteit-gent/gender-genderidentiteit-en-seksuele-orientatie/het-gentse-lgbtqia-beleid>

## 2. - Genderinclusive toilets

From now on, the City of Ghent will only invest in fully accessible and gender-inclusive public toilets. There are 185 public toilets in Ghent. If an existing toilet is renovated or a new sanitary block is built, it will always be gender-inclusive, that is accessible to everyone. A fully accessible toilet has no barriers, physically or mentally, and is accessible for people with disabilities, is family friendly and gender inclusive. There is only one entrance in the sanitary block, and there is no trace of male/female picto's. Instead we choose to show the functions that you can find in the facility: closet pot, urinal, changing table, wheelchair accessible toilet, drinkable water, ...

<https://persruimte.stad.gent/207273-eerste-van-vele-genderinclusieve-openbare-toiletten-geopend>

## 3. - Inclusive gender registration

What is your sex/gender is a frequently asked question, but in a lot of cases an unnecessary question.

We developed a flowchart to guide the civil servants of Stad Gent to an inclusive gender registration. We do not register gender when there is no formal necessity or no specific service that is in direct relation to gender. When we do register gender, we offer inclusive options for people outside of the binary spectre. This flowchart is known and used by the city staff that incorporates all sorts of forms in software, our website, ...

# Hamburg

## 1. - New action plan for the acceptance of gender and sexual diversity

In 2017 Hamburg published the first action plan for the acceptance of sexual and gender diversity, which involves all sectors of the Hamburg public administration and included 90 different actions. A lot of them are implemented, a few are to be continued. Since June 2021 we are creating a sequel by having workshops with numerous representatives from non-governmental LGBTIQ\* organizations and public administration departments on various topics, by making an online survey and by talking to all departments about new actions. In November 2022 the Senate of the Free and Hanseatic City of Hamburg will -hopefully- pass the new action plan with nearly 140 actions.



## 2. - Campaign “Welcoming Out”



Since June 2022 we are financing a new initiative/campaign called “Welcoming Out”: the campaign encourages (predominantly straight, cis) allies to have their coming out as queer-friendly in order to create a safer environment for LGBTIQ\* to come out at the workplace. Allies can use a specific symbol signalling: I will not be judging and support you when you come out.

## 3. - Second Bi+ Pride in Hamburg

An eager group of bi+ activists is planning the Bi+Pride 2022 in Hamburg (second Bi+Pride in Germany): bisexual and pansexual visibility focusing on diversity and international networking:

- 23.09. International Day of Bisexuality: raising flags in several cities
- 24.09. demonstration in Hamburg
- 18.-25.09. workshops in Hamburg, Köln and online

## 4. - Project “HateTown”

The Hamburg Police Academy and the Lower Saxony Police Academy are carrying out the project "HateTown" to investigate prejudiced acts or victimizations in urban areas. There is much to suggest that such discriminatory acts occur far more frequently than is officially known. At the same time, prejudiced acts have particularly serious and long-term consequences. Among other things, the results of the project are to be incorporated into the training and further education of police officers and thus make an essential contribution to raising awareness with regard to prejudice-motivated crime.

## 5. - Specialist Commission LGBTI\* in the Hamburg Sports Federation

With the establishment in 2021 of a specialist LGBTI\* commission in the Hamburg Sports Federation and a responsible body for gender equality and diversity in organised sport, concrete projects for a better integration of LGBTI\* into organised sport will be implemented and further developed.

### Contact person at the municipality:

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



## 1. Culture Programm

In cooperation with the „Hannover Marketing and Tourismus GmbH“ a queer culture program containing singers, DJ and music bands was launched at the “Maschseefest”, one of the biggest events in Hannover at the lake Maschsee and the area. It was well received in the community.

## 2. 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:

[Juliane.Steeger@Hannover-Stadt.de](mailto:Juliane.Steeger@Hannover-Stadt.de)

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



## 1. - Measures advancing equality of LGBTIQ persons incorporated in the City of Helsinki equality and non-discrimination plan for services 2022–2025

The City Board of Helsinki adopted the equality and non-discrimination plan for services 2022–2025 in February 2022. The key objective of the plan is to advance the equality and non-discrimination of all Helsinki residents and service users regardless of their personal characteristics. The plan includes overall 93 measures, most of which aim to benefit various disadvantaged groups simultaneously. There are also some measures directly benefiting LGBTIQ people, e.g. ensuring the collection of gender-related background information with male/female/other options in all surveys conducted by the Urban Research and Statistics Unit and increasing the number of gender-neutral toilets and changing facilities in sports centres.



## 2. - Developing employees' competence on gender and sexual diversity



The City of Helsinki bought the right of access for its personnel to six thematic training videos published by Seta, the most prominent NGO focusing on LGBTIQ rights in Finland. The training videos cover a wide variety of important topics from LGBTIQ sensitive working life to respectful encounters with elderly trans people. They are accessible to all City employees through the intranet. In addition, the City's central administration and several of the divisions have organized their own training events on LGBTIQ topics.

## 3. 3.- Panel discussion on the access to services of elderly and disabled LGBTIQ persons

The panel discussion was organized during the Helsinki Pride Week in early July and focused on elderly and disabled LGBTIQ persons in the services of the City and NGOs. It was open to the general public as a hybrid event, i.e. both on site and online. The panelists included representatives of different NGOs (with affiliations to LGBTIQ communities) as well as the City. One of the objectives of the panel discussion was to showcase the needs and concerns of minorities within minorities who are often in the most disadvantaged position.







# leuven

## 1. - Got your back & bystander campaign

On March 21, international day against racism and discrimination, Leuven wanted to show that there is no place for discrimination of any sort in the city. The 'Got your back' is a campaign that stems from bystander effect: a phenomenon when people witness a discriminatory or racist situation but do not intervene because they don't dare to or don't know how to or simply just look away. By attaching and wearing the tag on your shoes, the city hopes to inspire people not to look away from such situations. Instead the shoe-tag encourages bystanders to intervene when they witness a discriminatory situation. The shoe-tag reminds bystanders that they are allies and can prevent or help in situations of discrimination, for example homophobia, as shown in a campaign video of the city Leuven. It is important to help each other out, even if you can't intervene in the situation itself, it is important to offer support to the victim afterwards. The less racism, discrimination, homophobia, ... the more Leuven.

(The campaign video related to homophobic violence: [https://youtu.be/Fp-kdxVJ\\_fE](https://youtu.be/Fp-kdxVJ_fE) )

## 2. 2.- Care center after sexual violence

Victims of sexual violence can go to the care center, located at the site of the university hospital UZ Gasthuisberg. Here they can receive all-inclusive care: physical, mental and legal. This gives the victim a better chance of recovery.

They can file a report in the center itself and therefore no longer have to take the step to go to the police station.

Often victims are reluctant or afraid to go to the police station. The center can be a safer space for victims and help them feel more confident to file a report. This could help reduce the dark number of unreported assaults, especially in the LGBTQIA+ community.

The staff of the center consisting of nurses, doctors, psychologists and police officers, are trained to deal with gender diversity and different sexual orientations. Aftercare is also provided.

## 3. 3.- Scan of gender inclusive language use

Leuven aims to be a city where everyone can be themselves and where diversity is encouraged.

We want to reflect this in our communication. Staff members of the equal opportunities department have scanned documents and the website for inclusiveness on gender and handicap.

We deem this necessary for the following reason: by writing gender-inclusive we treat the topic of gender respectfully. It will ensure that everyone feels respected and included, regardless of their gender identity.

## 1. - A historical support to the LGBT associations of the city

The city of Lille has been supporting LGBTQIA+ associations in the area for many years. Among these, the following areas are invested:

- **Events**

The association « Fiertés Lille Pride » which organizes the annual Gay Pride whose 25th edition will take place on Saturday 4th June. It also held the event « Pridays », day of LGBTI cultures on 12th February 2022 (<https://www.lillepride.fr/pridays-2022/>)

- **Emergency accommodation**

The city supports the associations Eole and Le Refuge to accommodate respectively people in gender transition and young people aged 18 to 25 victims of homophobia from their parents.

- **General support for LGBTQIA+ people (legal support, etc.)**

« J'en Suis J'y Reste », Lesbian Gay Bi Trans Queer Intersex and Feminist Center 'LGBTQIF) of Lille Hauts-de-France also receives support the city.

## 2. - The vote of the prevention plan and fight against discrimination LGBTQIA+ on 10th December 2021



La lutte contre les discriminations / Lutter contre les discriminations / Participer - Ville de Lille : adresses, horaires, calendriers et histoire

Voted unanimously by the City Council on 10th December 2021, this action plan aims to frame and amplify the city's action in the fight against LGBTQIA+ discrimination for this new mandate. Structured in 3 axes, awareness-raising; support and exemplarity, it results from the consultation with the city's associative actors.

Beyond the upcoming actions, some actions constituting this plan have already been implemented. To raise awareness, support for several events such as the « Pridays » (12th February 2021), the international Francophone congress of the Trans santé association – FPATH, on 23 and 24 September 2021. Partnership have also been set up with the University of Lille and Sciences Po Lille to raise awareness among stu-

dents. For support, emergency accommodation are already funded by the city for people in gender transition. An initiative to create « safe places » in the city where people can take refuge in the event of a street attack has already been initiated and will be deployed in 2022. To set an example, the city is already on the way to setting up training and awareness sessions for its municipal officers (municipal police officers, registrars, etc.) in 2022

## 1. - 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.

On 17th May 2022 deputy Mayor of Ljubljana awarded LGBT friendly certificate to 14 various public and private organisations (among them University of Ljubljana). Now we have more than 50 certificate holders (among them are schools, kindergartens, public institutes etc.).



## 2. - Integration of LGBT+ young people into the work environment

On 17th May we prepared a round table Integration of LGBT+ young people into the work environment. Dr. Roman Kuhar (Faculty of Arts, University of Ljubljana), Nejc Jaka Sekula (Novartis) and two young people Leopold Štefančič and Aljaž Osredkar presented their view and experience.

According to various researches, young people in Slovenia are often not registered in the unemployment register, but their status shows that they do not have regular employment or/and work through precarious forms of work. Data from foreign research show that non-normative personal circumstances, such as non-normative sexual orientations, gender identities, gender expressions worsen the position of young people on the labor market.

We spend a good part of our lives in the work environment, so it is extremely important that the environment is inclusive and sensitive to different personal circumstances. Diversity strengthens us, contributes to a better well-being of employees, and at the same time has a positive effect on the quality of work and thus on the growth of the company or organization. We all have a social and moral duty to accept LGBT+ people as equal members of society and contribute our part to an inclusive and diverse society.

## 3. - Maze of Expressions

The Pride Parade Festival is an international cultural and political festival of LGBT+ culture with a distinctly political note. It peaks with the annual Pride Parade, which was this year on 11th June. The honorary patron of the Pride Parade is (traditionally) Mayor Zoran Janković.

As part of the festival the City hall hosted an exhibition of eleven young queer artists, Maze of Expressions. Ljubljana Pride Association is a youth organisation that has been organising cultural events for many years and supporting young LGBTIQ+ artists in their development and entry into the cultural scene.



After times when space for culture was limited to the possibilities and dictates of the political epidemiological situation, it is even more important to provide a venue, visibility and promotion to young LGBTIQ+ artists and their artworks. The exhibition was given artists the opportunity to present their work in a visible, established space. Each work of art was supported by a QR code that visitors could scan to access the presentation of artists and a digital auction of their works.

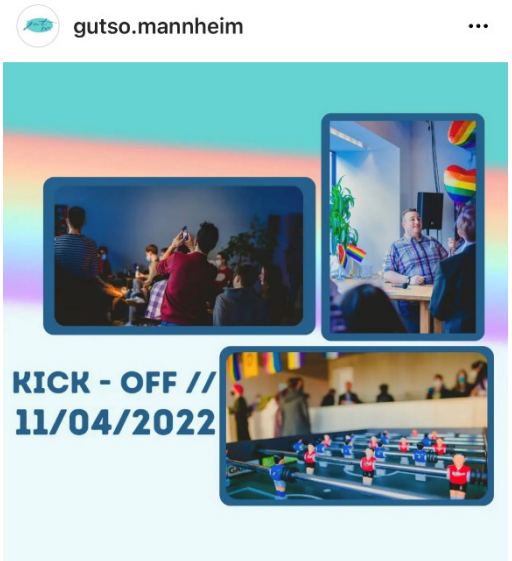


# Mannheim

## 1. - Opening of the first queer youth club "gut so"

In Mannheim, the queer youth club "gut so" (translated meaning "good as you are") opened in April. The offer is available to young people aged 14 to under 27. The offer is intended to encourage good leisure time activities, participation in extracurricular educational activities and the development of personal and social skills. The special living conditions of lesbian, gay, bisexual, trans, inter as well as non-binary and queer youth and young adults are taken into account. To compensate for social disadvantages, (social) educational support is offered that promotes social, professional and school participation and thus leads to more equal opportunities. The city of Mannheim is funding the program with a total of around 700,000 euros over the next four years.

More information at <https://instagram.com/gutso.mannheim>



## 2. - Queer LABs at the Urban Thinkers Campus 2022 in Mannheim

The Urban Thinkers Campus (UTC) is an initiative of the World Urban Campaign driven by UN-Habitat. The UTC is conceived as an open space for critical exchange between urban researchers, professionals, and decision-makers who believe that urbanization is an opportunity and can lead to positive urban transformations. In 2022, the discussion panels revolved around gender equality and partnerships to implement the Mannheim Sustainable Development Goals. The LGBTI Commission organized two queer LABs for the UTC.

In the first queer LAB "LEAVE NO QUEER YOUTH BEHIND" the panel featured an international exchange between experts discussing how to better support vulnerable queer youth and young adults to ensure their equal opportunities and participation. In addition to showcasing local best practices from around the world, the panel also discussed the various intersectional challenges faced by queer youth and provided recommendations for local actors and policy makers

The second queer Lab "VISIBILITY OF LESBIANS AND QUEER WOMEN IN PUBLIC SPACE" discussed the causes of the lack of representation of (queer) women in public, looking also at cultures of memory, urban planning and architecture. The experts in the lab focused also on how this could be changed and how lesbian history, lesbian symbols and landmarks can find their way into the public image of Mannheim. Using examples from other cities, it was discussed how lesbians and queer women could be given more space.

More information at <https://utc-mannheim.de/en/#programm>

## 3. - Series of events and documentation "Queer diversity in old age"

In 2021, the Mannheim Round Table on Sexual and Gender Diversity decided to address queer diversity issues in old age as an annual theme. A working group was created, which held a series of events. The first result was a documentation that presents the events and the process and records the results. It not only gives an overview of the topic, but also informs about the next steps and goals for an open and queer-friendly Mannheim for people in older and old age. The documentation is available in German on the homepage of the City of Mannheim at ["Queere Vielfalt im Alter" Dokumentation des Jahresthemas des Runden Tisches sexuelle und geschlechtliche Vielfalt Mannheim](#)



## Mexico City

### 1. - “Gran Acuerdo por el Trato Igualitario de 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, 50 companies (with approximately 150,000 direct beneficiaries) of different types have completed the accession process and are now part of the “Great Agreement”.



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

### 2. - Action Report 2021 - LGBTTTI friendly city (published in 2022)

COPRED published in 2022 the annual report of actions, policies, programs and campaigns that Mexico City's government entities carried out to guarantee the LGBTI rights during 2021 as a friendly city with the LGBTTTI 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-Acuerdo-LGBTTTI-2021.pdf>

### 3. - Zebra crosswalk

As an initiative of the COPRED, and prior to the LGBTIQ+ Pride Parade in Mexico City (June 25, 2022), was painted a significant pedestrian cross located in Juárez Avenue, a place attended by all the people that inhabit and transit in the capital of the country, and near the emblematic Hemicycle to Benito Juárez.

It should be noted that, in 2019, COPRED carried out the same activity in the same pedestrian crossing with the aim of making visible the struggle and rights won by the LGBTTTI populations in the city.

Finally, and after two years of pandemic, it is important to resume face-to-face activities that help raise awareness of the struggle for LGBTIQ+ rights and commemorate the people who have been a fundamental part of the movement.



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

## 1. Municipal staff training

Between 2020 and 2022, Montreal has trained more than 300 employees to learn about LGBTQ2+ communities and realities. The goal was to equip the staff to act with respect and openness to sexual and gender diversity. All the tools and material developed are also available for the Montreal City's partners.

Tools developed:

- Virtual classroom
- Video capsules
- Thematic sheets

## 2. Gender-Based and Intersectional Analysis (GBA+)

Since 2018, a GBA+ implementation pilot project has been underway at the City of Montreal. It is an approach that takes into account the multiple needs and discriminations experienced by the population, to grasp, upstream, the effects of a project on it and to implement optimal solutions that generate equity. The GBA+ pilot project is based on an awareness, training and support strategy for the City of Montreal's units. As part of the GBA+ pilot project, several awareness tools have been created such as the GBA+ Aide-mémoire, an Application Guide and a GBA+ 101 Guide. The City is working to improve the consideration of sexual and gender diversity issues in the application of GBA+.

## 3. Valuing LGBTQ2+ realities and contribution

Public Consultation:

- Forum du Village - An Ongoing revitalization process for a more inclusive appropriation of the neighborhood
  - Imagined by the Ville-Marie borough and its partners, the Forum du Village is a **participatory approach that aims to rethink and build the future of the sector and its famous artery that characterizes Montreal's inclusive neighborhood: Sainte-Catherine Street East**. Articulating around a variety of issues: security, public space, identity, socio-economic vitality, living together and culture, this forum will take place in two stages and was held throughout summer 2022.

<https://www.realisonsmtl.ca/forumduvillage>

Symbolic actions:

- To mark the International Day Against Homophobia and Transphobia, the **Montreal Police Department and the Montreal Fire Department raised the inclusive pride flag for the first time in their history**. Good proof that awareness-raising actions are bearing fruit within the City and its services.
- Under study, Montreal is also planning the creation of **a place-tribute** aimed to celebrate the struggles, progress and resilience of LGBTQ2+ populations by recalling key moments in their history, while saluting the memory of victims of hate crimes targeting LGBTQ2+ communities.



## 1. - LGBTIQ\* employees' network



This year we set up our LGBTIQ\* employees' network. We started with a roof top event, where we were happy to welcome more than 100 colleagues. We talked about the needs, ideas and wishes for the employees' network and we had a lot of time for exchange and networking.

LGBTIQ\* employees could get known to each other and participate to develop an active and strong network inside of the city administration. The employees can bring their own ideas as maybe regulars' tables, appearance at the Munich Pride and more.

To have a LGBTIQ\* employees' network is not only a benefit for the employees to feel appreciated but also a further step to keep the City of Munich an attractive employer for LGBTIQ\*. Diversity is an important part of the city's employer brand.

## 2. - Symposium

### "Protection of the child's welfare and the physical and mental integrity of intersex children"

As a first step to increase safety and better help for intersex children and their families the symposium "Protection of the child's welfare and the physical and mental integrity of intersex children" was organised. It was a very constructive cooperation of our coordination office for equality for LGBTIQ\* with the health department, the youth welfare office, and the equality office for women. The symposium was targeted especially at the medical fraternity and different health personnel as well as social personnel.

The program included lectures on human rights and children's rights aspects when dealing with intersex children in the healthcare system, realities and needs of affected families and information about clinical - diagnostic procedures which have been discussed. There were experts out of intersex organisations, science, and medicine. In a panel there was a constructive exchange about needs, realities, and perspectives in this field. It was discussed as important to also strengthen the counselling of parents beside the health personnel to increase the handling with the situation when an intersex child is born. Also, the families need to be supported on their way to let the child be an intersex child and to assume the child's rights.

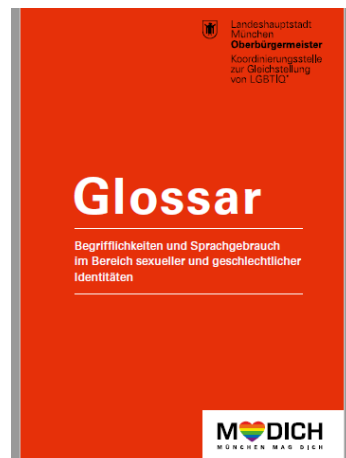
After an interesting and constructive day, we will go forward with more ideas to support equality of inter\*people and increase the situation of intersex children.

## 3. - LGBTIQ\* Glossary

It is always a big discussion and for a city's administration sometimes not easy to find the right wordings. So, the coordination office for equality for LGBTIQ\* prepared a glossary with useful terms about LGBTIQ\*. The glossary can be found in the intranet and is available also as a printed version. This little booklet was sent to the units in the city government. Also, if there are sometimes different opinions about certain terms, it will be helpful and at least it will open a discussion, how to speak with appreciation, professional and sensibilized about LGBTIQ\* subjects.

<https://stadt.muenchen.de/infos/kgi-lgbtqi-glossar.html>

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

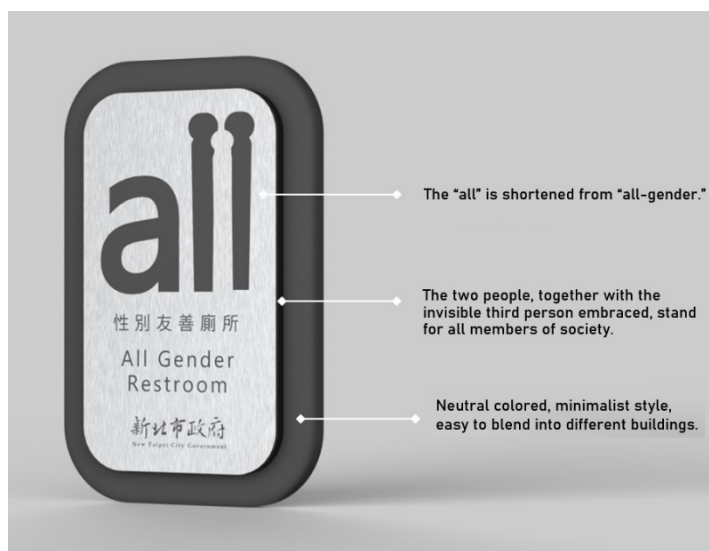


## New Taipei City

### 1. New Taipei City's establishment of all-gender restrooms in 29 districts

New Taipei City's establishment of its first public all-gender restroom won the bronze medal at the 2022 Asia-Pacific Sustainability Action Awards and the silver award at the 2022 Taiwan Sustainability Action Awards.

Public restrooms everywhere have been renovated using various innovations under the New Taipei Government's promotion of SDGs. In December 2021, as Taiwan's first "whole-area-rebuilt" case of public-private partnership, public restrooms on floor B1 of the Citizen Plaza of New Taipei City Hall were renovated to be all-gender restrooms under a total budget of NT\$7.49 million. Furthermore, Taiwan's first smart vending machine offering various free menstrual products was installed within the restrooms.



Guidelines for Establishing All-Gender Restrooms in New Taipei City was published with Taiwan's first government-approved all-gender restroom signs design on the cover on World Toilet Day, November 19, 2021. The nearly 6,000 public restrooms administrated by New Taipei City Government may easily follow, reaching the goal for New Taipei City's 29 districts to each install at least one all-gender restroom.

### 2. Rainbow Spectrum Film Festival

The Cultural Affairs Bureau of New Taipei City has long been committed to promoting gender equality through films. Fuzhong 15 will launch a film festival based on the theme "rainbow spectrum" in September and October 2022, selecting and screening a number of domestic and foreign film festival films with male, female, and transgender themes, including the documentary The Solo Dancer's Movement and the feature films Matt and Max and Aristocrats as well as other shortlisted award-winning works. The public will be able to see the rainbow spectrum of gender equality through various types of work and cinematography.

### 3. Lifting school uniform restrictions



The Taiwan International Queer Film Festival (TIQFF) is sponsored by the Taiwan International Audiovisual and Educational Association. In 2022, the 9th TIQFF shortlisted Rose Skirt in the Taiwan Short Film Competition category. Rose Skirt was inspired by the "Banzhong Men's Skirts" campaign initiated by students at Banqiao High School in New Taipei City.

Banqiao High School is the first mixed-sex high school in Greater Taipei. In 2018, the student union of Banqiao High School held the first Banzhong Men's Skirts campaign to celebrate gender equality in the hope that male, female, and transgender students would wear skirts for a week to encourage other students to follow their personal preferences in wearing school uniforms. In 2019, school, student, and parent representatives lifted the gender-based dress code democratically. Students

can now choose to wear pants or skirts as a part of their uniform. Following the establishment of the freedom of dress on campus now, the Men's Skirts movement will extend to multicultural activities in the future.

### 1. - Queer Nuremberg Action Plan

The Nuremberg City Council was the first municipality in Bavaria to adopt the Queer Nuremberg Action Plan with a large majority. The action plan was developed jointly by the community, politics and administration and is a milestone for the coming years. In the action plan, the administration has committed itself to taking better account of LGBTIQ concerns in all its services and to building up services where they are lacking. In addition to opening up the administration, another important building block is to provide better structural and financial support for Nuremberg's community. To ensure that the action plan is well implemented, a coordination group has been set up. The group consists of people responsible for the different areas, such as youth, family, seniors, education, etc. and representatives of the community. The coordination group meets twice a year. The action plan is initially valid until 2025, when it will be evaluated and, if necessary, updated. As a first measure, queer afternoons will be offered in four youth centres in the city.



### 2. - Queer ageing in Nuremberg

The services offered by the city and major welfare organisations for senior citizens have not yet focused on specific queer issues. We wanted to change that. The city's senior citizens' office and the LGBTIQ-STelle jointly organised an event with the community and all those involved in senior citizens' work. Dr. Inka Wilhelm from the specialist agency "Altern unterm Regenbogen" from Düsseldorf and Andreas Kringe from rubicon Cologne were invited to give input. In both cities, there are already established senior living projects and leisure activities, and we wanted to learn from them. After the input, we worked in small groups on the topics "Discrimination in care", "How do we want to live" and "Queer leisure activities for seniors". The event was very touching, many suggestions and wishes were expressed. Discrimination in care and in old people's homes was recognised as an important topic, training courses will be organised and possibly even a seal for institutions will be developed. A representative of the government of Middle Franconia sees the possibility of including protection against discrimination in the home supervision regulations. FIRST MEASURES IMPLEMENTED IN 2022: A regular queer afternoon in the senior citizens' meeting place Bleiweiß and the expansion of the visiting service for queer seniors as well.

### 3. - Permanent training for the employees of the administration



Training on queer issues was again provided for the administration in 2022. This year the focus was on youth and counselling work. For the first time in 2022, specific trainings on the topic of intersexuality were also offered for children and youth work. Since 2021, thank God, the ban on gender reassignment surgery has been in force, so that children and youth work should be made fit here in dealing with all questions on intersexuality.

#### Contact details:

Christine Burmann ([christine.burmann@stadt.nuernberg.de](mailto:christine.burmann@stadt.nuernberg.de))  
[www.lsbti.nuernberg.de](http://www.lsbti.nuernberg.de)



## 1. - Gendercoaching local schools



We starting an experimental series of coaching for a local school to work on gender and LGBTI+-equality and – safety. Students learn in different sessions about gender identity and gender expression, stereotyping and genderbases intimidation or discrimination. On an online platform, students can report where they feel unsafe in the city or where they were confronted with intimidation or violence. In co-creation with the city, the students work on a more safe and more tolerant city environment.

## 2. - Information sessions LGBTI/migration

In a collaboration with a local youth care organization and Merhaba vzw, we are organizing 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. - The violet

The city supports the Rainbow Festival that is put together by local LGBTI+-organizations. In an effort to involve local businesses and spread awareness, we launched the symbol of the violet. Local restaurants and bars can follow a seminar on how to recognize, react to and report LGBTI+-discrimination or -violence. Businesses who have followed the seminar, receive the symbol of a violet to show that they are a welcoming and supporting environment for LGBTI+-customers.

Oostende  
DE STAD  
AAN ZEE

RFO



ZAAK ZONDER HAAT



City of Oslo

Department of Health, Work and Social Services

### **1. - 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).

### **2. - 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.

### **3. - 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 annual Oslo pride festival. This year – 2022 – the City of Oslo highlights the fifty-year anniversary of the decriminalization of homosexuality in Norway. The municipality opened the Rainbow place in downtown Oslo in April the municipality was the host of the televised show Legally Queer in City Hall. In October the municipality sets up an OXLO-exhibition at City Hall Square on role models in the fight for LGBT rights in Oslo.

On June 25th the Pride festival in down town Oslo was the target of hate motivated mass shooting. It increased insecurity and vulnerability among LGBT in Oslo in the face of hatred and homophobia. The municipality set up health services for the people most affected by the incident, and a fund providing money for meetings and social gatherings organized by LGBT+ associations. We also funded and helped organize a rainbow march on September 10th, to demonstrate the solidarity and support of the citizenry of Oslo.

### **Contacts**

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

## Paris

### 2022: a year to acknowledge LGBTQI+ for Paris city workers

The Human Resources Department (HRD) of the City of Paris is increasingly fighting LGBTQI+ phobias in Paris. In 2021, the HRD jointly with LGBTQI+ associations participated in working groups, which led to awareness and visibility campaigns in 2022.

#### 1. - Awareness shows:

For the first time, we held shows for city employees in the auditorium of the Paris City Hall on LGBTQI+ issues. These awareness shows were very successful and, even months later they are at the center of discussions and exchanges on LGBTQI+ issues.



The Trans Day of Visibility on March 31, 2022, Anne-Gaëlle Duvochel performed her one-woman show.

The lesbian day of visibility on April 26, we presented a performance of the comedian TAHNEE, an exhibition of the Lesbian [Archives www.arcl.fr](http://www.arcl.fr) and a screening of the international lesbian and feminist festival of Paris [Cineffable - Accueil](http://Cineffable-Accueil)



The Intersex day of visibility, on October 22, 2022 we will propose a lecture with gestures, organized with [www.cia-oii-france.org](http://www.cia-oii-france.org)

#### 2. - Significant events:

The City of Paris International Award for LGBTQI+ Rights for activists welcomed Alice NKOM, president of the jury, to Paris on May 17, 2022 (IDAHOT) [www.paris.fr/pages/prix-international-lgbtqi-15548](http://www.paris.fr/pages/prix-international-lgbtqi-15548). In partnership with the Carnavalet Museum, the City of Paris invited the jury to visit the museum and discuss LGBTQI+ issues.

For the Gay Pride March on June 25, 2022, the City of Paris rented a bus painted with the visual "Paris is proud". City employees actively participated in this event, with Louiz, Miss Trans 2021, who rode on the city bus.

#### 3. - For the first year, the City of Paris attended the LGBT+ Role Models and Allies at Work organized by the association l'Autre Cercle.

The City of Paris offered several employees to participate in a ceremony honoring those who distinguish themselves by their actions in favor of the inclusion of LGBT+ people at work.





## 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. Following the training sessions workplaces must create an action plan based on what they learned and in line with the goal of Rainbow Certification. The action plan must be reviewed annually.



## 2. LGBT+ inclusive surveys

In 2021 Reykjavík City's Public Health policy was created along with an action plan. One of the actions is to create guidelines on asking about LGBT+ people in anonymous surveys that the city conducts. This is in order to adapt services and respond to discrepancies faced by the LGBT+ community. The aim is to ensure the well-being of LGBT+ people which is widely documented to be lesser than the well-being of the general (cisgender and heterosexual) public.

## 3. "What is Non-binary?"



What is Non-binary is both a brochure and informational video explaining what non-binary is. It explains terms and pronouns and includes ideas about how to teach and discuss non-binary issues along with how to create an inclusive space for non-binary and gender non-conforming children. The information is aimed at people who work with children, namely teachers as well as staff at recreational programs (e.g. after-school programs). The brochure (in Icelandic) and video will be released in late autumn 2022.

### 1. - Tour d'Amour

Tour d'Amour is an initiative from the Empowerment Foundation that focusses on the position of the LGBTI-elderly. They have grown up in a time during which it they were not able to talk about their feelings. It is often still hard for them to talk about these issues out of fear of bullying and incomprehension, especially if they are care dependent. Tour d'Amour travels to homes for the elderly, community centres and educational institutes. During these visits Tour d'Amour educates residents, workers, volunteers and future health care professionals to enhance the position of the LGBTI-elderly. They do this through sharing lifestories accompanied by musical performances.

More info: [Tour d'Amour – Empowerment Foundation](#)



### 2. - Jezelf op Zuid



The south of Rotterdam is an area that until recently didn't offer a lot of activities or facilities for the LGBTI-community. 'Jezelf op Zuid' provides safe(r) spaces and activities for young queer people from the south of Rotterdam and their supporters (family, friends). Through activities organised by and for the community, queer young people have the chance to meet each other in their own part of the city. These activities focus on communitybuilding, mental health and self care. For supporters and professionals that are in need of more information or expertise on the issues and challenges young queer people are facing 'Jezelf op Zuid' organises meetings where

they can ask their questions and exchange experiences.

More info: <https://www.instagram.com/jezelfopzuid>

### 3. - Personal Change Lab

Personal Change Lab is a programme specifically for the bicultural queer-community. Dealing with multiple discrimination, exclusion, rejection and social pressure can lead to anxiety, depression, isolation, substance abuse and other mental health problems. Finding a health care professional experienced and equipped to help with these specific issues can be a challenge. This programme is run by professionals from the bicultural queer-community. Using both on- and offline instruments the programme deals with e.g. intergenerational trauma and helps the participants to, amongst other things, deal with triggering situations and learn to trust their own judgement and intuition.

More info: [Personal Change Lab](#)





## Sao Paulo

### 1. - Portal SP 156

The SP 156 service receives reports of LGBTphobia through the internet portal, which can be made by the victims themselves or by people who witnessed the crime.

Any situation of LGBTphobia, such as discrimination, aggression, embarrassment, physical intimidation, and even insults on social networks and/or media, can be reported through the SP 156 service channels. To start this initiative, the SP 156 portal team received training and awareness to deal with this type of complaint.

With this, Portal SP 156 strengthened the service network available. Formed by five fixed LGBTI+ Citizenship Centers and four mobile units that circulate around São Paulo, the network develops permanent actions to combat LGBTphobia and respect for sexual diversity, working in the areas of Human Rights Defense and Promotion of LGBTI+ Citizenship, taking these and other services to all regions of the capital.



### 2. - Respect Has a Name (#RespeitoTemNome)

São Paulo City Hall's program "Respect Has a Name", (#RespeitoTemNome) is an important public policy that guarantees the free-of-charge correction in the personal documentation of first name and gender of transvestites, transsexual women, and trans men.

To join the Program, the person must present indicators of increased vulnerability, such as people living on the streets, elderly women; immigrants and/or refugees, victims of physical or psychological violence arising from LGBTphobia, being unemployed, or not having any other form of income, for at least six (06) months, among other serious cases. Also, the person must live for at least two (02) years in the city of São Paulo.

### 3. - Transcidadania



The *Transcidadania* Program promotes social reintegration and the rescue of citizenship for transvestites, transgender women, and trans men in vulnerable situations. The Program's beneficiaries get the opportunity to complete Elementary and high school, earn a professional qualification and develop citizenship practice.

Each beneficiary also receives two years of psychological, legal, social, and pedagogical support during the permanence in the program.

One of the most innovative aspects of Transcidadania Program is the financial autonomy support through the transfer of income (scholarship) conditioned to the professional preparation for the job market, citizen training, and the execution of activities related to the completion of basic education cycles.

In addition, the Program has seen exponential growth in recent years: in 2016, the value of the scholarship was BRL 827.40. In

2020, it was BRL 1,097.25; in 2021, it was BRL 1,160.24; and is currently BRL 1,272.60 per scholarship.

Transcidadania Program also increased the number of vacancies: in 2015, it had 100 vacancies, currently, the number increased from 510 to 660 per class, with the incorporation of 160 vacancies (equivalent to a 300% increase in the last three years), and the next goal is to increase the number of vacancies to 1,020, by 2024.





## 1. Exhibition on “Home on the Rainbow: Unachieved Goals for LGBTIQ+ Families”

Taiwan has become the first Asian country legalizing same-sex marriage in 2019. It does not mean the roads to marriage equality are well built though. There are still barriers in front of people who want to become family. The first one is that transnational same-sex marriage is unlawful. According to the civil laws in Taiwan, marriage is legal when approved by the countries of two parties. If the countries do not legally approve same-sex marriage, people from those countries cannot marry to Taiwan citizens. The second one is that assisted reproductive technology is not legally open to

same-sex couples. It results that these couples have to go abroad for IVF procedures. The third one is that same-sex couples are not legally allowed to jointly adopt unrelated children.

Facebook fan page: <https://reurl.cc/dWk4MD>

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

For celebrating LGBTIQ+ pride parade in October, city government organizes events like rainbow sightseeing tour bus and tour guide (in English) about LGBT historic sites. Foreign tourists are welcomed to join the events. The chatbot on Facebook fan page of “Travel Taipei” is initiated to attract more people coming by online interaction. These events aim to make people feel the most LGBTI friendly atmosphere in Taipei.

Rainbow sightseeing tour bus: <https://reurl.cc/XV8DqM>



## 3. “Trans-Inclusive Services” Program & Guidelines



The program integrated 23 transgender inclusive initiatives and services from different departments, and sorted into 9 categories, including unisex toilets, exclusive time and space for trans during health check-up of military service, title stickers for IDs and so on. These initiatives and services respond to the needs of trans people and aim to eliminate discriminations from daily lives as well. The program is designed based on empathy toward trans people, yet it is actually friendly to everyone. We hope to go beyond the gender binary system through the program and move forward to gender equality

Guidelines for Providing Trans-Inclusive Services are made to remind professional workers of how to set up preparedness and how to respond when providing services, in order not to “cross the line” due to misunderstandings. The Guidelines give explanations through different scenarios, such as at a police checkpoint, a class activity in school, in a hospital, and during a social worker visitation.

Read more: <https://reurl.cc/rRqd6E> ; <https://reurl.cc/leWkgv>

## City of Vienna

### Anti-discrimination unit for LGBTIQ Issues (WASSt)

#### 1. - Campaign „Lebe deine Liebe“ (“live your love“)



Visibility is one of the keys fighting for acceptance and awareness. Therefore, the City of Vienna launched a campaign during pride month June 2022. Citizens, commuters as well as visitors could see one gay, lesbian and heterosexual couple kissing on walls, metro stations, information screens, newspapers, in spots on television, and on three especially for that campaign created tramways all over Vienna.



*Credit: PID/David Bohmann*

#### 2. - “Memorial to the Men and Women Victimized by the Persecution of Homosexuals in the Nazi Era“



To remember those, who had become victims of the homosexual persecution during the National Socialism in Vienna, the City of Vienna presented Sarah Ortmeyer's and Karl Kolbitz's "ARCUS – Shadow of a Rainbow" as the new memorial. WASSt and KÖR - Kunst im Öffentlichen Raum (Public Art Vienna) organised and accompanied this participative process including experts from the science sector, city administration and local LGBTIQ-NGOs successfully.

#### 3. - Youth Centre - participation, founding process

Although Vienna has a distinguished history of youth care, a youth centre explicitly for LGBTIQs is missing in the puzzle. The city government has agreed upon founding one. For that, WASSt has organised an online symposium and a conference at the City Townhall to include the LGBTIQ-community into the process. An ongoing call opens the race for the best concept for the first Viennese LGBTIQ youth centre. The youth centre was the main topic of the WASSt wagon at the Viennese pride.



*Credit: WASSt*



## 1. - Follow up: Queer Centre Wiesbaden

In 2021 the LGBT+ Coordination Office implemented an extended participation process in order to develop a concept for a queer centre in Wiesbaden. All LGBT organisations and inhabitants of the city have been invited to take part. In 2022 the LGBT community needed assistance in the practical implementation of a Queer Centre. None of the relatively small and primarily volunteer-based organizations and groups did trust themselves to run the centre. The responsibility and workload seemed too great. Therefore, the LGBT+ Coordination Office facilitated a process in which opportunities for collaboration among several stakeholders were identified.



The resulting umbrella organization "Queer Centre Wiesbaden" now unites the competences of all LGBT groups affiliated to it and represents their interests regarding the Queer Centre. The organization received support in applying for financial resources from the municipal budget. The centre's funding of 100,000 euros in 2022 made it possible to establish a full-time position. Once rental costs for a property become necessary, the grant can be increased.

## 2. - Booklet: Queer in Wiesbaden



In 2021 the LGBT+ Coordination Office supported a working group that wanted to make the local LGBT+ organisations and projects known and to give a face to the queer community in Wiesbaden. One planned outcome of this was to publish a booklet that provides an overview of all groups and projects, so that interested people can easily find helpful contacts.

The main task for the LGBT+ Coordination Office was to accompany the work, convene meetings and provide funds. All LGBT groups in Wiesbaden were asked to provide content for their own double page. As the pandemic had a negative impact on the commitment and manpower of the activists, the entire process was severely delayed. The LGBT+ Coordination Office therefore took over the project management and could complete the publication in 2022. The LGBT+ community is very satisfied with the result. The press response was also good and many consulting institutions have requested the booklet.

## 3. - Rainbow Reception of the Lord Mayor

Every year, the Gay Pride association in Wiesbaden calls for events and projects to be held as part of the "Queer Summer". The LGBT+ Coordination Office organized a Rainbow Reception of the Lord Mayor as a prelude to the Wiesbaden Pride. Activists working for the interests and concerns of LGBT+ were invited as well as representatives of political parties and the city government. LGBT refugees and asylum seekers also received an invitation. The reception in the courtyard of the New City Hall was framed by a speech of the Lord Mayor. He took the opportunity to thank the activists for their commitment, especially during the pandemic. He emphasized that LGBT people are unrestrictedly part of the society, no matter which country they come from. Activists were able to exchange ideas with political representatives over wine and finger food and thus establish important contacts.

Stefan Kräh

LGBT+ Coordination Office , E-Mail: [lsbtiq@wiesbaden.de](mailto:lsbtiq@wiesbaden.de)





### **1. - More inclusive school buildings for trans and intersex pupils**

A major stressor for trans and intersex children and adolescents of school age is the fear of being identified as trans or intersex and for this reason being rejected, laughed at, or bullied. The City of Zurich has developed new room standards for future school buildings. They include guidelines for all-gender restrooms. One third of the restrooms should be labeled for girls, one third for boys and one third for all genders. New guidelines also apply to locker rooms in school sports facilities: Each locker room will provide two lockable individual cubicles, which all pupils can use. Where possible, two lockable individual cubicles should also be installed in the showers.

[Room standards](#) (in German)

### **2. - New language regulations also include non-binary persons**

The City of Zurich has issued a revised regulation on gender equality in language for official texts of the city administration. It replaces the previous regulation from 1996, which regulated gender equality in language with regard to women and men, but did not always allow non-binary people to be addressed adequately. The new regulations stipulate that in official texts, persons of all genders are treated equally in terms of language: i.e. women, men and non-binary people. If a text refers to people of different genders or to people of whom it is not known which gender-related designation they want, employees of the city administration now have two options: They can use gender-neutral forms, as the old regulations already provided (examples: «Rettungskräfte», «Studierende»). As a supplementary, alternative option - with the exception of a few types of documents - the use of the gender star is now also permitted in the city administration (example: «Zürcher\*innen»).

[Regulations and manual](#) (in German)

### **3. - LGBTI workshops for instructors in care**

Health care and nursing professionals need to be familiar with LGBTIQ issues. For this purpose, the City of Zurich, in cooperation with Transgender Network Switzerland, has designed and conducted workshops for instructors in health care and nursing. The workshops provide 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, trans and intersex people should strengthen the skills of the staff. At the same time, the workshops provide knowledge about the vulnerabilities and needs of LGBTI trainees.

### 1. - Event series about "Lesbian History - Between Invisibility and Repression"



#### LESBEN\*GESCHICHTE – ZWISCHEN UNSICHTBARKEIT UND REPRESSION

This year, more than 500 participants have followed a six-part lecture series in Heidelberg and online. The goal was to make the topic of lesbian history, which is still rarely represented in societal discourse, accessible to the general public and to strengthen an educational dialogue between queer communities and public and academic institutions. The lecture series was a cooperation of the Institute for History and Ethics of Medicine at Heidelberg University and the research project "Single Women, Female Friends, Women-Loving Women - Lesbian Lifeworlds in the German Southwest (ca. 1920s-1970s)" with the Office of Equal Opportunities of

the City of Heidelberg, the Queer Festival Heidelberg, the Foundation Reichspräsident-Friedrich-Ebert-Gedenkstätte and the Kulturhaus Karlstorbahnhof. The research project itself is funded by the Ministry of Science, Research and the Arts of the State of Baden-Württemberg and supported by the Office of Equal Opportunities of the City of Heidelberg.

### 2. - New research project on conversion practices

"Conversion Treatments: Contexts. Practices. Biographies" is the title of a research project now starting in Heidelberg. As Germany's first scientific project in this field, it investigates the extent to which attempts have been and are being made in Germany to change the sexual orientation and gender expression of lgbtqi+ people. The consequences for those affected by so-called conversion treatments will also be considered. For the research project, a nationwide online survey and an extensive interview study with affected persons will be designed, conducted and evaluated. Project leaders are Dr. Klemens Ketelhut, Senior Researcher at Mosaik Deutschland e.V., and Danijel Cubelic, Head of



the Office for Equal Opportunities of the City of Heidelberg. From October 1, 2022 to December 31, 2023, the project is funded by the Federal Center for Health Education on behalf of the Federal Ministry of Health. Its Implementation lies in the hands of Mosaik Deutschland e.V. and the Office of Equal Opportunities of the City of Heidelberg. An advisory board, in which more than 20 lgbtqi+ associations and research institutions are represented, accompanies the research project.

### 3. - Prevention Project of the lgbtqi+ counseling center PLUS



Counseling, prevention formats, and public awareness campaigns regarding the issue of hate violence against LGBTIQ+ are to be further expanded in Heidelberg. The municipal council Committee for Social Affairs and Equal Opportunities has therefore unanimously approved a proposal of the city administration for an additional financial support of the lgbtqi+ counseling and prevention center PLUS e.V. with the amount of 18,320 euros. The funding is to be used to finance additional counseling services, further training for specialists, and a public relations campaign with a series of events starting in December 2022.

Contact persons at the municipality:

Danijel Cubelic (Director of the Office of Equal Opportunities)

Marius Emmerich (LGBTIQ+ Coordination Office)

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