

Good Practices 2025

We encourage readers to delve into our search engine located in the “Good Practices” section at <https://www.rainbowcities.com/good-practices/>. Here, you can easily navigate and find a variety of policies by Country, City, Policy Field, Addressed Population, and Year. This document stands as a comprehensive record of valuable insights and practices. Your exploration can lead to discovering impactful strategies!

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Cultural Diversity

Supporting Artistic Projects that Make LGBTQ2IA+ Realities Visible

The City of Montréal supports community organizations to foster artistic projects that highlight the diversity of sexual and gender identities through an intersectional lens. Recent initiatives include:

- *Keeping Our Memories Alive*, an exhibition by the Quebec Lesbian Archives with support from the MEM – Centre des mémoires montréalaises, documenting decades of activism, community building and cultural expression within lesbian communities.
- [*Symbiosis*](#), a mural by Ojibwe artist Cedar-Eve Peters, in collaboration with Mikana, honoring Two-Spirit identities and offering a powerful visual space. The term *Two-Spirit* refers to gender and spiritual identities that combine both masculine and feminine dimensions within certain Indigenous cultures.
- The *Ctrl+Alt Festival*, showcasing queer artists from Montréal's nightlife and celebrating identities often excluded from mainstream cultural spaces.

City Profile: [Montréal](#)

Promotion of queer art



During Pride Month, LGBTIQ office collaborated with local gay artist, Ilija Vujošević, and supported his interdisciplinary art project which combined photography, sculpture and participation of queer community through outdoor workshops. The project explored the ways in which queer identities intersect with nature, mythology, and marginalization. At the center of the project is a photo book featuring a series of editorial-style photographs that depict sculptures of fairies made from plant materials collected during walks in the Podgorica area. As part of this project, two outdoor workshops were organized for the queer community, and a promotion of the photo book was held at a local bookstore.

City Profile: [Podgorica](#)

Pride Roeselare



In Roeselare was er nood aan een plek waar mensen uit de queergemeenschap feest kunnen vieren in een veilige omgeving. Het Regenboogcafé Roeselare zette samen met sfeercafé Bar Canard een LGBTQIA+ friendly evenement op: Pride Night Roeselare. Ondertussen zijn er al 5 succesvolle edities gepasseerd en blijft het evenement groeien. Men leert er nieuwe mensen kennen, de werking van het Regenboogcafé Roeselare en ook van andere verenigingen. Doordat er ook mensen komen die niet tot de queergemeenschap behoren, is de Pride Night Roeselare een ontmoetingsplek geworden met een zeer grote diversiteit. De 'Pride' verwijst naar het protest. Het recht hebben om je te amuseren, jezelf te kunnen zijn, de kleren te dragen die je wil... zonder aangestaard te worden of negatieve reacties te krijgen. Gewoon zijn en doen wie je bent.

City Profile: [Roeselare](#)

New Taipei Pride Month Photo Exhibition



New Taipei City is deeply committed to nurturing an inclusive and understanding community, and a cornerstone of this effort is the New Taipei Pride Month in June. The Social Welfare Department, along with TAPCPR (Taiwan Alliance to Promote Civil Partnership Rights), organized a compelling photography exhibition showcasing transgender experiences and the vibrant array of diverse gender identity flags. Located on the 25th floor of New Taipei City Hall, the *Pride Month Photo Exhibition* features eight works on personal LGBTQ+ experiences. Citizens are invited to share photos and messages to support diverse genders on the event's Facebook page, allowing love and understanding to permeate every corner of New Taipei City. These collective efforts during Pride Month underscore New Taipei City's dedication to creating a truly family-friendly environment where understanding flourishes and acceptance is paramount for all.

City Profile: [New Taipei City](#)

Gender Equity through Interactive Games



The *Magic School 2 Board Game and Interactive Exhibition*, organized by TGEEA (Taiwan Gender Equity Education Association) at the New Taipei City Youth Art Hub, tackles bullying and gender-based violence commonly seen in school and online environments. The board game introduces visitors to common forms of campus bullying – including sexual, verbal, physical, and relational bullying – through simulated and collaborative missions, which fosters understanding and empathy. The exhibition complements the game by integrating game-based challenges with immersive interactions, which helps visitors recognize various forms of bullying and digital gender-based violence. The exhibition aims to cultivate the ability to identify, reflect on, and respond to violence – an initiative that the New Taipei City Government strongly supports. The Secretariat has organized several sessions for public servants, encouraging them to develop a deeper understanding and critical awareness of bullying and gender issues.

City Profile: [New Taipei City](#)

“Collective Dialogues”, LGBTI-focused debates

Barcelona City Council has begun the process of drafting the new LGBTI Plan, which must maintain the city as a leader in the fight for human rights and the fight against discrimination. The “Collective Dialogues” will serve to diagnose the situation of the LGBTI community in the city and to design the priorities in the policies of the new plan.

In this sense, the dialogues aim to create spaces for debate dedicated to specific topics linked to political priorities in the field of sexual and gender diversity. Representatives of the LGTBI community and entities that will provide proposals for the new plan will participate in all sessions.

A total of six monographic sessions will be held on the following topics: women, young people, intersex and trans, older people, hate speech and health and leisure.

City Profile: [Barcelona](#)

Inviting LGBTIQ+ Filmmakers from Sister Cities



Mittwoch, 17. Sept. - 19 Uhr
im Filmhaus Köln

Maybachstraße 111 - S/U; Hansaring
filmhaus-koeln.de - Kostenbeitrag: 9 Euro Abend

Im Anschluß an den Film:
Talk mit der Filmproduzentin

Anelise Sălan

Moderation: Sina Vogt, Max Dietz

Since 2017, activists from some of Cologne's 22 sister cities have been invited to be part of the exchange programme "Sister Cities Stand Together – LGBTI Rights are Human Rights". New focus in 2025: inviting LGBTI filmmakers to show their latest film (with English subtitles). Each screening is followed by a hosted Q&A session (in English).

In 07/2025, a lesbian from Beijing/China, showed her documentary about lesbians marrying gay men in China. In 09/2025, a lesbian from Romania showed her documentary (mostly filmed in Cluj-Napoca) on her story fighting for marriage equality at the European Court of Human Rights. For 12/2025, a 3rd screening of a Turkish film about a transgender woman in Istanbul is planned, incl. a Q&A, either via video call or live.

Goals: to inform the public about the situation of LGBTI people in Cologne's sister cities, to show international solidarity, encourage networking, and empower LGBTI activists. Cooperation Partners: [Neue Medien](#), [Filmhaus Köln](#), [City of Cologne](#)

City Profile: [Cologne](#)

Culture & History

Inauguration of two new squares in tribute to two lesbian and bisexual women who made history



As part of Pride Month, the City of Bordeaux inaugurated two new squares, central locations in neighbourhood life, named after two lesbian and bisexual women who made history through their struggles and values:

- Marielle Franco, a Brazilian municipal councillor, sociologist, feminist, anti-racist and LGBTQI+ activist, who was assassinated on 14 March 2018 in Rio de Janeiro
- Marguerite Chabiron, a French lesbian resistance fighter who was deported to the Ravensbrück camp during the Second World War.

The inauguration of the Marielle Franco square was attended by Monica Benicio, Marielle Franco's widow, municipal councillor and human rights activist, and Pierre Hurmic, mayor of Bordeaux.

These new squares thus raise the visibility of queer women in public spaces.

City Profile: [Bordeaux](#)

Day of Remembrance for the Victims of National Socialism on January 27

January 27, 2025, marked the 80th anniversary of the liberation of the Auschwitz concentration camp. In Germany, this day has been commemorated since 1996 in memory of the victims of National Socialism.

Mayor Haase took part in a memorial service at the LSBTIQ stele on Ernst-Ludwig-Platz. He reminded those present that a democratic and mindful society cannot be taken for granted, but is an ongoing task that everyone must actively and wholeheartedly embrace. He emphasized that the memorial stele on Ernst-Ludwig-Platz provides a central, dignified, and appropriate place for persecuted people with an LGBTIQ background in the city's culture of remembrance.

City Profile: [Mainz](#)

Queer History & Remembrance: a memorial plaque for Magnus Hirschfeld & the exhibition “gefährdet leben”



In 2025, Heidelberg unveiled a memorial plaque for Magnus Hirschfeld at Sandgasse 10, where he lived as a student in 1890–91. The physician and pioneer of sexual science and queer rights is now honored as part of the city's remembrance culture. The inauguration by Heidelberg's Deputy Mayor for Social Affairs and Equal Opportunities and the Federal Magnus Hirschfeld Foundation highlighted his legacy of equality and visibility. At the same time, the exhibition “*gefährdet leben. Queere Menschen 1933–1945*” shed light on queer lives under Nazi rule. Both initiatives illustrate effort to acknowledge queer history and diverse cultures of remembrance in the year of its five-year Rainbow Cities Network membership.

City Profile: [Heidelberg](#)

Inauguration of a monument honoring homosexual victims of deportation and all LGBTQIA+ people persecuted throughout history



On May 17, 2025, a memorial created by artist Jean-Luc Verna was inaugurated in Paris.

The project was led by the organization “*Les Oublié·e·s de la Mémoire*”, which has worked to raise awareness and ensure recognition of deportation based on homosexuality in France and beyond since 2003. For this memorial, the organization collaborated with an inter-association LGBTQIA+ working group.

The monument, designed by Jean-Luc Verna—a multidisciplinary artist, designer, dancer, and singer—draws on mythological, cinematic, and musical references, all expressed with his distinctive humor and benevolent ambiguity. The monumental piece, a giant magic wand measuring 5 by 7 meters, was installed in the Port de l’Arsenal garden (12th arrondissement), in the heart of Paris.

Inscribed with the words “*To the forgotten!*”, this magic wand now stands as a memorial and a page of shared history.

[« Aux oubliées et oubliés ! » : une baguette magique – Ville de Paris](#)

City Profile: [Paris](#)

Living Library



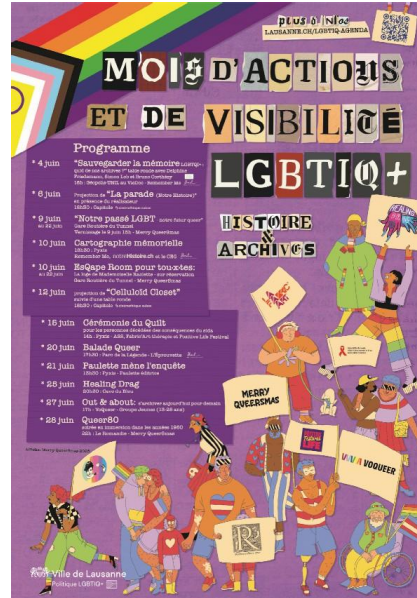
During the annual Theater aan Zee festival in Ostend — a major cultural event attracting visitors from across Belgium — we hosted a “living library”. In a cafe-like atmosphere, guests engaged in one-on-one conversations with storytellers from the LGBTIQ+ community sharing personal experiences: coming-out journeys, gender transitions, healing through art, or simply moments that deserved to be heard.

Inspired and supported by the City of Ostend, this initiative emphasized **intergenerational exchange** and aimed to **extend the reach of the local Rainbow House beyond city borders**. The goal was to foster intense human connection, empathy, and reflection on themes like identity, resilience, and belonging.

This was a collaboration between the city of Ostend, Regenbooghuis aan Zee (Rainbow house of Ostend) and Theater aan Zee.

City Profile: [Oostende](#)

Month of LGBTIQ+ actions and visibility



The 2025 theme was LGBTIQ+ History & Archives. In collaboration with associations in Lausanne, more than 10 events open to the public were proposed (a queer walk to iconic sites, memorial mapping, escape room, etc.).

City Profile: [Lausanne](#)

2025 Color Taipei



To celebrate Pride Month 2025, the Taipei City Department of Information and Tourism is partnering with TWEEN Drag Queens of Taiwan to launch the **“2025 Color Taipei” series**. The highlight of the program is the limited-time Rainbow Sightseeing Bus Tour, which will run from October 3 to 26. The tour features LGBTIQ+ influencers and drag queens as guides, leading participants through Taipei’s iconic gender-friendly landmarks, culminating in a live drag performance at the final stop—a full immersion into the city’s vibrant queer culture.

This year’s routes include two themed experiences: the classic “Show On The Go” Drag Bus, and the exclusive “Party Tour Express”, which coincides with special Pride Month events such as the Trans March and International Drag Art Festival—promising an unforgettable celebration of diversity.

City Profile: [Taipei](#)

Disability & Inclusion

“Making Elder LGBTQ+ Lives Visible” Online Exhibition and Event Series



一起來看電影、聽講座配下午茶，打開好好變老的可能 ***

主辦單位 | 臺北市政府民政局 策劃執行 | 橙良創意 QK STUDIO [圖]

Since Taiwan’s legalization of same-sex marriage on May 24, 2019, significant progress has been made in marriage and family rights for LGBTQ+ individuals. However, the needs and experiences of older LGBTQ+ people remain underrepresented. Facing challenges such as invisibility, lack of support, and unfriendly services, they require more inclusive aging and care policies. In 2025, Taipei City Government launches the campaign “Making Elder LGBTQ+ Lives Visible”, including an online exhibition (to be launched in late September) featuring life stories, global care models, domestic resources, and films/books. A public forum “When We Grow Old Together” will be held on November 8 with three panel sessions addressing life course, medical discrimination, and legal rights.

Read more: [當我們一同變老](#)

City Profile: [Taipei](#)

Employment

Annual Queer New Year's Reception – Fostering Visibility and Connection



The queer employee network QUEER² of the City of Mannheim hosts an annual New Year's Reception to bring together queer staff members and allies, strengthen the visibility of queer perspectives, and celebrate diversity within the organisation. The event begins with welcome addresses from senior management and staff representatives, highlighting the importance of inclusion, respect, and volunteer commitment. Afterwards, the network presents achievements from the previous year and outlines future plans. The evening concludes with open conversations, drinks, and snacks, creating an inviting space for dialogue and mutual support. The budget is provided by the LGBTI Commission. This inspiring format can be replicated by any organisation aiming to promote equality and belonging.

City Profile: [Mannheim](#)

LGBT+ seminar – An inclusive job market for LGBT+ persons



As part of Copenhagen Pride 2025, the Equality Unit hosted a seminar at the City Hall focusing on LGBT+ inclusion in the labor market.

The event was arranged in collaboration with the Employment and Integration Administration and brought together LGBT+ persons, politicians, municipal employees, and NGOs. One of the aims was to create dialogue and cooperation across different stakeholders.

The program included presentations and roundtable discussions where participants explored the following questions:

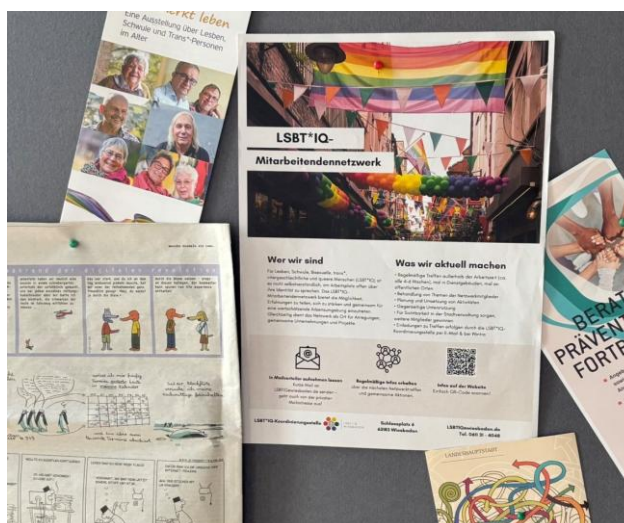
What characterizes a safe and inclusive workplace for LGBT+ persons?

Which concrete initiatives can strengthen LGBT+ persons' well-being and sense of security in the labor market? How can we create an environment where LGBT+ employees feel more respected and supported?

The Equality Unit collected 117 inputs from the seminar. Based on these contributions, the Unit has developed an Idea-catalogue, which will be presented to the Mayor for Employment and Integration and will also inform the future work of the Equality Unit.

City Profile: [Copenhagen](#)

LGBT employee network



A last year's online survey of all city administration employees regarding their experiences of discrimination revealed that a significant number of LGBT+ colleagues like to have a LGBT+ employee network. After a motivating working session on that topic at the RCN annual meeting in 2024 the LGBT+ Coordination Office has established the network. This was preceded by an extensive, ongoing advertising campaign. LGBT employees are not listed in a central directory. Colleagues in the target group were therefore reached in a variety of ways: approaching of colleagues who are openly LGBT, a notice on the city website, articles on the intranet and the employee magazine, entries in the internal event calendar, notices on the bulletin board in office buildings, advertising at an event on the occasion of Diversity Day, and word of mouth. The members decide together how they want to shape the content of the network. The LGBT+ Coordination Office takes care of scheduling, room reservations, and other infrastructure.

City Profile: [Wiesbaden](#)

Re-certification with the Swiss LGBTI-Label



The City of Bern has once again been re-certified with the Swiss LGBTI label, a quality seal awarded to organizations in Switzerland that promote equality for lesbian, gay, bisexual, transgender, intersex, and other queer individuals in the workplace.

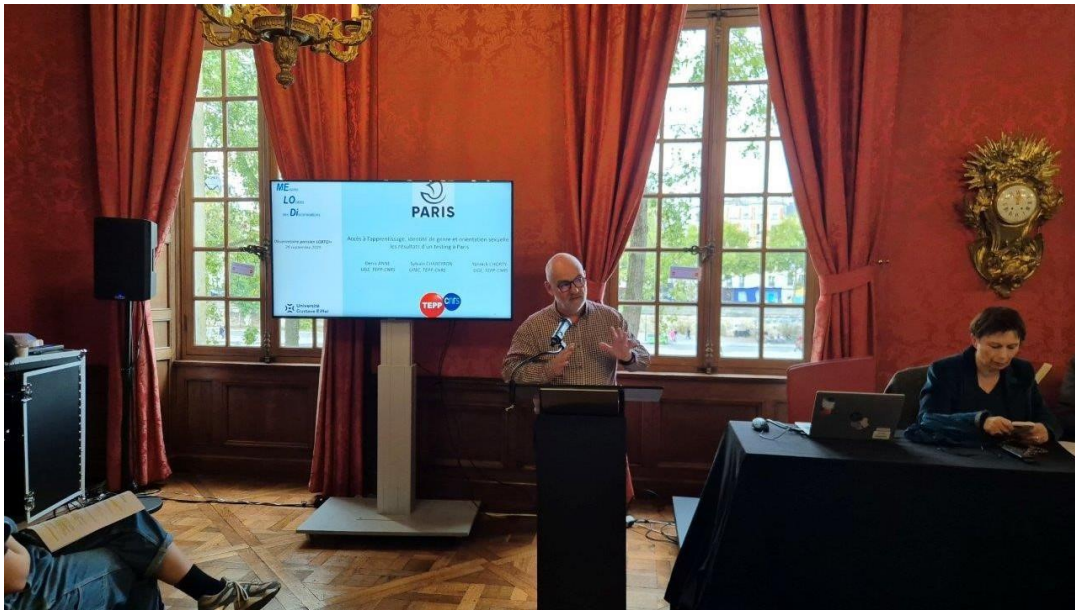
The recertification of Bern is an important distinction for an open, diverse, and inclusive city administration that sees diversity as a strength. For many years, the city has implemented measures to foster diversity among employees and create an inclusive work environment – supported by the Gender Equality Action Plan, which since 2019 has also included LGBTIQ employees. The label confirms that Bern values its employees' diversity, welcomes queer people, and does not tolerate discrimination or exclusion.

Action Plan: www.bern.ch/aktionsplangleichstellung

More information: www.lgbti-label.ch/en/

City Profile: [Bern](#)

Testing based on sexual orientation or gender identity to measure the discriminations faced by candidates seeking apprenticeships



The City of Paris commissioned this innovative study to assess the discriminations faced by candidates when accessing apprenticeships, focusing on two criteria: sexual orientation and gender identity.

The research, led by economist Yannick L'Horty, tested 3,000 Parisian recruiters in 2025 using simple requests for information prior to submitting apprenticeship applications. The results were presented on September 29, 2025, to LGBTQIA+ organizations during the 5th meeting of the Paris Observatory against LGBTQIA+ Phobias.

The study is not revealing significant discriminations linked to sexual orientation, but it identifies 40% penalty associated with signals of gender transition. This result is comparable to those of the similar studies regarding the effects of the origins.

These findings will be widely shared and will guide future public policies in Paris.

[Théorie et Évaluation des Politiques Publiques](#)

City Profile: [Paris](#)

Employability and Social Inclusion



The City of São Paulo, through its LGBTI Policy Coordination Office, promotes initiatives that combine employability, citizenship, and social inclusion. The “Employability Task Forces” connect LGBTI+ individuals with private sector companies, offering career guidance, training, and referrals to affirmative action job openings. The “Transcidadania Program” guarantees educational training, professional qualification, and comprehensive support for the citizenship of transgender and transvestite people, with a monthly allowance of R\$ 1,593.90, promoting their insertion into the labor market. “Unveiling the Rainbow” raises awareness among private employers and public servants, creating inclusive work environments and humanizing services for the LGBTI population. These initiatives are good public policy practices, strengthening employability, human rights, and social development.

City Profile: [Sao Paulo](#)

Families

Storying Telling at the All Gender NeST Room



The “Picture Book Storytelling” event, held with Not So Tiny (a friendly-to-all co-parenting organization), is an important highlight of the New Taipei Pride Month. This family-friendly activity, held at the All Gender NeST Room, leverages the power of storytelling to introduce complex gender concepts in a way that is accessible and engaging for both children and parents. Through specially curated stories, families are encouraged to engage in open and accepting conversations, which fosters a safe space for questions and learning about diverse identities. Priority registration is offered to LGBTQ+ families, reinforcing the city’s commitment to inclusivity. Children’s classics featured in these sessions include *Prince Cinders*, which cleverly subverts traditional gender roles, and *The Paper Bag Princess*, which empowers young readers with themes of self-reliance and challenging societal expectations.

City Profile: [New Taipei City](#)

Rainbow Family Corner Hannover Pride



When asked how the city administration could support Hannover Pride beyond funding and content-related strengthening, the team wished for an offering for rainbow families. Therefore, in 2025, as in previous years, we offered a “Rainbow Family Corner” at Pride.

Bouncy castles play carts, glitter tattoos – quite a lot was offered. (Chosen-) families could dress up together and have their photos taken in a photo activity. There was a lucky wheel, popcorn, and sweets. Additionally, this year we made kaleidoscopes to change the participants’ perspectives. In Germany, fairy tales are a big part of childhood. Unfortunately, they are quite heteronormative, patriarchal, and often cruel. That is why we had a specially trained storyteller who told queer and non-violent fairy tales.

The city library also participated at the booth. This allowed a wide range of queer books for children, teenagers, and parents to be made available for viewing. We hope to contribute in this way to ensuring that Hannover Pride also reaches (queer) families.

City Profile: [Hannover](#)

Montpellier policy



Since 2020, Montpellier has pursued a proactive policy against LGBT+ discrimination. The city supports associations through funding, offices, and event logistics. The annual Pride march gathers nearly 40,000 participants under the inclusive slogan “Montpellier loves you,” alongside festivals such as Family Pride, focused on LGBTQIA+ parenting, and Rainbow Screen, highlighting queer cinema. Internal training ensures civil servants, especially in civil registration, are equipped for inclusion. Tools like the FLAG! app help report discrimination, while partnerships with L’Autre Cercle strengthen training. Montpellier is also active in international networks like Rainbow Cities and ECCAR. Projects include training police, guides on filing complaints, and awareness programs in schools. In 2025, the exhibition “Diversity guiding the people” will celebrate 30 years of Pride, confirming Montpellier as a committed, inclusive city inspiring others.

City Profile: [Montpellier](#)

The power of storytelling – giving queer people and their biographies a stage



City Profile: [Frankfurt](#)

Health

LHBTI+ Support

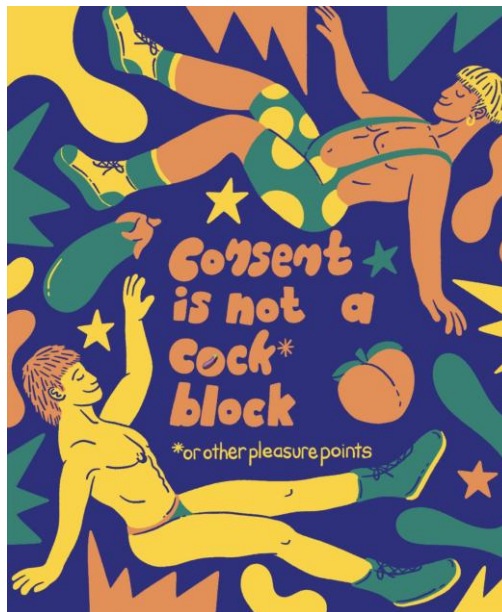


LHBTI+ Support provides specialized services for LGBTQIA+ people, with a focus on gender and sexual diversity. Their mission is to foster resilience and empowerment, helping individuals and communities to grow stronger together. At LHBTI+ Support, diversity is the standard. They offer individual guidance, tailored to age and life stage, on topics such as coming out, gender identity, resilience, and practical challenges. Group support creates a safe space for peer exchange on themes chosen by participants, guided by a social worker and peer expert. For youth aged 16–26, The Hang-Out 010 offers an inclusive environment to explore identity, share experiences, and build community.

Further information: [LHBTI+ – Humanitas Expertisecentrum Seksualiteit Sekswerk en Mensenhandel \(ESSM\)](#)

City Profile: [Rotterdam](#)

MenAsWell



MenAsWell supports LGBTQIA+ individuals, especially gay, bisexual, and other men who have sex with men (gbMSM), through education, visibility, peer support, and therapy. These efforts address the psychological harm of sexual violence, with 25% of gbMSM affected annually. The program counters stigma and harmful masculinity norms with trauma-informed interventions. Key activities include public campaigns on visibility, care, and connection. An Ambassador Programme trains people with lived experience to provide culturally competent support and outreach in queer and male+ spaces, including nightlife venues, using consent cards to spark discussions on safety. Educational workshops for community members and professionals address perpetration among gbMSM and build boundary-setting skills. This comprehensive approach ensures focused support and wider awareness for gbMSM survivors.

Website: [Menaswell](#)

City Profile: [Rotterdam](#)

Six new guides that support vulnerable LGBTQIA+ people



LGBTQIA+ people are more exposed to violence, discrimination, rejection, and stigmatization. This makes them more vulnerable to depression and suicidal thoughts.

[The association Vers Paris sans sida](#) (Paris without Aids) has set up an innovative project to improve the mental health of LGBTQIA+ people, resulting in :

- the production of practical mental health self-orientation guides, aimed at 6 different audiences : gay and bi men, lesbian and bisexual women, trans and intersex people, LGBTQIA+ seniors, migrants and exiles, and people practicing [chemsex](#). These guides offer information and guidance for LGBTQIA+ individuals, providing mental health resources and a warm welcome in Paris and Seine-Saint-Denis. They list hospitals, associations, listening services, and meeting places, staffed by professionals and people aware of the issue.

- the training of 23 mental health ambassadors from LGBTQIA+ associations and collectives to become referents for these issues

[Six new guides that support vulnerable LGBTQIA+ people – Ville de Paris](#)

City Profile: [Paris](#)

Infrastructure & Public Spaces

Inclusive Facilities : Universal Change Rooms and Washrooms

The City of Montréal is introducing universal change rooms and washrooms across its facilities to promote safe, respectful, and inclusive access for all — including families, groups, trans and non-binary individuals, people with disabilities, and their accompanying persons. Too often, trans and non-binary individuals experience anxiety, discrimination, harassment, or denial of entry in gendered changing spaces. Universal facilities provide a neutral and affirming environment that respects diverse gender identities. The [Rosemont Aquatic Complex](#), in the Rosemont–La Petite-Patrie borough, integrated a universal changing room during its latest renovations. Looking ahead, the City has committed to adding 23 universal change rooms to its infrastructure by 2030.

City Profile: [Montréal](#)

One-Stop Support for All Forms of Discrimination



The Horizontal Anti-Discrimination Office provides advice on all grounds protected under the German General Equal Treatment Act – age, disability, gender, perceived origin, religion and belief, and sexual identity. It evolved from two long-standing projects that previously offered support only on specific grounds. By bringing these services together under one roof, the office offers a single point of contact for anyone affected, regardless of the type of discrimination. This model improves accessibility, ensures more coordinated support, and makes it easier for individuals to receive effective assistance. The office exemplifies how a comprehensive approach can provide sustainable, high-quality advice. It serves as a good practice for developing integrated anti-discrimination structures that respond to people's real-life experiences and promote full participation. For more information, visit [ADB Hamburg](#).

City Profile: [Hamburg](#)

Cooperation with Heidelberg University



In October 2025, Heidelberg launched the first “Rainbow City Heidelberg Lecture” with speaker Prof. Sabine Hark (TU Berlin) in the Old Auditorium of Heidelberg University. The lecture also marked the start of the new Gender & Queer Studies Certificate of Advanced Studies (CAS) – developed jointly by the city and the university. The CAS combines academic expertise with practice-oriented modules and internships provided by the City’s Office of Equal Opportunities. This strong cooperation makes gender and queer research visible, connects academia and society, and underlines Heidelberg’s role as a Rainbow City fostering diversity.

City Profile: [Heidelberg](#)

Migration

Specialist counseling center for LGBTIQ refugees at Caritas Mainz

In 2022, the city council decided to create a counseling service for refugees with an LGBTIQ background. The aim of the service is to help those affected stabilize their lives, become independent, and contribute to their successful integration, thereby supporting them in leading a self-determined life.

The work of the counseling center includes: counseling on residence (asylum procedures, right of residence) and integration (language courses, housing and living expenses, health). The counseling center has experienced continuous growth since its inception. The majority of those receiving counseling currently come from Pakistan, Egypt, and Russia.

City Profile: [Mainz](#)

Municipal LGBTIQ Action

Engaging the Community – LGBTQIA+ City Makers Wanted!



Seeking to foster a truly **inclusive and dynamic urban environment**, the City of Bruges launched the **Queer City Makers Participation Moment**.

This initiative serves as a crucial **good practice** in community engagement, specifically targeting local **LGBTQIA+ individuals and allies**. The goal is to move beyond traditional consultations and actively invite community members to become **co-creators** of the city's future.

We asked residents to **share their vision, ideas, and experiences** to help develop new, tangible projects, including:

- Establishing **safe and visible meeting places**.
- Creating impactful **cultural events and initiatives**.
- Identifying and addressing current **gaps in inclusion and support**.

By directly asking the community to become "City Makers," Bruges demonstrates a commitment to ensuring that its growth and policy-making are genuinely informed by, and representative of, its diverse LGBTQIA+ population. This approach ensures that inclusivity is built **from the ground up**, resulting in more relevant and impactful outcomes.

City Profile: [Bruges](#)

Bruges Pride Parade



The **Bruges Pride Parade** is a **vibrant and inclusive celebration** that brings a powerful message of **diversity, equality, and community** to the heart of this historic city.

This annual event is a collective effort, organized by local LGBTQIA+ groups and allies, with the clear goal of promoting acceptance and love. The day features a colorful **parade** that marches through the historic centre, symbolizing the visible presence of the LGBTQIA+ community.

Beyond the march itself, the event often culminates in a lively **street party**, creating an atmosphere of freedom and togetherness. Everyone—locals, students, families, tourists, and allies—is encouraged to join in to collectively affirm the value of **acceptance and positive energy** in Bruges.

City Profile: [Bruges](#)

Replacement of information plaques to prevent discrimination in México City



As part of LGTIQ+ Pride Month, COPRED, in collaboration with the Secretariat of Economic Development and the Administrative Verification Institute of Mexico City, announced the new Non-Discrimination Placard that must be displayed by commercial establishments in Mexico City. The sign indicates that **DISCRIMINATION IS PROHIBITED IN THIS ESTABLISHMENT** on the basis of gender identity, sexual orientation, among other factors.

City Profile: [Mexico City](#)

Creation of the Unit for Attention to Sexual Diversity in Mexico City (UNADIS)

México City has agreements, legal provisions, and institutions for the implementation of actions in favour of people of sexual and gender diversity.

In 2021, the Law for the Recognition and Care of LGBTTTT+ Persons in México City was published, which stipulates that the city's executive, legislative and judicial branches, as well as the local governments (Alcaldías) and autonomous bodies, must formulate their plans, policies and actions with a gender perspective and focus their work on promoting, protecting and guaranteeing the rights of LGBTIQ+ persons.

The law also establishes the creation of the Executive Secretariat of the Unit for Attention to Sexual Diversity (UNADIS), which is responsible for promoting and encouraging actions to disseminate, promote, guarantee and respect the economic, social, cultural and environmental rights of people of sexual and gender diversity.

City Profile: [Mexico City](#)

March 31 : A Day to Reaffirm the Rights of Trans People

On March 31, 2025, the City of Montréal raised the Trans Pride flag at City Hall to mark the International Transgender Day of Visibility. The ceremony, accompanied by an official resolution adopted at the March 17 City Council meeting, marked the City's first formal declaration dedicated to this important day.

Through this declaration, Montréal reaffirms its commitment to combat all forms of discrimination and violence against trans people in public spaces, while supporting community-led prevention and advocacy initiatives. The City also commits to drawing inspiration from leading municipal practices to strengthen its own policies in support of LGBTQIA2+ communities. This public recognition contributes to the visibility, dignity, and safety of trans people, underscoring Montréal's role as an inclusive and affirming city.

City Profile: [Montréal](#)

The LGBT+ staff association



The LGBT+ staff association is a self-governing and voluntary association for LGBT+ employees and allies working in the Municipality of Copenhagen.

The purpose of the association is to provide a safe space where members can share dilemmas, challenges, and work experiences that are specific to LGBT+ persons.

The association also identifies LGBT+ issues of relevance for staff and communicates them to the Equality Unit and relevant representatives of municipal management.

The association aims to build dialogue with leadership and contribute to the city's broader equality agenda.

Community-building is at the heart of the LGBT+ Staff Association. Members are invited to participate in social gatherings, cultural events, debates, excursions, and lectures. In this way, the association contributes to making the Municipality of Copenhagen a more inclusive and supportive workplace for LGBT+ persons.

City Profile: [Copenhagen](#)

Internal Queer Awareness Training for Administrative Staff



The Department of Labor & Social Affairs, in close collaboration with the LGBTI Commission of the City, organised a two-part training for all management staff to promote understanding of queer issues and equality within the administration. The sessions were designed and delivered by the Commission's staff in coordination with the department. Topics included LGBTI identities, coming-out processes, trans, non-binary, and intersex issues, as well as legal and medical frameworks. Participants explored discrimination, microaggressions, minority stress, and practical strategies for inclusive interactions. Small-group exercises encouraged reflection and scenario-based problem solving. Follow-up materials, updated guides, and regular team exchanges ensure lasting impact and provide a model for other cities.

City Profile: [Mannheim](#)

Educational training on bias, stereotypes, and unconscious discrimination

The Equality Unit is developing a new digital training material aimed at all municipal employees. The purpose of the training is to provide knowledge and tools for employees to better recognize, prevent, and handle unconscious bias and discrimination and stereotyping in the workplace.

This initiative is part of the City's broader action plan against racism, ethnic discrimination, and hate crimes. Research shows that such efforts help create psychological safety, strengthen well-being, and increase employees' sense of belonging. By embedding these tools across the organization, the Equality Unit aims to foster a more inclusive culture and strengthen diversity and equality in the workplace.

City Profile: [Copenhagen](#)

A call to action against cyberviolence



The internet and social media have transformed the ways we connect, share information, and mobilize. For many LGBTIQ+ people, these spaces offer refuge, support, and the freedom to express themselves, especially when acceptance is lacking in their immediate surroundings. However, they are also spaces where specific forms of violence occur : harassment, hate speech, algorithmic censorship, and the spread of stereotypes.

[The City of Geneva's 2025 annual campaign](#) reminded the public that no one is neutral online and that staying silent, looking away, or minimizing these attacks only leaves more room for hate and exclusion. With the slogan “Together against cyberviolence targeting LGBTIQ+ people!”, it launched a genuine call to action to make the internet a truly safe, respectful, and accessible space for everyone.

City Profile: [Geneva](#)

A new LGBTIQ+ public network in French-speaking Switzerland



At the initiative of the City of Geneva, representatives in charge of LGBTIQ+ issues within public institutions across French-speaking region of Switzerland have met since 2023 to share experiences and strengthen cooperation. To ensure continuity, greater visibility, and enhanced impact, the working group formally became an association earlier this year under the name “[Conférence Romande OSAIEGCS-LGBTIQ.](#)”

Its purpose is to promote knowledge-sharing, coordinate public policies, offer expertise to political authorities and institutions, and develop joint projects. With this new structure, French-speaking Switzerland, a pioneer in LGBTIQ+ equality both institutionally and within civil society, gains a stronger framework for collaboration at the regional and the national level, and a new platform to make its voice heard across the country and beyond.

City Profile: [Geneva](#)

Support of Montenegro Pride



Montenegro Pride is the largest annual event organized by the LGBTIQ community in Podgorica and has become a key part of the city's identity. That's why it is essential to support its organization. The LGBTIQ Office provides financial support each year to the Montenegrin LGBTIQ association Queer Montenegro for the Pride rally. In addition, we co-organize cultural events during Pride Week, celebrating diversity and inclusion. On the eve of the Pride rally, the Millennium Bridge is illuminated in rainbow colors as a symbol of the city's support for the LGBTIQ community.

City Profile: [Podgorica](#)

Queer History Cruise

The Queer History Cruise in Bruges is a unique and insightful guided walking tour that explores the rich, yet often overlooked, LGBTQIA+ history of the city.

Led by historian and guide Jens Ranson, the tour focuses on the (life) stories of queer individuals who lived in and around Bruges throughout the centuries. It highlights the challenges of centuries of silence and suppression of queer people by various institutions, contrasting it with the present-day visibility of the community.

This experience offers a deeper look into the past, revealing how themes of gender, sexuality, and identity have been present in Bruges' cultural and historical fabric, despite efforts to hide them.

City Profile: [Bruges](#)

Leuven Pride



On **Saturday, September 27**, Leuven will celebrate its **second annual Leuven Pride** – a joyful parade honoring diversity and inclusion, where everyone is welcome to be their authentic self, no matter who they are or who they love.

The celebration extends beyond the parade:

- **Afterparties** at local venues such as **Het Depot** and **Rumba**.
- **Rainbow House UniQue** offers a more intimate space for conversation and community-building.
- The Pride weekend also includes a **debate night on Friday** and a **coffee-and-cake gathering on Sunday**, ensuring activities for a wide range of audiences.

This multi-day program highlights how Leuven integrates visibility, celebration, and dialogue into its approach to inclusion. By collaborating with local organizations and venues, Leuven Pride has become both a vibrant celebration and a platform for the LGBTQIA+ community.

For more information: www.leuvenpride.be/en

City Profile: [Leuven](#)

Directory of LGBTQIA+ actors in the territory



Plus d'infos sur lille.fr

Maison des Droits
Hallemees
Lorraine

The city of Lille has created a directory that lists all the actors who fight to promote the rights of LGBTQIA+ people. This directory is widely disseminated in order to contribute to a better identification of these actors. It is available for download [here](#).

City Profile: [Lille](#)

Pride Month 2025



Lomme Hellemmes

The city of Lille celebrated Pride Month 2025. An opportunity to remind and defend the rights of LGBTQIA+ people to as many people as possible.

Strong messages were recalled: “In these times, when rights are so strongly challenged, including at the international level, reaffirming the will to live together is essential. This edition of Pride Month is more open than ever to others and supportive. A large number of districts will host events, each more diverse than the last: films, music, sport, and even circus... The municipality supports all these awareness-raising actions in public spaces in order to build an egalitarian and inclusive city. Of course, we will celebrate the 28th Pride March, an opportunity to remember the fight for equal rights that are so flouted today! Together... let's be ourselves! »

More information [here](#).

City Profile: [Lille](#)

Bregenz continues to promote diversity and queer visibility



The provincial capital of Bregenz is continuing its commitment to the rights and visibility of queer citizens in the new legislative period following the local elections in spring 2025. Recently, additional rainbow benches were installed in front of the Mariahilf and Achsiedlung district offices. They are a sign that queer people are welcome in Bregenz and that the provincial capital is committed to the rights and interests of queer people and advocates for a queer life free from discrimination.

‘Bregenz stands for diversity and respectful coexistence. Our city should be a place where everyone feels welcome and safe – regardless of their origin, identity or lifestyle. Discrimination has no place here. That’s why we focus not only on protection, but also on education – for example, with the rainbow benches, which have been very well received by the public,’ says Mayor Michael Ritsch.

City Profile: [Bregenz](#)

Diverse Stadt Gießen



What does it mean to live and work together with people from different ways of life and with different realities?
What does it take to make living together a success?

Where can friction arise?

Where does discrimination begin?

The Giessen city administration is also addressing these questions. It sees diversity in society as an enrichment, a resource, and a normality, and wants to promote it in all its dimensions. To this end, it has developed a variety of approaches, which it has bundled under the common label “Diverse City” and wants to make visible. In May and June 2024, there were exhibitions, movies, workshops, readings, and an action day at City Hall to raise awareness of diversity and invite people to think and get involved.

City Profile: [Giessen](#)

Certificate LGBT friendly



The purpose of the certificate LGBT friendly is primarily to raise 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 (a 4-hour seminar for management staff) and share knowledge among their co-workers. In November, the Mayor of Ljubljana will award the LGBT-friendly certificate to 5 various public and private organisations. Now we have 70 certificate holders (among them are schools, kindergartens, universities, public institutes, etc.).

City Profile: [Ljubljana](#)

New LGBTIQ* strategies and policies in Munich



In 2025 a strong focus of our work was the building of new strategies with regard to the LGBTIQ* community, city politics and administration and urban society to safeguard the accomplishments of the past, to maintain the standards of anti-discrimination and equality that have been reached in the last decades and to take steps to keep the LGBTIQ* population and its community centers and institutions safe. Thus we produced two papers that were accepted as resolutions by the City Council:

- LGBTIQ* competence, (a guideline to make sure that municipal workplaces are welcoming and free from discrimination for LGBTIQ* employees and citizens including practical advice) and Munich's new LGBTIQ* strategy. *Safeguarding Achievements – Confronting Threats – Shaping the Future.*

Also resolutions on safety measures for the LGBTIQ* community and on rainbow symbolism in the city is in the making and will be presented to the City Council soon.

City Profile: [Munich](#)

Third municipal Frankfurt Pride Month (June 14 to July 18)



The third Pride Month was organised by the Anti-discrimination unit within the department of diversity, anti-discrimination and societal cohesion and the Department of Multicultural Affairs. Thanks to special funding of €50,000, queer life was made visible with over 32 events in fifteen districts. The festivities kicked off with the "Diversity on the Main" festival organized by the Frankfurt Youth Ring, joined by the Dyke*March demonstration and "Schreiline 2025" – the 15th South German gay, lesbian, and queer choir festival featuring 19 choirs. Three RCN exhibitions were displayed in municipal buildings throughout the month.

City Profile: [Frankfurt](#)

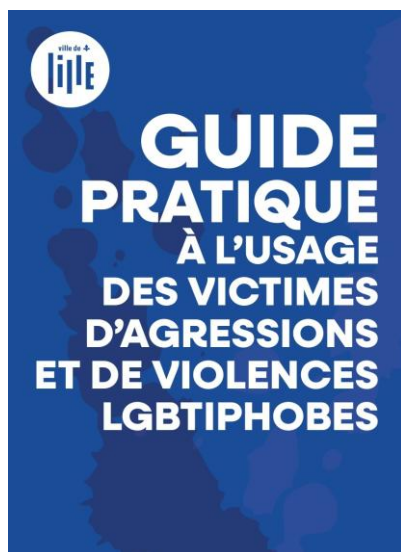
Frankfurt Pride



Under the motto “Never silent again – Frankfurt is loud,” Pride was celebrated over four days in Frankfurt. For the first time, the festival was located on the banks of the Main River. In addition to various stages, information and food stands, there was a youth area and, for the first time, a separate area for families. CSD e.V. in cooperation with the Mobility Department, a central bridge was illuminated in rainbow colors as a strong signal for queer visibility. The Progressive Flag was also raised at City Hall again, and the Frankfurt city administration participated in the demonstration with 100 employees.

City Profile: [Frankfurt](#)

Practical guide for LGBTQIA+ people who are victims of aggression and violence



In order to fight against violence against LGBTQIA+ people, the city of Lille has created a guide that mentions the gestures and behaviors to adopt in the event of violence.

Three types of violence and aggression are listed in this guide: physical, verbal or sexual violence. This guide is widely distributed, in particular to all the city's associations.

It is available for download [here](#).

City Profile: [Lille](#)

Honoring Queer Activism through Zurich's Equality Award



The City Council of Zurich recognizes outstanding achievements and commitment to gender equality and the rights of LGBTI people through its biennial Equality Award. Endowed with CHF 20'000, the award highlights exemplary initiatives that actively advance equality and inclusion in the city.

In 2025, the Equality Award was presented to Homosexuelle Arbeitsgruppen Zürich (HAZ – Queer Zurich). Founded in 1972, HAZ is the oldest active LGBTI association in Switzerland. For more than fifty years, it has been a driving force for the visibility, rights, and inclusion of lesbian, gay, bisexual, trans, intersex, and queer people. This is the second time that a queer organization has received the Equality Award.

By celebrating organizations like HAZ, the Equality Award raises visibility, inspires continued progress, and sets an example other cities can follow.

The award is open to all Zurich residents and organizations that make a significant contribution to improving equality and inclusion for others.

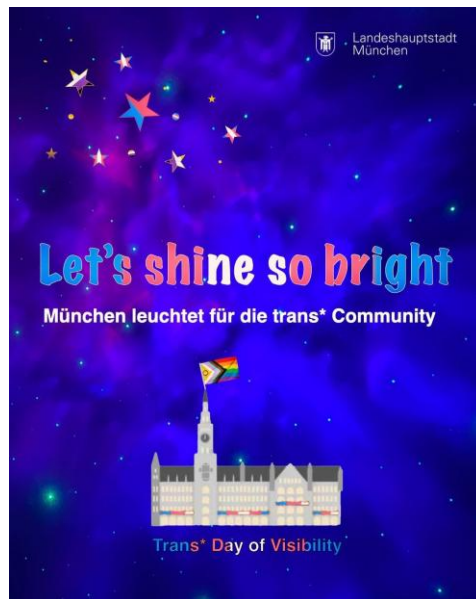
City Profile: Zurich

LGBTIQ organisations included in the new Equality and Non-discrimination Advisory Board of Helsinki

The new Equality and Non-discrimination Advisory Board of Helsinki began its work in September 2025, replacing the previous Equality and Non-Discrimination Commission. The purpose of the new Advisory Board is to act as a forum for cooperation and dialogue, promoting the realisation of equality and non-discrimination in the City's operations and enabling organisations to actively participate and exert influence. In addition to political elected officials, the new Advisory Board comprises representatives from various NGOs specialized in different minority groups and the promotion of non-discrimination. The representative of the LGBTIQ NGO Rainbow Families Finland was elected as the first vice-chair of the Advisory Board. Specialists from the City's different divisions will also be involved in the work of the Advisory Board.

City Profile: [Helsinki](#)

Measures to support trans*, inter* and non-binary people in Munich



With the current situation of a simultaneous improvement with the introduction of the self id-law and a massive increase in violence, hate and discrimination strengthening and support of the TIN* community is of great importance.

The implementation of the self id law still brings up questions and administrative issues which are addressed in close cooperation with the Department of Public Order, the registry office and the Social Affairs Department.

In cooperation with the office for equality of women we co-produced a welcome package for intersex babies, were involved in setting up a shelter for TIN* survivors of partnership violence and hosted the first event for Trans* Day of Visibility in the City Hall.

Following a resolution of the City Council there have been consultations and workshops were held with several organisations of the TIN* community to set up a TIN* community centre in Munich. Dialogue with groups and organisations and support for the TIN* community to prepare for setting up and running a community centre will continue.

City Profile: [Munich](#)

Internal survey on Pride partnership and the visibility of LGBTIQ themes

The City of Helsinki has been a main partner of the Helsinki Pride Week since 2020. One of the goals of the partnership is to enhance and make more visible the city's commitment and work on gender equality and non-discrimination all year round. The city conducted an internal survey in summer 2025 to find out more about the city employees' views of the Pride partnership and how well LGBTIQ themes are present in their work and work community. Out of the 262 respondents (not generalizable to the whole staff), 80 % considered the Pride partnership at least "fairly important" and 10 % "not at all important". Over 80 % replied that their unit/service uses rainbow symbols such as flags, key chains or the rainbow-coloured Helsinki logo. However, only about a quarter of the respondents replied that LGBTIQ themes are regularly on the agenda of their unit/service throughout the year.

City Profile: [Helsinki](#)

Contact Committee for Gender and Sexual Diversity



The purpose of establishing a dedicated Contact Committee for Gender and Sexual Diversity is to ensure that an intersectional perspective is promoted and integrated into the municipality's plans, measures, and services.

The current Commissioner for Diversity invites LGBTQ+ organizations in Bergen to regular meetings. Theme for the meetings may cover political issues of interest to LGBTQ+ individuals in general and serve as a platform where LGBTQ+ organizations can raise matters important to them and their members.

The Contact Committee is intended as a forum for dialogue, with no decisions or resolutions made during the meetings. Both organizational representatives and the commissioner can propose agenda items.

Other relevant commissioners and stakeholders may be included when the agenda deems it appropriate. City Profile:

[Bergen](#)

Rainbow & trans colored benches



Inauguration
des bancs aux couleurs
arc-en-ciel et trans

23 septembre 2025
17h30 Place Aloïse-Corbaz

Allocutions de:
Natacha Litzistorf et Pierre-Antoine
Hildbrand, conseillère et conseiller
municipaux

Un apéritif sera offert par la
Municipalité, accompagné d'une
lecture de *Travelling* par Ed Wige
(Paulette éditrice)

Ville de Lausanne
Politiques LGBTQ+

Deux autres lectures auront lieu sur
les bancs arc-en-ciel et trans :

1 octobre 2025 à 17h
Dernière-Bourg (esplanade supérieure)
Lecture de *Autrement* que les autres par Valérie
Garnier sous la voix des benêts par Julien Pelletier

7 octobre 2025 à 17h
Place Arlaud
Lecture de *Panache* par Julien Buet et de
Immuable prostitution par Frédéric de Meyer

The City of Lausanne has inaugurated rainbow & trans colored benches. These benches are distributed throughout the city's streets and parks.

Installed in agreement with the LGBTIQ associations in Lausanne, these benches symbolize the city's desire to create welcoming, visible, and non-discriminatory public spaces.

City Profile: [Lausanne](#)

The Gay Project, Cork Queer College



Together LGBTI+ learners from across Cork to build skills, confidence, and connection. Through a diverse suite of in-person courses, participants explored everything from driving theory and public speaking to photography, drama, and healthy cooking. Programmes like Gays CAN Drive, Outspoken, Queer Lens, and Creative Calm offered practical support in affirming spaces, while leadership and advocacy courses equipped learners to create meaningful change in their communities. The college also celebrated creativity and self-expression through drama and makeup workshops, with The Green Room and Transcend proving especially popular. Designed for adults aged 18+, Cork Queer College fostered a welcoming environment where LGBTI+ individuals could learn, grow, and celebrate their stories. The success of the 2025 programme highlights the ongoing need for inclusive, community led education, and the power of learning to uplift and unite.

City Profile: [Cork](#)

Queer Arts Festival Leuven



Queer Arts Festival Leuven is a celebration of queer culture, identity, and imagination. With a programme full of art, performance, film, and encounters, we create space for queer voices in the heart of the city. The festival invites connection, celebration, and critical reflection — for queers and allies, in all forms and colours. Queer Arts Festival Leuven is an initiative of Queer Leuven and will take place from October 10, 2025, to October 31, 2025. More information: <https://www.queerartsfestivalleuven.be/en/>

City profile: Leuven

Setting up of a first time Cork City Council internal staff LGBTI+ network



For the first time, Cork City Council has set up an internal LGBTI+ staff group, an initiative designed to foster greater inclusion, visibility and for LGBTI+ staff. The network provides a safe and welcoming space where colleagues can connect, share experiences, and contribute to building a workplace culture rooted in equality and respect. It has also served as a platform for staff to inform and shape policies, ensuring that the Council continues to uphold best practice in diversity and inclusion. Importantly, the network is open to all employees, whether LGBTI+ themselves or allies, reflecting the belief that inclusion is everyone's responsibility. Participation offers an opportunity to gain experience, support colleagues, and champion values of dignity and respect at work. The establishment of the LGBTI+ Staff Network marks another positive step forward in making Cork City Council not only a service provider for the community but also a workplace where every individual can feel safe, valued, and proud of who they are.

City Profile: [Cork](#)

Exhibition “OUT OF THE BOX”

Out of the box, a traveling device created by the University of Lausanne, is designed to collect LGBTIQ stories and raise awareness about SOGIESC. The exhibition brought together the Out of the box closet with the work of Tou·te·x·s Visibles and Queers of Romandie, which features portraits of LGBTIQ people living in Lausanne.

City Profile: [Lausanne](#)

Employing a designated LGBTI+ Social Inclusion Development Worker.



Graham Nagle LGBTI+ Social Inclusion Development Officer
Cork City Council LGBTI+ Staff Network 1st Pride Breakfast

Cork City Council continues to demonstrate its commitment to equality and inclusion through the creation of a newly appointed and dedicated role of the LGBTI+ Social Inclusion Development Officer. It also signals our commitment to joined up, collaborative approaches to equality, inclusion, and well-being with our partner organisations. This post is jointly funded by Cork City Council, (who host and employ the worker) and the Health Service Executive (HSE) Social Inclusion Department. This position plays a vital part in supporting Cork's LGBTI+ communities by working across Council departments, the Cork City LGBTI+ Interagency Group, and local organisations. The creation and continued development of this role build on that legacy, ensuring that progress is sustained and that Cork remains a leader in equality, human rights, and social inclusion. The officer will remain central to creating a city where everyone feels seen, supported, and empowered.

City Profile: [Cork](#)

Working group on hate crimes against LGBTIQ people and women of the Municipal Prevention Council of the City of Mainz

Following a number of incidents, the Municipal Prevention Council of the City of Mainz decided to set up a working group on hate crimes against LGBTIQ people and women. Since then, the following topics have been addressed:

- Police report on the topic of "queerphobic hate crimes"
- Incidents at CSD and information for visitors on who to contact if they experience violence
- Information on violence prevention on the city's website
- Cooperation between the working group and the City of Mainz's Child and Youth Protection Service
- Discussion with Mainz Mobility on violence prevention in public transport.
- Discussions with representatives of the boys' and girls' working group and school social work.
- Contact with the senior public prosecutor's office with the aim of involving them in the working group

The working group is currently in the process of planning measures.

City Profile: [Mainz](#)

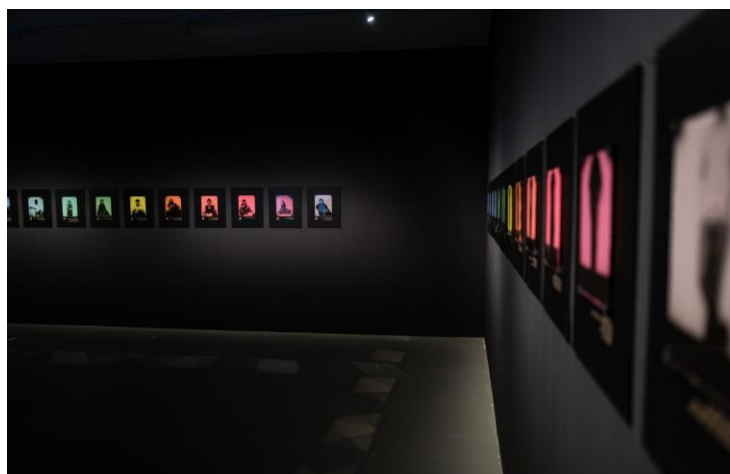
Dialogue as a Driver of Sustainable Change



With the updated action plan *“Hamburg l(i)ebt vielfältig”*, the city of Hamburg pursues a comprehensive strategy to promote sexual and gender diversity. A key element is dialogue-based monitoring: measures are not only co-developed with the community but also jointly reviewed and strengthened. This approach builds transparency, mutual understanding and trust – for community needs as well as for administrative challenges. What makes it particularly effective is that not only the central LGBTIQ+ unit, but also the responsible specialist departments, engage directly with the community. At a conference in March 2025, around 100 participants from government and civil society discussed progress, obstacles and new ideas. The format fosters concrete cooperation and strong networks, enabling faster and more sustainable implementation of measures.

City Profile: [Hamburg](#)

SEIN – a Photo Art Project for Greater Understanding and Acceptance



This year, the City of Linz, in collaboration with the artist couple Iris and Erik Diewald-Hagen, launched the photo art project “SEIN” (BEEING). Using historical photographic techniques, the project portrays twelve queer individuals. At its heart lies a simple yet profound question: “Can everyone truly BE as they wish?”

The exhibition unfolds in three compelling chapters:

- striking head portraits paired with personal reflections on identity
- intimate body images exploring physicality and sexual identity
- and full portraits that capture each participant in the essence of their being.

Each work is a one-of-a-kind monochrome photography on glass, individually color-tinted so that, together, they form a radiant rainbow.

We warmly invite RCN partner cities to bring the message of “SEIN” to their own communities – to spark dialogue, inspire empathy, and celebrate diversity.

City Profile: [Linz](#)

Safety

Public Security Campaign “Safe and Visible Together” – Promoting the Safety of Queer People



As part of the “Mannheim’s Allies” project, the public campaign “Safe and Visible Together” raised awareness of violence against queer people and promoted safety, visibility, and solidarity. Posters displayed on trams, in public spaces, and across social media featured queer Mannheim residents alongside city and police leaders like the lord mayor and the police president, sending a clear message: violence against queer people will not be tolerated. The campaign launch was highlighted at the city’s annual Rainbow Reception, where safety and inclusion were discussed. Complementary workshops and events empowered queer individuals and encouraged reporting of violence. This initiative shows how municipalities can take a clear stand for equality and create safer, more inclusive communities.

City Profile: [Mannheim](#)

Berlin Strategy for Queer Safety and Against Queerphobia



In Berlin’s government policy guidelines the Senate of Berlin has undertaken to ‘develop a **“state strategy for queer safety and against queerphobia”** and to establish a Round Table on ‘Protection against queer-hostile hate crime’. The Berlin state strategy was developed under the leadership of the [„State Office for Equal Treatment – Against Discrimination“](#) (LADS) as part of a grant-funded project run by Camino gGmbH. The broad-based participation process involving civil society, public administration and the Berlin districts began in March 2024 with the subsequent first meeting of the Round Table chaired by the [Queer Commissioner of the Berlin State Government](#) as the steering committee for the development of the strategy.

The participation process ended with the last round table meeting on 8th of August 2025, at which [civil society’s recommendations](#) for a state strategy were handed over to the responsible Senate Department for further consideration.

City Profile: [Berlin](#)

Monitoring Report on Anti-Queer Violence and Discrimination in Berlin



Berlin is the only federal state in Germany so far that runs a “**Monitoring Report on Anti-Queer Violence in Berlin**” as an instrument to combat hate violence against lesbian, gay, bi+, trans*, intersex and queer people (LGBTIQ+). The “Monitoring Report on Anti-Queer Violence in Berlin” has been published every two years since 2020. Besides analysing police reporting statistics, a multi-method study is conducted for the report on different main topics:

- 2020 [monitoring report with main topic on ‘anti-lesbian hostility and violence’](#)
- 2022 [monitoring report with main topic on ‘transphobia’](#)
- 2024 [monitoring report with main topic on ‘anti-bi+ hostility and violence’](#)

The next monitoring report will be published in 2026 focussing on queerphobia in public spaces.

City Profile: [Berlin](#)

LGBTIQ* safety networks for Munich



As an outcome of the new safety strategy a network was set up for staff of community centres and services who come together several times per year for updates on the security situation and to discuss safety.

Existing safety measures were evaluated with the support of the local police, funding was provided and new safety measures were installed in buildings.

The new network also held sessions with input by experts on latest developments in anti -LGBTIQ* groups as well as antisemitism. There will be further training about antisemitism and racism.

We are also setting up a safety network for commercial LGBTIQ* venues like clubs, shops and cafes. In a first meeting we want to learn about needs and experiences to identify steps to improve safety for businesses and their customers..

A third safety network will be established for employees of the City of Munich who work in the field of diversity, gender equality and LGBTIQ* anti-discrimination as some of them are facing threats and harassment.

City Profile: [Munich](#)

Queer Safety – a series of workshops and lectures



From May 2025 until November 2025, LGBTIQ* and allies from Brunswick are invited to visit workshops to work on building safer spaces for LGBTIQ* in the city. Our goal is to give those affected a voice, raise awareness among allies, and develop joint strategies to actively combat hate and discrimination. Each event focuses on a specific topic – from sports and education to church, nightlife, and family. The workshops are complemented by practical offerings such as argumentative support for dealing with homophobia and dealing with criminal charges. There was an opening event in May, in which a study was presented showing how much hate is being experienced by marginalized people. One workshop takes place every month, and there is no participation fee. The series is organized in collaboration with the local advocacy association, the local police department, and the administration council.

City Profile: Braunschweig

Community reporting of LGBTQI+-hate crimes, in collaboration with local CSO



equal·brussels runs a pilot project in collaboration with

RainbowHouse and safe·brussels, based on the results of the 2019 Crime Survey as well as the FRA Surveys. The Crime Survey revealed a variety of reasons why people never file complaints about hate speech, hate crimes and discrimination with the police. 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 launched a pilot project where people can tell their story in a safer space. After which they are referred to the police and social services. The second report with the analysis of 217 cases is about to be published. As a next step we are currently looking for EU-funding to enlarge the scope of the project and inspire other cities. There were also workshops given in the framework of the RCN, both during the Helsinki annual meeting and online in summer 2025

City Profile: [Brussels Capital Region](#)

Three year convention between the City and the local LGBTIQ+ association Cigale

Considering the international political situation and the increase of hate speech and hate crime against the LGBTIQ+ community – also in Luxembourg- and hence the increase of demand that our partner Cigale is facing on the field, the City of Luxembourg has decided to make **a three-year convention with them, financing two new posts** to help managing the LGBTIQ+ Safe Space center “Reeboustuff”– (Rainbow Living-room).

The two posts will support the association in their mission:

- To welcome the LGBTIQ+ community that comes to the center for psychological support, information and to talk
- To accompany the people that need support in different procedures (including people under international protection).
- Prepare and welcome the different groups of the community that meet at the center and the pedagogical activities that take place
- Logistical organization
- Support the LGBTIQ+ library management

City Profile: [Luxembourg](#)

Violence against queer people is offside – campaign during Euro 2025



The «Bern schaut hin» campaign against sexism and queerphobia was present at the UEFA Women's Euro 2025 in Bern. Football topics were used creatively to reach out to as many people as possible and encourage moral courage in everyday life.

The campaign stressed that violence against queer people – like offside in football – has no place in the game. Posters in public spaces, digital content, and links to a reporting tool invited people affected by queerphobia and violence, as well as witnesses to report incidents anonymously and safely.

By linking sport, diversity, and equality, Bern has sent a clear message: respect is part of the game – in the stadium, on the street, and in daily life.

«Bern schaut hin» tool: www.bernschauthin.ch

«Bern schaut hin» campaign website: www.bern.ch/bernschauthin City

Profile: [Bern](#)

Senior Citizens

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. Website: [Tour d'Amour – Empowerment Foundation](#)
City Profile: [Rotterdam](#)

Combating discrimination and LGBTphobia in senior residences



With the support of the City of Bordeaux, the LGBTQI+ centre Le Girofard and the association ALIFS worked with the directors of all senior residences, management teams and residents of two senior residences to raise awareness about ageing well as LGBTQI+ individuals and fighting discriminations (LGBTphobia, racism, religion).

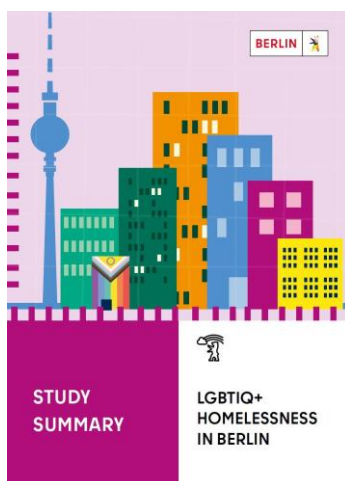
A bingo session was organised for the residents to discuss these topics in a fun and participatory way! It was a very enjoyable event!

This experiment will be continued in other senior residences in 2025 and 2026.

City Profile: [Bordeaux](#)

Social Hardship & Disadvantages

Berlin study on „LGBTIQ+ HOMELESSNESS IN BERLIN”



Housing precarity and homelessness are growing social problems that affect more and more people. For marginalised groups, such as LGBTIQ+ individuals, the situation is further exacerbated when the various intersections are taken into account. Negative, life-changing events, such as discrimination in the housing and labour markets and experiences of exclusion due to queerphobia, can lead to further hurdles and disruptions. To date, there is little scientific evidence on housing and homelessness among LGBTIQ+ people. For this reason, the Senate Department for Diversity and Anti-Discrimination has commissioned a **study on housing and homelessness among LGBTIQ+ people in Berlin**. The main goal of the basic study is to fill in the gaps in our knowledge, highlight key challenges, and use this to come up with recommendations for action to help develop effective plans for Berlin. The study was carried out as part of “Berlin’s LGBTIQ+ Action Plan 2023”.

A summary of the study is now available in [English](#).

City Profile: [Berlin](#)

Berlin Queer Housing* project launched



Issues surrounding escape and asylum, accommodation, residence status, housing and homelessness among queer people have so far received little attention in public discourse. However, the [Berlin study on housing and homelessness among LGBTIQ+ people](#) clearly shows that there are gaps in care and structural deficiencies in this area.

The LGBTI Division of Berlin is taking this finding as an opportunity to implement the ‘Queer Housing*’ project in 2025 and 2026. The aim is to highlight connections and challenges, to engage in dialogue with civil society, public authorities and experts, and to jointly develop viable solutions for the areas of action relating to LGBTIQ+ refugees and the precarious living situations of LGBTIQ+ people.

City Profile: [Berlin](#)

Sports & Recreation

LGBTIQ+ Commission – Shaping Inclusion in Sports in Active City Hamburg



The LGBTIQ+ Commission at the Hamburg Sports Association, established in 2021, drives concrete measures to better include queer people in sports. While sports promote social cohesion and well-being, many LGBTIQ+ individuals still face exclusion. Some hide their sexual orientation, and trans*, inter*, and non-binary people participate less due to lack of accessible programs, while consistent competition rules are often missing.

The commission fosters regular dialogue between authorities, sports organizations, and the queer community, helping identify barriers, develop solutions, and create more inclusive structures. This collaborative approach builds understanding, strengthens networks, and accelerates the implementation of measures that effectively support diversity and participation in sports, making it a strong good practice example.

City Profile: [Hamburg](#)

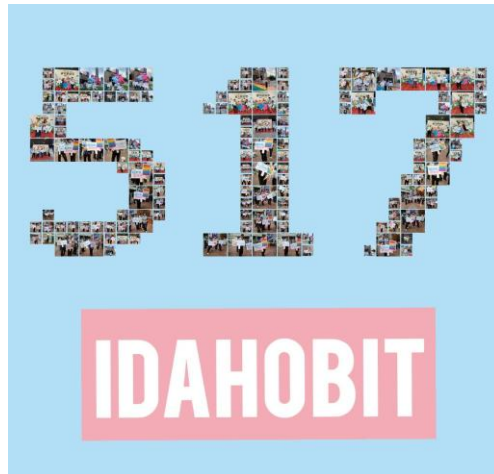
TIN Swimming Hour



To provide safer spaces in sports, Heidelberg hosts exclusive swimming sessions for trans, intersex, and non-binary (TIN) people at the City Pool. Organized with the TIN-Stammtisch Heidelberg during both Trans Day of Visibility and the Trans* Action Weeks Rhein-Neckar around Trans Day of Remembrance, the project addresses exclusion mechanisms in everyday life. With affordable entry, accessible facilities, and an awareness team on site, the swimming hour creates community, empowerment, and access to sports and leisure for TIN people as part of Heidelberg's five years as a Rainbow City.

City Profile: [Heidelberg](#)

Raising the Flag, Starting with Equality”: Rainbow Flag Flies High for the World Masters Games, Showcasing Taipei’s New Stance on Gender Inclusion



On May 17, 2025, Taipei City held a rainbow flag-raising ceremony at City Hall to mark the International Day Against Homophobia, Biphobia, and Transphobia (IDAHOBIT) and to celebrate the opening of the World Masters Games. The event welcomed athletes and guests from Taiwan and around the world, highlighting LGBTIQ+ inclusion in sports. To enhance public engagement, six photo props were designed, blending rainbow imagery with iconic Taiwanese street foods to spark identification and interest.

The World Masters Games also implemented a robust gender equality framework: the event mascot “Zhuang Bao” features colors from the transgender flag, while the organizing committee promoted gender inclusion through staff and volunteer gender sensitivity training, anti-harassment mechanisms, inclusive facilities, increasing the number of female referees, and providing participation guidelines for transgender athletes—demonstrating the event’s strong commitment to diversity and gender inclusion.

City Profile: [Taipei](#)

LGBTIQ+ friendly sports classes and photo exhibition for IDA-HOBIT

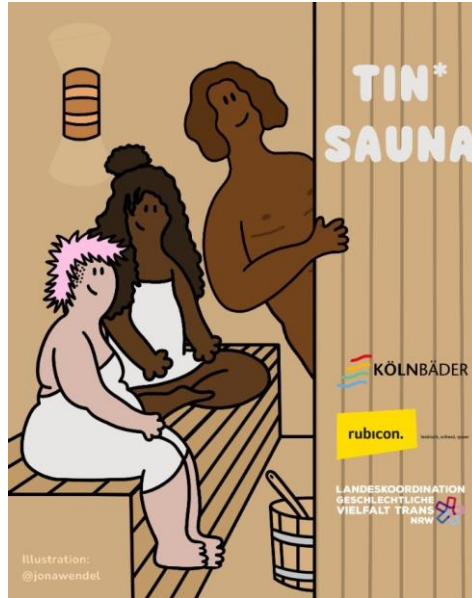


For this year’s IDAHOBIT, the City of Bern teamed up with local sports clubs and trainers to offer introductory training sessions for queer people and allies. The aim was to create a safe and welcoming space where participants could explore new sports in a queer-friendly environment alongside other community members. In the afternoon, the annual Rainbow Cities photo exhibition was officially opened by the mayor. The day concluded with drinks and snacks, giving sports instructors and participants a chance to connect, reflect on their experiences, and engage in conversation.

More impressions: www.bern.ch/idahobit-2025

City Profile: [Bern](#)

TIN-Sauna Day at a Public Pool



From Sept. 2025 to Feb. 2026, one of the public swimming pools in Cologne is opening the doors of its entire sauna area exclusively for transgender, intersex, and non-binary people (=TIN) every second Wednesday of the month.

- The swimming pool area can be used as well, but is not only visited by TIN persons.
- The staff at the sauna are not TIN*, but have had awareness training
- There is a designated contact person from the TIN organising team.
- Sauna can also be used with swimwear
- In October and January, cis and endo friends are also welcome.
- TIN people, not only from Cologne but from across the state of North Rhine-Westphalia are invited

Goals

- To create a safer space that promotes well-being for TIN people.
- To break down barriers and to enable greater participation by giving TIN people access to community activities and public infrastructure in a safer setting.

Cooperation Partners: LGBTIQ+ counselling centre [rubicon](#), the [State Coordination for Gender Diversity Trans](#), the [Cologne public pools](#) and the [City of Cologne](#).

Further information: [rubicon – trans*](#)

City Profile: [Cologne](#)

Youth

Training on LGBTQI+ Resistance for Schools



In response to recurring signals from schools that LGBTQI+ topics often trigger resistance and polarisation, we organised a training for teachers and school staff. The aim was to equip educators with tools to navigate sensitive conversations and foster inclusive learning environments.

City Profile: [Oostende](#)

Creating safer spaces for queer youth



The City of Helsinki conducts participatory budgeting which allows residents to make proposals and vote on the allocation of several million euros. A proposal to provide safer spaces and activities for queer young people in north- east Helsinki was successful in the voting process and is being implemented in year 2025. A special LGBTIQ youth worker has been recruited to coordinate and implement activities that cater to the needs and wishes of the queer young people in the area, e.g. peer groups, outdoor trips and movie nights. Some of the activities have been planned and implemented by young people themselves. Young people from different parts of Helsinki and even from neighbouring cities have also been keen and welcome to participate.

City Profile: [Helsinki](#)

New editions of the masterclass against discrimination



The masterclass organised by the city of Bordeaux in partnership with UNESCO continued with two additional editions in 2025, with more than 100 pupils per session.

The latest edition, with the theme 'The making of discrimination: how the media create and dismantle discrimination', highlighted the important role of the media in transmitting discriminatory discourse, and the emergence of new media offering a counter-discourse with greater representation of diversity.

A round table discussion with three journalists illustrated the position of certain media outlets on sexist, homophobic and racist discourse, but also showed that alternatives exist. Workshops led by local organisations then allowed students to explore the issue of discrimination in greater depth.

The masterclasses are continuing thanks to a political commitment to increase the financial resources allocated to the fight against LGBTphobia, with larger dedicated budgets (Pride Month call for projects, grants to associations, etc.) and a 143% increase since 2021.

City Profile: [Bordeaux](#)

Queer youth panel

The Queer Youth Panel was established following the research project "*Nothing Without Us*" conducted by The Hague University of Applied Sciences and Vrije Universiteit Amsterdam. One of the key findings of this research is that trans youth often face obstacles in accessing healthcare, both due to negative experiences with healthcare professionals and a general lack of knowledge and understanding of gender diversity within the healthcare system.

The Queer Youth Panel has developed a workshop aimed at helping professionals in the social welfare, healthcare, and youth care sectors become more aware of their own gender identity and how they interact with queer youth.

Through interactive methods, participants gain knowledge and practical tools to act in a more queer-sensitive manner. City Profile: [The Hague](#)

Queer youth shelter

Le Refuge is a pioneering best practice in The Hague's queer policy. Developed by SHOP Den Haag and Stichting Queer Mind, inspired by Le Refuge Bruxelles, it offers both a *safe space* and *temporary shelter* for queer youth. The project provides a homelike environment where young people can be themselves, supported daily by peers with lived experience. It bridges the gap between queer youth and mainstream care, improving queer sensitivity in welfare and housing services. Le Refuge also gathers data on systemic barriers queer youth face and translates these into recommendations for more inclusive care. With its holistic focus on safety, empowerment, and prevention of homelessness, Le Refuge strengthens The Hague's commitment to a city that is safe, visible, and accepting for all queer residents.

City Profile: [The Hague](#)

LGBTI-Funding Programme: Focus to Reduce Violence and Discrimination at Schools



Since 2022, the City of Cologne has been supporting projects to prevent violence and reduce discrimination against LGBTI people with its own [funding programme](#).

New in 2025: Focus to reduce homo- und transphobic violence and discrimination at schools.

Generally, associations, groups, organisations and individuals from Cologne's LGBTI communities as well as those that are not part of the LGBTI communities can submit applications for a project, that is running for up to 12 months.

In 2025 the majority of the 20 projects funded are targeting schools, addressing students, teachers, social workers and/ or parents. The total budget of the funding programme was 100.000 Euros, and the maximum amount per project was

10.000 Euros. The projects include workshops, project days, trainings, events such as readings or film screenings or establishing safer spaces for queer students. All of them are aiming to prevent violence, to reduce prejudice and discrimination, or to offer empowerment for queer students and staff.

City Profile: [Cologne](#)

Community-Led Action Research Trans Youth

Commissioned by the Municipality of The Hague, this research explored trans youth's access to gender-affirming care. Using a **Community-Led Research and Action (CLRA)** approach, five trans young people acted as co-researchers, ensuring lived experience guided every step. The study highlights systemic barriers—long waiting times, limited expertise, and lack of safe spaces—while also emphasizing **trans joy, resilience, and community strength**. Findings call for more inclusive, person-centered care through better GP training, collaboration between formal and informal networks, and the creation of accessible, safe meeting places for trans youth.

City profile: [The Hague](#)