

RAINBOW CITIES Network
One pagers LGBT policies



kennis en aanpak van
sociale vraagstukken

RAINBOW CITIES Informal Network

One pagers on local LGBT policies

per municipality, in alphabetical order

On the occasion of the 1st International IDAHO Conference 2013
May 15-17, 2013 - The Hague, The Netherlands

All over Europe, attention for LGBT citizens is increasing. Municipalities realise that amidst the dynamics of a large city, extra attention for LGBT citizens in local policies is needed. In The Netherlands, 40 cities have made action plans for local LGBT policy. Exchange of good practices, interventions and initiatives between these cities are important ways to increase the impact of local approaches.

With the developments in European cities regarding sexual diversity and gender identity, exchange seems logical to not only take place within a country, but also between cities from different countries. The network's members are policy makers representing large European cities.

The aim of the network is threefold:

- Exchange experiences among policy makers from large European cities on mainstreaming LGBT in local policies;
- Exchange of local good practices with regard to sexual diversity and gender identity;
- Link up with (developments in) international networks and organisations.

Members of the network contributed to the 2013 IDAHO conference by delivering a so-called one pager, in which the progress of their local LGBT policies and initiatives is summarised. These one pagers will serve as a basis for reflection and exchange on certain themes. This document contains the one pagers of all current Rainbow Cities.

The European Rainbow Cities Network currently has 18 active members: Amsterdam, Berlin, Bergen, Brussels, Cologne, Dumfries and Galloway, Geneva, Ghent, Hamburg, Madrid, Munich, Nijmegen, Utrecht, Rotterdam, The Hague, Turin, Vienna and Zürich. Other cities that expressed their interest in joining the network are Antwerp, Barcelona and Hannover.

The Rainbow Cities Network meet once a year, each time hosted by a different European city. The temporary secretariat is held by MOVISIE, Netherlands expertise centre on LGBT policy issues.

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Municipality of Amsterdam – The Netherlands

Policy

Specific policy letter on Lesbian, Gay, Bisexual and Transgender (LGBT) emancipation for 2012 -2014/ embedded and mainstreamed LGBT emancipation into general local policy. There is also a number of city districts that have an LGBT policy.

Goal

While the acceptance of the Lesbian, Gay, Bisexual and Transgender community is a personal matter, failure to accept this community affects their freedom and that is when the government must act.

For how long has there been a specific LGBT emancipation policy?

1982

Key focus areas (short term and long term)

- Combating violence and discrimination and
- Promoting LGBT emancipation and social acceptance of the LGBT community.

The key focus areas in this regard are:

- Facilitating the discussion and visibility of LGBT emancipation among young people;
- LGBT emancipation among groups in which the topic is still taboo;
- Strengthening LGBT emancipation and visibility in sports;
- LGBT tourism and events in a top international city;
- Visibility of lesbian and bisexual women;
- Transgendered person;
- International.

Municipal sectors/services involved

All sectors and services are involved.

Collaboration with social and/or health-care and welfare organisations

Youth Work, Health care facilities, Welfare Services, Discrimination Hotline, Community-based Immigrant Organisations, Volunteer Centres, GGD, Public Libraries, Women's Platform, Diversity Advisory Council. *NB:* where ever possible in collaboration with city districts.

Collaboration with interest groups

COC Amsterdam and COC Netherlands, International Gay and Lesbian Archive (IHLIA), Gay Union Through Sports (GUTS), immigrant LGBT organisations, ProGay (organisers of Gay Pride), international interest groups that support gay rights (twin cities, etc.).

Other collaboration partners

Religious leaders of "migrant churches" in the South-East district of the city, mosques, companies, municipalities and ministries.

Which parties will implement the policy?

Municipality of Amsterdam, city districts and all other collaboration partners.

Contact person at the municipality:

Mr Raoul Galarraga (r.galarraga@amsterdam.nl)

Local LGBT policy on municipal site

<http://www.amsterdam.nl/gemeente/organisatie-diensten/dmo/burgerschap/homo-emancipatie/>

Municipality of Bergen – Norway



BERGEN KOMMUNE

Policy

Action plan against the discrimination of the Lesbian, Gay, Bisexual and Transgender (LGBT) 2012-2015 was approved by the City Council 30th of January 2012. There is also an action plan against the discrimination of employees in the City of Bergen.

Goal

The LGBT-population should be met by municipal service providers with respect and knowledge of their situation.

For how long has there been a specific LGBT emancipation policy?

2007

Key focus areas (short term and long term)

- Information and visibility of LGBT emancipation in secondary schools (in cooperation with a LGBT NGO);
- Information about LGBT legal status in Norway for recently arrived immigrants (in compulsory social introduction courses organized by the city);
- Combating “sexualized” hate speech;
- Supporting and facilitating LGBT visibility in the city.

Municipal sectors/services involved

All sectors are involved. The Department for kinder gardens and schools has a particularly active role.

Collaboration with interest groups

We are cooperating closely with LLH Hordaland (The Norwegian LGBT Association). We have both on an administrative and political level at least every 6 months. The City of Bergen provides funding for the organization.

Action plan

The action plan against the discrimination of LGBT-population 2012-2015 (in Norwegian):
http://www3.bergen.kommune.no/BKSAK_filer/bksak/2012/BEBY/2011188006-3201270.PDF

Contact person at the municipality

Mr Sølve Sætre (solve.saetre@bergen.kommune.no) - the department of social affairs, housing, and local development.

Local LGBT policy on municipal site

n/a

Berlin Report



One of the main sociopolitical objectives of the Senate of Berlin is to enforce the right to equal treatment and non-discrimination. The State Office for Equal Treatment and against Discrimination (LADS) was established for this purpose in 2007. It is assigned to the Department of Labour, Integration and Women's Issues. Part of the State Office's

specific profile is to cover the **LGBTI Unit** that deals with lesbian, gay, bisexual, transgender and intersex (LGBTI) topics.

Berlin promotes mainstreaming of people with different sexual identities and same-sex ways of life in accordance with Berlin's Constitution and the General Equal Treatment Law. This mission is linked with a large number of fields of action which form the framework of the LGBTI Unit within the LADS. Since its foundation in 1989, the LGBTI Unit's task has been to promote the emancipation of lesbians, gays, bisexuals as well as of trans- and intersex people, to reduce discrimination in all spheres of life and to support society's acceptance of different sexual identities and ways of life in a sustained manner. This also includes cooperation in the drafting of bills and regulations, bundling and providing information on relevant fields of issues, developing concepts and campaigns as well as informing, sensitizing and advising the public and social institutions. The LGBTI Unit has been incorporated into the State Office for Equal Treatment and against Discrimination since February 2007. Since 2010 the LGBT Unit co-ordinates the implementation of the Berlin Action Plan against Homophobia and Transphobia called **"Berlin supports self-determination and the acceptance of sexual diversity" initiative**.

Latest developments and main activities for 2013/14:

Implementation and further development of the Berlin Action Plan against Homophobia and Transphobia

LGBT History: Research and documentation, implementation of an board of experts, initiative on national level to rehabilitate those gay men condemned by § 175 StGB (penal law) between 1945 to 1969

LGBT Participation: strengthening political and social participation of LGBT-organizations in different advisory boards, councils and committees e.g. Berlin Advisory Board on Family Issues, Advisory Board on Prison Issues.

Sensitization and awareness raising: trainings focusing on sexual and gender diversity for members of the public administration and civil societies; preparation of awareness raising trainings within the Berlin prison system for prison officers and other staff members.

Promoting dialogue with and within different groups: "Alliance against Homophobia" (see: www.stopp-homophobie.de) and "Round Table to promote Acceptance of Sexual Diversity"

Strengthening the fight against homophobic and transphobic incidents: implementation of the first specialized body in the department of public prosecution for homophobic and transphobic hate crime (lawyer of the state)

Sensitization and awareness raising in education and youth issues: development of new materials for parents, teachers, principals; peer to peer projects; Diversity Suite Case for primary and secondary schools, trainings for teachers and youth officers

Further development of new fields of action like the fight against transphobia and measures to strengthen the self-determination rights of transgender; sensitization and awareness raising project focusing on transgender in labour and workplace (starts 06/2013)

Contact:

Florencio Chicote / LGBTI Unit (Florencio.Chicote@senaif.berlin.de)

Further information on the LADS: <http://www.berlin.de/lb/ads/index.en.html>

Further information on the action plan: http://www.coe.int/t/dg4/lgbt/Source/!2013_Berlin%20ISV_engl.pdf

- Measures voted by the Berlin House of Representatives in April 2009
- Action Plan against homophobia and transphobia followed by a Senate resolution in 2010
- Implementation since 2010 in different areas

Municipality of Brussels, Capital Region – Belgium

Policy

- LGBT policy focused on homophobia and transphobia, in a larger context of discrimination and emancipation of minority groups;
- Interfederal Action Plan: sharing knowledge across the borders, improve legislation, prevention, sensibilisation, victim assistance, monitoring, etc.;
- Link between sexism, LGBT-phobia and racism.

Goal

- Fight against discrimination, exclusion and violence against LGBT individuals or groups;
- Encourage emancipation of the LGBT community.

For how long has there been a specific LGBT emancipation policy?

2009

Key focus areas (short term and long term)

- Campaigns against aggressions and violence toward people because of their sexual orientation or gender identity;
- Help and advice victims of violence and aggressions of homophobic, lesbophobic or transphobic nature;
- Awareness of the policemen (contact persons for LGBT-matters within the police);
- Support initiatives in culture, sports, tourism,...
- Serophobia;
- Specific attention for transgender persons;
- Promotion of the Yogyakarta principles;
- Research on the link between sexism, LGBT-phobia and racism.

Municipal sectors/services involved

The 19 municipalities and 6 police zones of the Brussels-Capital Region.

Collaboration with social and/or health-care and welfare organisations

Centre for Equal Opportunities and Opposition to Racism, Institute for the equality of women and men, Youth Work, Community-based Organisations.

Collaboration with interest groups

- (Umbrella) organisations like Rainbowhouse, çavaria, Rainbowcops, the Belgian Pride;
- Transgender organisation like Genres pluriels, Genres d'à côté;
- Migrant LGBT organisations like Merhaba;
- Young LGBT organisations like Basta or Tels quells jeunes.

Other collaboration partners

Municipalities and ministries.

Which parties will implement the policy?

Brussels-Capital Region, Ministry of Equal Opportunities and partners.

Contact person at the municipality

Mr Dirk Gille (dgille@mbhg.irisnet.be) and Ms Sophie Boucquey (sboucquey@delille.irisnet.be)

Local LGBT policy on municipal site

<http://www.gelijkekansenbrussel.irisnet.be/nl/lgbt/>

<http://www.egalitedeschancesbruxelles.irisnet.be/fr/lgbt/>

Municipality of Cologne – Germany

Policy

The city has a department for LST, which is located in the Department of Social Affairs. Currently, the office is supervised by a staff member. In the future, the agency should be set up in a diversity management office. In the city-consortium members of the political groups and the LGBT NGOs work together.

Goal

Implementation of a diversity-controlling to determine and to customize the effectiveness of arrangements, improving the equal opportunities of the lesbians, gays and transgender who live in Cologne, accomplishing the policy, the gay-lesbian community and the municipality; an open-minded company culture shall establish which bases on inclusion and respect one another.

For how long has there been a specific LGBT emancipation policy?

The city-consortium LGBT was arranged from the council order on 22.06.2006.

Key focus areas (short term and long term)

- Development of a concept for a LGT-policy in Cologne;
- Coordination and control of the work for lesbians, gays and transgender;
- Representation/publicity;
- Lobby of lesbians, gays and transgender in municipal bodies;
- Close Cooperation with organisations.

Municipal sectors/services involved

Mainly, the other diversity-departments are involved.

Collaboration with social and/or health-care and welfare organisations

Aids-help Cologne (The Aids help is a place where humans with HIV and Aids, their friends and family meet to support each other and to argue for their social and political interests.)

Collaboration with interest groups

Collaboration with the members of the city-consortium: SC Janus (sports), Rubicon (advisory centre for gays, lesbians and their family), Anyway (youth centre, especially for young lesbians, gays and their friends in the age of 12 until 25), KLuST (organizer of the CSD / Cologne Pride), Bartmänner Köln, Amigas (network of lesbian business owners), TX Köln (transgender organization), LSVD Cologne.

Other collaboration partners

Organizations and departments of diversity-affairs, "charter of diversity".

Which parties will implement the policy?

City of Cologne and all other collaboration partners.

Contact person at the municipality

Mr Christian Rahmfeld (Christian.rahmfeld@stadt-koeln.de)

Local LGBT policy on municipal site

<http://www.stadt-koeln.de/buergerservice/adressen/00869/>

Municipality of Dumfries and Galloway – Scotland

Policy

No specific LGBT policy but the national LGBT Charter Mark programme was signed up to and completed by many of the public services in Dumfries and Galloway.

Goal

Mainstreaming LGBT issues into public services, to ensure that LGBT people who access the service can feel confident that they will be included, valued and supported.

For how long has there been a specific LGBT emancipation policy?

n/a

Key focus areas (short term and long term)

The right for LGBT citizens to:

- Support from the government on all levels;
- Safety;
- Health (services);
- Education;
- Privacy;
- Form relationships and have a family life;
- Housing.

Municipal sectors/services involved

Municipality of Dumfries and Galloway, public services

Collaboration with social and/or health-care and welfare organisations

Dumfries and Galloway Council: Community Learning and Development Services, National Health Service D&G.

Collaboration with interest groups

LGBT Youth Scotland.

Other collaboration partners

LGBT Youth Scotland trains youth workers, teachers, colleges and universities, police officers, social workers, health professionals, the Crown Office and Procurator Fiscal Service, the Equality and Human Rights Commission and others.

Which parties will implement the policy?

Municipality of Dumfries and Galloway and LGBT Youth Scotland

Contact person at the municipality

Ms. Melinda Dolan (Melinda.Dolan@dumgal.gov.uk)

Local LGBT policy on municipal site

n/a

Municipality of Geneva – Switzerland

As capital of human rights and host of the Human Rights Council, the City of Geneva remains faithful to its humanist tradition and works for several years now against discriminations based on sexual orientation or gender identity and for a better welcome of lesbian, gay, bisexual, transgender, intersexual and queer (LGBTIQ) people. To reinforce this policy, a new civil servant position specially dedicated to LGBTIQ issues was created in September 2012. It is the first time in Switzerland that a position within a municipal administration dedicates itself to the fight against homophobia and transphobia.

Goal

Fight against homophobia and transphobia in town of Geneva following four axes:

1. Support of LGBT organisations

The position is used as a contact point to the City for concerned persons and organisations. It brings a financial and logistic support to the projects developed by LGBT organisations;

2. Development of projects

The City works on the development of projects of sensitization to homophobia and transphobia aimed at citizens (campaigns, etc.);

3. Internal policy (human resources)

The City is working on integrating the diversity based on sexual orientation and gender identity as an asset within the city administration and to protect its LGBT employees;

4. International work

• Cooperation

Through his Délégation Genève Ville Solidaire (DGVS), the City of Geneva promotes collaboration with emerging countries. Since 2013, a focus is made on promoting LGBT projects such as supporting the action of Avocats sans frontière (ASF) Suisse in Cameroun.

• International coalition of cities against racism

The motion 949, accepted unanimously on November 2010 by the City Council, incites the City of Geneva to set up an international coalition of cities against homophobia and transphobia based on the model of the International coalition of cities against racism launched in 2004 in Nuremberg. The development of the European Rainbow Cities Network and its conversion to an international structure could respond to this motion.

Municipal sectors/services involved

Service Agenda 21 – Ville durable (sustainable city). This service works as expert and resource for all the other services of the City through correspondents present in all departments within the administration.

Collaborations

- City of Geneva: Direction des ressources humaines, Service de la petite enfance, Service de la jeunesse (DEJ), Service des sports, Service de la culture, Service de la police municipal, etc.
- Republic and State of Geneva: Département de l'Instruction Publique (DIP), Bureau de la promotion de l'égalité entre femmes et hommes (BPE), etc.
- LGBT groups: Fédération genevoise des associations LGBT, LGBT Youth Suisse, International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA), etc.
- Other groups supporting LGBT rights: Avocat Sans Frontière (ASF) Suisse, Cultura Italia, etc.

Contact person at the municipality:

Mr Guillaume Mandicourt, project officer for LGBTIQ issues (guillaume.mandicourt@ville-ge.ch)

Local LGBT policy on municipal site

<http://www.ville-geneve.ch/administration-municipale/departement-finances-logement/services-municipaux/service-agenda-21-ville-durable/>

Municipality of Ghent – Belgium

Policy

Specific policy letter on LGB emancipation for 2008-2013, embedded and mainstreamed LGTB emancipation into general local policy.

Goal

- To build a city where everybody feels good about themselves, can express themselves;
- By executing a emancipation policy we try to fight against discrimination, ignorance and misunderstanding;
- Our goal is to achieve equal treatment for LGBT's.

For how long has there been a specific LGBT emancipation policy?

Before 2008, the LGBT policy was embedded in the global emancipation policy.

Key focus areas (short term and long term)

- Short term: Sensitizing activities (debates, rainbow flag, ...);
- Long term: network with the goal to set up actions that improve LGBT acceptance in society.

Municipal sectors/services involved

All sectors and services are involved

Collaboration with social and/or health-care and welfare organisations

Discrimination Hotline, Community-based Immigrant organisations, Federal Anti-discrimination Center, Flemish Emancipation Service.

Collaboration with interest groups

Gender network (Oog in Oog), Provincial LGTB Center (Casa Rosa), Flemish LGTB Organisation, Immigrant LGBT Organisations.

Which parties will implement the policy?

Municipality of Ghent.

Contact person at the municipality

Ms Sabien Blondeel (sabien.blondeel@gent.be; gelijke.kansen@gent.be)

Local LGBT policy on municipal site

<http://www.gent.be/docs/Departement%20Stafdiensten/200809%20beleidsnota%20holebi.pdf>

Municipality of Hamburg – Germany

Policy

There is an Authority for Justice and Equal Treatment in Hamburg. The unit “Same-Sex Lifestyles and Sexual Identities” (taking care of the implementation of LGBTI interests in the city respectively the federal state) falls under the responsibility of the department Equal Treatment.

Goal

Legal and societal equality of LGBTI lifestyles concerning all areas of life.

For how long has there been a specific LGBT emancipation policy?

1998

Key focus areas (short term and long term)

- strengthening, emancipation and support of the LGBTI Community;
- awareness raising for LGBTI interests, nondiscrimination.

The key focus areas in this regard are:

- financial support and support with regards to content of help desks and points of contact for LGBTI needs;
- financial support and support with regards to content of LGBTI-projects, e.g. education at schools and/or youth facilities, lesbians advanced in years, rainbow families;
- reform of the German transsexual law;
- development of a framework programme LGBTI for Hamburg;
- launch of a legislative initiative aiming the opening of the marriage in the second chamber of parliament (Bundesrat);
- exhibition on the persecution of homosexuals based on § 175 of the German criminal code (StGB).

Municipal sectors/services involved

All sectors and services are involved.

Collaboration with social and/or health-care and welfare organisations

Youth work, social work, associations of LGBTI work, Aids aid, church, state centre for political education.

Collaboration with interest groups

Lesbian and Gay organisation Germany (Lesben und Schwulen Verband Deutschland, LSVD), Federal Foundation Magnus Hirschfeld (Bundesstiftung Magnus Hirschfeld), state wide working group LGBTI Hamburg (Landesarbeitsgemeinschaft LGBTI Hamburg), Pride e.v. (organisers of the Gay Pride), interest groups that support gay rights in St. Petersburg which is Hamburg's twin city, Queerbild e.V. (gay and lesbian film festival).

Which parties will implement the policy?

Authority for Justice and Equal Treatment of the Free and Hanseatic City of Hamburg (general management) involving all other authorities and non-governmental actors.

Contact person at the municipality:

Ms Katharina Buhk (Katharina.buhk@justiz.hamburg.de)

Local LGBT policy on municipal site

Work in progress

Municipality of Madrid, Comunidad Autónoma – Spain

Policy

Madrid currently has a Psycho- social LGTB PROGRAM with seven different areas of attention: Information, Legal Aid, Social Aid, Psychological aid, Supports groups, and Professional Training, Document center and LGBT Library for more than 10 years. It is a public center that provides services all the year round for the LGBT community and families.

There is an agreement with the National Transgender Association to contribute the integration at job market for the Trans people.

Goal

Helping LGTB people and their families with their social, psychological and social problems. To integrate in society LGBT people fighting homophobia and transphobia.

For how long has there been a specific LGBT emancipation policy?

The first municipal agreement was signed in 1991. The LGTB Program opened in 2002.

Key focus areas (short term and long term)

Social area, Psychological area, Legal area, Support groups, LGBT library and news center. Training for professional groups.

Municipal sectors/services involved

Social Services, Health Department, Employment and Cultural affairs.

Collaboration with social and/or health-care and welfare organisations

LGTB NGOS, Immigration associations, Public Social services, Professional Schools, Universities, not only in Madrid but with the entire country.

Collaboration with interest groups

FELGTB (Spanish Federation of LGBT Association), European Union Equal Projects, Universities.

Other collaboration partners

n/a

Which parties will implement the policy?

Comunidad de Madrid

Contact person at the municipality

n/a

Local LGBT policy on municipal site

n/a

Municipality of Munich – Germany

Policy

Specific policy on Lesbian, Gay, Bisexual and Transgender (LGBT) emancipation; embedded LGBT emancipation into general local policy.

Goal

Equalization and antidiscrimination work for LGBT

- Combating violence and discrimination ;
- Promoting LGBT emancipation and social acceptance of LGBT in city government and society.

For how long has there been a specific LGBT emancipation policy?

Round Table since 1997; special unit in government since 2002.

Key focus areas (Main spheres of activity)

- Counselling of mayor, city council and units: specialist statements, counselling, proposal bills, complaint management for government issues;
- Round table for LGBT issues with representatives of policy, government and community;
- Regulation and controlling of LGBT policies as a cross section issue: support of city units with LGBT projects, projects with different units, counselling, committee work;
- Promoting social acceptance: public relations, information, education, counselling, projects
- Support for the LGBT community: support of groups and projects, counselling for the same sex marriage;
- Temporary special focus in LGBT policies: for example: visibility of lesbian woman (2009 – 2012); LGBT youth (actual focus in school politics and social politics);
- Administration and developing of the communal LGBT foundation “Münchner Regenbogenstiftung”.

Municipal sectors/services involved

All sectors and services are involved (or should be).

Collaboration with social and/or health-care and welfare organisations

social infrastructure of the city, belonging to issues which are in development.

Collaboration with interest groups

LGBT centres, LGBT organisations, CSD Munich (organisers of Gay Pride), different interest groups that support LGBT rights.

Other collaboration partners

different organisations and units belonging to issues which are in development.

Which parties will implement the policy?

Municipality of Munich, city districts and all other collaboration partners.

Contact person at the municipality:

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

Mr Andreas Unterforsthuber (a.unterforsthuber@muenchen.de): director of the unit

Local LGBT policy on municipal site

www.muenchen.de/koordinierungsstelle

Municipality of Nijmegen – The Netherlands

Policy

To promote the visibility, safety and empowerment of the LGBT community. In this respect, it is essential to count on personal responsibility and the power of citizens. From target group policy to mainstreaming the sexual diversity policy.

Goal

Building on the success of the policy in recent years, especially where this focused on increasing the social acceptance of the LGBT community.

For how long has there been a specific LGBT emancipation policy?

2001

Key focus areas (short term and long term)

- Education;
- Health Care & Welfare;
- Safety;
- Sports;
- Visibility;
- Culture;
- Transgender persons.

Municipal sectors/services involved

Social Development department (Health Care & Welfare, Sport, Education, Culture, Work & Income), Safety Department and Human Resources.

Collaboration with social and/or health-care and welfare organisations

GGD Nijmegen, Ieder1gelijk (anti-discrimination agency), Tandem Welfare, Veiligheidshuis, NIM (general social work) and neighbourhood social work teams.

Collaboration with interest groups

COC Nijmegen LGBT Advisory Committee, Dito! Youth organisation.

Other collaboration partners

Workplace Pride, Pink Wednesday, Pink Passkey Project, hospitality venues, sports clubs, schools (primary, secondary and vocational education), Radboud University and HAN (Polytechnic).

Which parties will implement the policy?

Municipality, GGD Nijmegen and COC.

Contact person at the municipality

Mr Henk Peereboom (h.peereboom@nijmegen.nl)

Local LGBT policy on municipal site

www2.nijmegen.nl/wonen/integratie

Municipality of Rotterdam – The Netherlands

Policy

LGBT policy forms part of the city's emancipation policy. The core of the city's emancipation policy is that everyone is challenged to make the most of themselves. The focus is on strengthening the knowledge and networking function by setting up a local knowledge centre on LGBT emancipation (RotterdamV) and by making investments in improving the safety, visibility and social acceptance of the LGBT community.

Goal

All activities are focused on strengthening citizens' capacities and opportunities for development.

For how long has there been a specific LGBT emancipation policy?

2007

Key focus areas (short term and long term)

- A local knowledge centre on LGBT emancipation;
- To improve the visibility of the LGBT community;
- Social acceptance;
- Safety;
- To combat discrimination.

Municipal sectors/services involved

Social Development Cluster

Collaboration with social and/or health-care and welfare organisations

RotterdamV knowledge centre, Citizenship knowledge centres, RADAR anti-discrimination agency, GGD.

Collaboration with interest groups

COC Rotterdam, Apollo LGBT youth organisation

Other collaboration partners

Schools, Rotterdam Centre for Theatre, Humanitas.

Which parties will implement the policy?

Management by municipality of Rotterdam; various organisations will be involved, in order to implement the action plan.

Contact person at the municipality

Ms Sana el Fizazi (s.elfizazi1@rotterdam.nl)

Local LGBT policy on municipal site

n/a

Municipality of The Hague – The Netherlands

Policy

Specific memorandum on LGBT community. The purpose of The Hague's LGBT emancipation policy is to enable lesbian, gay, bisexual and transgendered persons to be themselves in a self-confident and visible manner. LGBT emancipation is different from female and male emancipation in the sense that in this case, the emphasis is on equality, social acceptance and safety.

Goal

The basic principles of the LGBT policy can be found in the The Hague memorandum on LGBT emancipation entitled, 'Simply Different'. In 2011 this specific LGBT emancipation policy was continued, strengthened and made more specific.

For how long has there been a specific LGBT emancipation policy?

The municipality of The Hague has been implementing a specific LGBT emancipation policy since 2008.

Key focus areas (short term and long term)

The key focus areas of LGBT emancipation are set out in the emancipation memorandum 2.0 for the period 2012-2014.

- Young immigrants;
- Continued education;
- Perception of the LGBT community;
- Safety/entering registration code and collaborating with partners;
- Using emancipation ambassadors;
- Sports clubs.

Municipal sectors/services involved

Welfare, Education and Cultural Services.

Collaboration with social and/or health-care and welfare organisations

COC The Hague, Kringen The Hague Region, Rainbow Foundation, Splash (The Hague LGBT Swim Club), Anti discrimination agency, Welfare organisations and immigrant organisations

Collaboration with interest groups

LGBT and immigrant organisations based in The Hague

Which parties will implement the policy?

The College of the Mayor & Aldermen is in charge of implementing the policy. The OCW department implements the policy in collaboration with other municipal services and social institutions.

Contact person at the municipality

Mr Gökmen Dogan (gokmen.dogan@den Haag.nl)

Local LGBT policy on municipal site

n/a

Municipality of Torino – Italy

Policy

A specific chapter in the Mayor's political guidelines for 2011-2016 on "Torino, capital of Rights" including Lesbian, Gay, Bisexual and Transgender (LGBT) community / establishment of a LGBT Office embedded in the central administration / mainstreamed LGBT emancipation policies in the central administration departments and city districts through cooperation and networking procedures.

Goal

An advanced and European city must promote real equality of rights and opportunities for all, starting from access to housing, education and welfare. Combating discrimination on the grounds of sexual orientation and gender identity is part of the culture of Torino, a city that in these last years has proved to be open and welcoming to the requests of the LGBT community.

How long has there been a specific LGBT emancipation policy?

Since 2001

Key focus areas (short term and long term)

- To promote and protect LGBT rights, to improve quality of life, social inclusion and respect for LGBT people and their families;
- To facilitate a social climate of cultural change free from prejudice, to prevent and combat homo/transphobia and discrimination on the grounds of sexual orientation and gender identity;

The key focus areas in this regard are:

- Providing training courses on LGBT topics for public administration personnel;
- Carrying out educational activities in primary, junior and senior high schools with teachers, students and their parents for combating homo/transphobic bullying and promoting social acceptance of LGBT parenting and families;
- Supporting public and private projects for the social and working inclusion of transsexual/transgender people (work grants, internships, apprenticeship etc.);
- Including LGBT topics in the city's cultural and sport events (exhibitions, conferences, sport games);
- Organising celebration events, information and raising awareness campaigns among citizens on the occasion of T-DoR, Torino Glt Film Festival, IDAHO, LGBTQI Pride;

Municipal sectors/services involved

A Permanent Piloting Group coordinated by the LGBT Office promotes cross-sectional actions and projects carried out in different areas (Staff Training, City Districts, Events, City Libraries, Education, Youth, Housing, Immigrants Inclusion, General Registry Office, Welfare, Family Centre, Sport, Municipal Police etc.). Nineteen Departments of the central administration are actually involved and represented in the Group.

Collaboration with social and/or health-care and welfare organisations

CIDIGEM, Gruppo Abele, Fondazione Molo (medical assistance and support to transsexual people), Consorzio Abele Lavoro (work), job centres, family counselling centres.

Collaboration with interest groups

Coordinamento Torino Pride (the umbrella association grouping 16 national and local LGBT and non-LGBT associations), Fondazione "Fuori", Centro Risorse LGBTI, Direzione Gaia, Centro Studi "Serenio Regis", Amnesty International, Coordinamento Genitori Democratici.

Other collaboration partners

Piedmont Regional Authority, Province of Torino, University of Torino (CIRSDE), RE.A.DY partners (the City of Torino is the national Secretariat of the national network of local governments combating LGBT discrimination), UNAR (Governmental body for Equalities), OSCAD, Ministry for Education, local branches of national Ministries, FRA, Council of Europe.

Which parties will implement the policy?

The City of Torino, city districts and all other collaboration partners

Contact person at the municipality:

Mr Eufemio Gianluca Truppa (eufemio.truppa@comune.torino.it)

Local LGBT policy on municipal site

<http://www.comune.torino.it/politichedigenere/lgbt/index.shtml>

Municipality of Utrecht – The Netherlands

Policy

The municipality of Utrecht operates a policy that focuses on a sociable, safe and tolerant environment and it also wishes to use this policy to promote the acceptance, integration and visibility of The LGBT community in Utrecht society.

Goal

To stimulate the emancipation process among the residents of Utrecht, with respect to the acceptance of the LGBT community.

For how long has there been a specific LGBT emancipation policy?

Mid-1980s

Key focus areas (short term and long term)

- Safety;
- Education and youth welfare;
- Visibility, e.g. Pink Saturday 2013;
- Assertiveness and support (e.g. care for LGBT senior citizens);
- Sports.

Municipal sectors/services involved

Sport and Society, Education, Public Order & Safety and Diversity & Integration.

Collaboration with social and/or health-care and welfare organisations

Artikel 1 Central Netherlands (regional anti-discrimination agency), GG&GD (municipal health service)

Collaboration with interest groups

Advisory Committee on LGBT emancipation policy: COC Central Netherlands, PANN, De Overkant foundation, De Utrechtse Kringen foundation, etc.

Other collaboration partners

Pink Panel, schools and school boards, police force, Safety and Neighbourhoods.

Which parties will implement the policy?

Schools, welfare institutions, interest groups, police force.

Contact person at the municipality

Kees van den Berg (c.van.den.berg@utrecht.nl)

Local LGBT policy on municipal site

<http://www.utrecht.nl/smartsite.dws?id=357653>

Municipality of Vienna – Austria

Policy

The Viennese Government has stated a specific policy for lesbian, gay and transgendered issues for the current legislative period from 2011 to 2015, the „Wiener Paket für Vielfalt und Akzeptanz“.

The **goal** is to combat homophobia, transphobia and violence on societal and legislative level. The local government feels obliged to take action to support the concerns of LGBT citizens as a minorized discriminated group.

In 1998 the Antidiscrimination unit for lesbian gay and transgender issues was established within the Municipality of Vienna.

Key focus areas (short term and long term) are:

- Combating homophobia, transphobia and violence;
- Establishing diversity and awareness about LGBT issues within the public sector;
- Specific focus on transgender in 2012 and 2013;
- Trainings on the subject of homosexuality and trans identity for colleagues and apprentices within the municipality as well as for nurses, social workers, teachers,..
- Strengthening the LGBT NGOs;
- Provide funding for LGBT NGOs;
- International cooperation;
- Elderly LGBT;
- Supporting equal legal opportunities for LGBT on national level.

Municipal sectors involved

All sectors and services are involved, as the „Wiener Paket für Vielfalt und Akzeptanz“ is a political statement for the whole city administration.

Collaboration with relevant players like

Police, platform against domestic violence, Klagsverband for victims of discrimination, youth centres, organisations providing support for elderly people,..
NGOs and organisations in the LGBT field locally and nationally.

Contact persons at the municipality

Angela Schwarz (angela.schwarz@wien.gv.at)

Wolfgang Wilhelm (wolfgang.wilhelm@wien.gv.at)

LGBT policy on municipal site

<http://www.wien.gv.at/politik/strategien-konzepte/regierungsbereinkommen-2010/integration-frauenfragen-konsumentenschutz-personal/index.html>

Municipality of Zürich – Switzerland

Policy

Specific mandate extension of the Office for Gender Equality (Department of the Mayor) on issues of sexual orientation and gender identity.

Goal

To support the legal and actual equality of homo-, bi-, trans- and intersexual people in all areas of life and within the municipality of Zürich (according to the resolution 228 from March 20th 2013).

For how long has there been a specific LGBT emancipation policy?

March 2013

Key focus areas (short term and long term)

- Consultation and participation in preparing administrative tasks, measures and issues of personnel law, concerning sexual orientation and gender identity;
- Exchange and cooperation with NGOs on matters of sexual orientation and gender identity;
- Free of charge legal advice and consulting for municipality-employees on discriminations concerning LGBTI-issues;
- Promotion, coordination and support of information exchange on LGBTI-issues within the municipality;
- Audit mandate to clarify possible financial support of NGOs working within LGBTI-issues (in collaboration with the Social Services Department of the municipality of Zürich);
- Support of campaigns raising the awareness towards LGBTI-issues.

Municipal sectors/services involved

All sectors and services should be involved.

Collaboration with social and/or health-care and welfare organisations

Not yet → to be defined.

Collaboration with interest groups

Pink Cross, Lesbenorganisation Schweiz (LOS), Transgender Network Switzerland (TGNS), Homosexuelle Arbeitsgruppe Zürich (HAZ), Dachverband Regenbogenfamilien, Freunde und Eltern der Schwulen und Lesben (FELS), PinkCop (Verein homosexueller Polizistinnen und Polizisten), Zwischengeschlecht.org, SI Selbsthilfe Intersexualität.

Other collaboration partners

Municipality of Geneva, LGBTIQ-officer Guillaume Mandicourt.

Which parties will implement the policy?

Municipality of Zürich, Office for (Gender) Equality.

Contact person at the municipality:

Mr Aner Voloder (aner.voloder@zuerich.ch)

Local LGBT policy on municipal site

<http://www.stadt-zuerich.ch/content/prd/de/index/gleichstellung.html>
(Specific category on LGBTI is in progress).