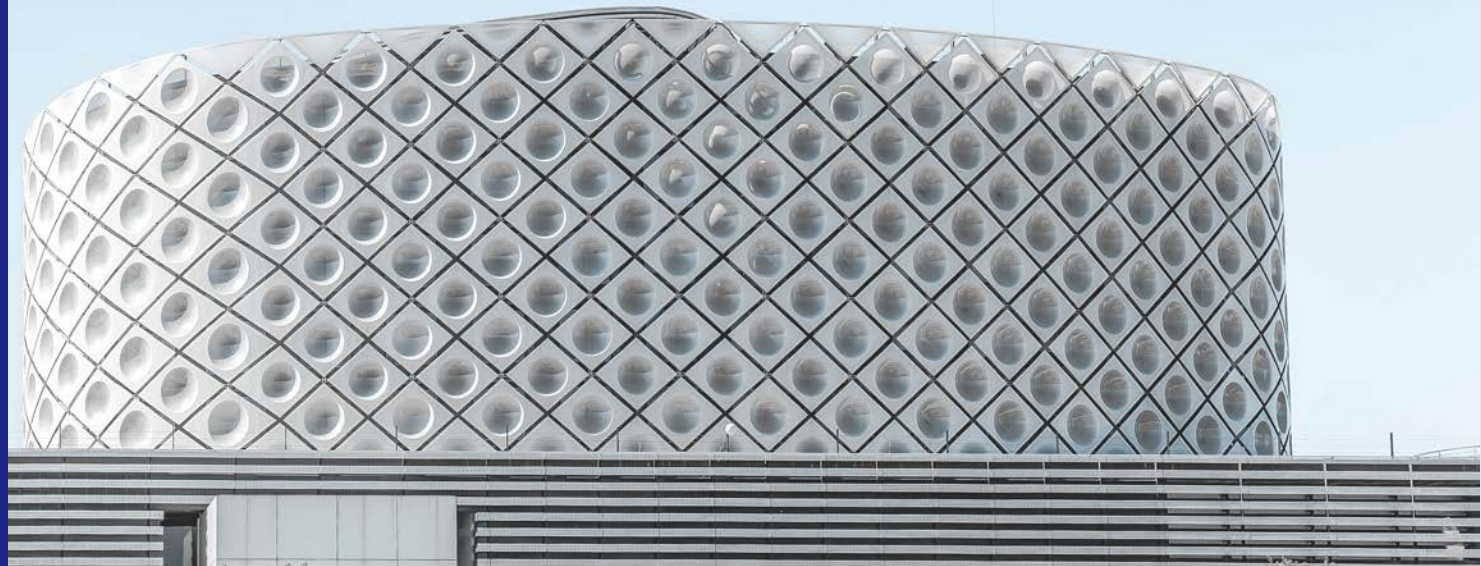


for local governments project

# LGBTI POLICY GUIDELINES



Project funded by the European Commission.



## *Introduction*

This handbook is the commencement of a project titled “ LGBTI policy guidelines for local governments”. This first event marks the beginning of series of events, five to be exact, that will allow its partners to share their experiences to identify common problems and possible solutions to overcome the titanic task of creating the first LGBTI policy when you are a local government.

The reflections and experience generated by these cities in LGBTI policies are remarkable. Cities are complex urban agglomerations. On the one hand, they are a source of opportunities and innovation, but at the same time, they show social fractures and discrimination. In addition, they are dense spaces with big populations.

Rainbow Cities Network and its members, aware of this reality, set the example for good governance on the basis of social cohesion, sustainability, economic development, and gender equality. Putting LGBTI people at the center of their policies. Ultimately, creating governance that ensures the quality of life for all citizens. A population that is heterogeneous and diverse. People in urban centers have many identities and interests (sometimes opposed) such as: gender, race, age, religion, abilities, social and economic position, among others. To respond to these challenges and find shared solutions, in 2020, the

Coordinator of Rainbow Cities Network conceptualized the project. This project intends to be a practical tool of the reflections on policies and build a strategic orientation of our network.

For the opening event, we are privileged to have a great panel of experts including Helena Dalli, Commissioner for Equality from the European Commission, Evelyne Paradis, Executive Director from ILGA Europe, Nawal Ben Hamou, Secretary of State of the Brussels-Capital Region, responsible for Equal Opportunites, Juliane Steeger, Chair of the Board of Rainbow Cities Network, Manuel Rosas Vazquez, Coordinator of Rainbow Cities Network and Coordinator of the LGBTI Policy Guidelines for Local Governments.

We will close the transmission with the lecture “Localizing LGBTQ Activism: The Impact of Pride in Socially Conservative Contexts” from Professor and Author Ph.D. Phillip M. Ayoub.

After this, our participant partners will invest two days in discussing and exchanging information in breakout rooms that will be the base of the LGBTI policy guidelines for local governments project.

Manuel Rosas Vazquez



Project title: Rainbow Cities in Action

## LGBTI Policy Guidelines<sup>1</sup>

### Participating cities:

Aarhus, Amsterdam, Barcelona, Berlin, Brussels Capital Region, Esch-Sur-Alzette, Brugges, Cologne, Cork, Hamburg, Hanover, Kotor, Ljubljana, Leuven, Mannheim, Nuremberg, Paris, Rotterdam, Vienna.

The purpose of this project is to foster active citizenship in understanding the diversity of Lesbian, Gay, Bisexual, Transgender, Intersexual, and Queer citizens and contribute to increasing visibility, respect, and tolerance towards LGBTI minorities.

The objective of this project is to create the first LGBTI guidelines for local governments (cities, boroughs). This project brings together 19 European cities that have LGBTI emancipation policies.

The project will run between June 2021 and September 2022. There will be five events in this period, where 19 European cities represented by their delegations will discuss, draft, publish, and transfer policy guidelines to other cities that do not yet have LGBTI policies in place.

Five events will take place in five different host cities. The first event will take place in Brussels Capital Region, the second in Berlin, the third in Aarhus, the fourth in Cork, and the final event will take place in Kotor.

### We aim to:

- Develop the first policy guidelines for European cities or other local governments that do not yet have LGBTI policies in place.
- Have guidelines with an intersectional approach, considering race, sexual orientation, identity, gender, income, and social class, including refugees, BIPOC, migrants, and handicapped people.
- Deepen intercultural dialogue and mutual understanding.
- Construct counter-narratives against the stigmatization of LGBTI people.
- Create comprehensive guidelines that will serve as a tool to oppose homophobic propaganda.

The first two events will have a workshop format. During the first event, we will collect input from each partner city about the challenges they have faced when implementing their emancipation policy. We will divide the input into 10-20 large themes and create a matrix containing all relevant information. This matrix will be sent to all participants to be able to analyze the outcome and prepare for the second workshop.

# in a nutshell

The second event in Berlin will focus on collecting concrete proposals on what cities will need to focus on when writing an emancipation policy and how to overcome frequent common challenges. As a result, participants will be working towards building a second, more refined matrix with all input and proposals.

The next two events will have a city’s representative meeting format. Ahead of the third event, partner cities will have received and analyzed both matrices. Therefore, at this stage they will be able to draft policy guidelines with concrete proposals on what cities with no emancipation policy need to focus on when writing their own. At the end of this meeting, cities will take the draft policy guidelines for further reading, analysis, and annotations in preparation of final modifications at the final meeting.

The fourth event will have an assembly format. Each point of the drafted guidelines will be read, edited, and voted on. A side goal of this particular event is to emulate the process of the European Commission when approving a resolution. At the end of this event, the approved guidelines will be distributed among the members of the Rainbow Cities Network to be translated into nine languages (German, Dutch, French, Danish, Montenegrin, Portuguese, Spanish, Catalan, and Slovenian).

The fifth and final event will serve as the launch of the policy guidelines. This date will mark the publication and distribution of the guidelines among strategic stakeholders.



### Expected outcomes:

- Brussels Capital Region: first matrix with proposals divided into 10-20 large themes.
- Berlin: second, refined matrix with proposals divided into 10-20 large themes.
- Aarhus: the result from the assembly of both matrices and draft of the policy guidelines.
- Cork: review, editing, and final approval of the policy guidelines.
- Kotor: launch and publication of the first LGBTI policy guidelines for local governments in English (the official language of the Network) plus nine other languages.

This project will also support the implementation of the United Nations’ Sustainable Development Goals.



# *Speakers*



**Helena Dalli**  
Commissioner for  
Equality  
European Commission.



**Nawal Ben Hamou**  
Secretary of Estate of  
Brussels-Capital-Region  
Responsible for Equal  
Opportunities.

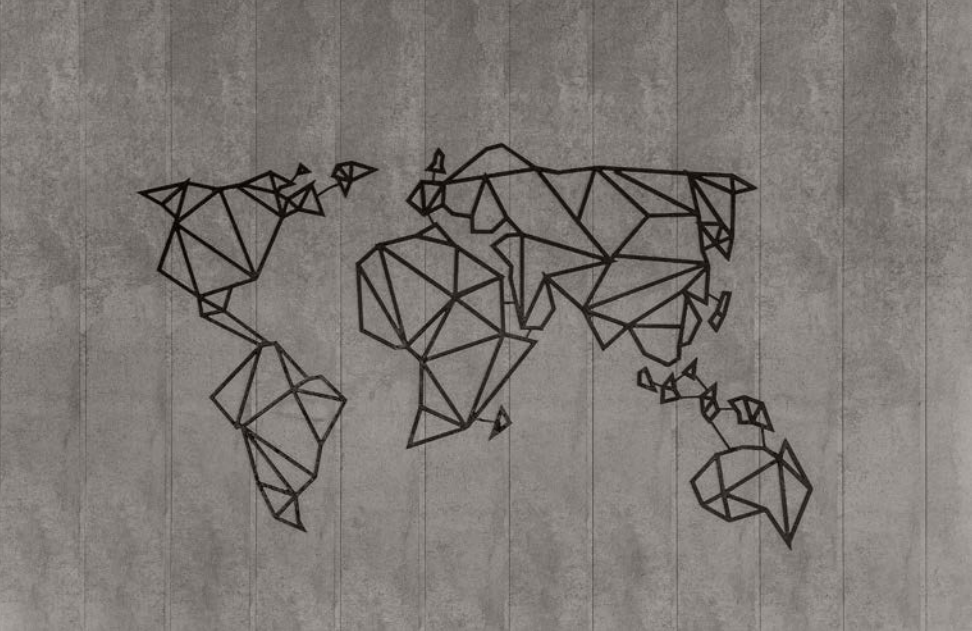


**Evelyne Paradis**  
Executive Director  
ILGA Europe.



**European  
Commission**





## *Speakers*



**Juliane Steeger**

Chair of the Board of RCN. She is the representative for sexual and gender diversity at the state capital Hanover since 2012. There she works in the areas of (queer) women, seniors, and in the focus on rainbow families.

In addition, a larger proportion of administrative work is one of her tasks.



**Manuel Rosas  
Vázquez**

Coordinator of RCN and .Coordinator of the LGBTI policy guidelines for local governments. He works with the Board to set the strategy and direction of the network. Manages relationships with our members and other international bodies, and represents the network on platforms around the world.



**Phillip M.  
Ayoub Ph.D.**

Associate Professor of Diplomacy and World Affairs at Occidental College and Alexander von Humboldt Foundation Fellow in International Security at the Hertie School in Berlin. He is the author of *When States Come Out: Europe's Sexual Minorities and the Politics of Visibility*(Cambridge University Press, 2016)



# Rainbow Cities Network





# *We go the extra mile*

This year we will have a team of great talented people moderating the breakout rooms. Their names are: Magdalena Świder - social psychologist, trainer and consultant on diversity, LGBTQ activist from Poland, member of Campaign Against Homophobia ([kph.org.pl](http://kph.org.pl)) since 2012, Board Member at Anti-discrimination Education Society.



Colette Farrugia Bennett is an activist for LGBTIQ rights and values diversity and social integration. She is the co-chair of the Malta LGBTIQ Rights Movement and is also part of the LGBTI Consultative Council which is an advisory committee to the government. She is the co-founder of MGRM's Rainbow Support Service, which she is currently coordinating and providing support to the LGBTIQ persons in the process of self-identification, dealing with internalized homo-, bi-, trans- and inter-phobia, accessing services, and supporting gender and sexual diversity clients and their families in the process of coming out. Colette has a Masters Degree in Family Therapy and Systemic Practice, as well as a Masters Degree and Bachelor Degree in Social Work from the University of Malta. She has specialised in the therapeutic empowerment and affirmation of diverse gender and sexual identities within the context of individual, couple and family therapy.

Daria Kinga Majewski, She is a crossboarder queerfeminist activist, writer and essayist. To work on the idea of Equality she as well engages in different queerfeminist projects, as she works as a moderator and coach.



# PROGRAM

*Brussels Capital Region 2021*

## Day 1 – Tuesday, June 1<sup>st</sup>

10:00-10:45	1. Official Welcome
	1.1. Commissioner Helena Dalli, Keynote speaker (confirmed)
	1.2. Nawal Ben Hamou, Secretary of State of the Brussels-Capital Region, responsible for Equal Opportunities (Confirmed)
	1.3. Evelyne Paradis, ILGA Europe (Confirmed)
	1.4. Juliane Steeger, Chair of RCN (Confirmed)
	1.5. Manuel Rosas Vazquez, Coordinator of RCN/LGBTI policy guidelines
10:45-11:15	Coffee Break
11:15-11:45	2. “Localizing LGBTQ Activism: The Impact of Pride in Socially Conservative Contexts” lecture by Philip M. Ayoub, Ph.D.
11:45-12:00	3. Q&A
12:00-13:00	Lunch Break
13:00-14:30	4. Breakout Rooms, Session one
14:30-14:45	Coffee Break
14:45-16:15	5. Breakout Rooms, Session two
End of the Day	

## Day 2 – Wednesday, June 2<sup>nd</sup>

10:00-11:30	1. Breakout Rooms, Session three
11:30-12:00	Break
12:00-13:00	2. Breakout Rooms, Session Four
13:00-14:00	Lunch Break
14:00--15:00	Closing remarks
End of the Day	

C/o QNN e.V. Volgersweg 58 30175 Hanover, Germany. [www.rainbowcities.com](http://www.rainbowcities.com) +4917661416602