



# Equinet Training on LGBTI issues

17-18 June 2014

## PROGRAMME

### VENUE

Equality Ombudsman  
Torsgatan 11, Stockholm, Sweden

### OBJECTIVES

Equinet's perspective on LGBTI people (<http://goo.gl/epaCsc>) as well as other sources (such as the work of FRA) show that LGBTI people suffer serious discrimination in daily life. Equality bodies can be key actors of change in improving their situation.

This Equinet training strives to provide equality body staff members with a space for **peer learning** and for **discussing key challenges as well as good practices** in the field.

It is expected that participants will:

- **Learn** about the most current issues, recent achievements and new developments in securing equality for LGBTI people
- **Share** their knowledge and experience both formally during the sessions and informally in breaks
- **Learn** about good practice initiatives and projects by other equality bodies
- Return to their jobs better equipped to **promote and secure** equality for LGBTI people
- Upon their return **inform** their colleagues in their equality bodies about the lessons learned at the training

### PARTICIPANTS

This Equinet training is dedicated to an audience of approximately 50 staff members of equality bodies with responsibilities in dealing with LGBTI issues. The training programme allows for participation with different professional backgrounds, including legal, policy and communication experts.

### KEY THEMES

The Equinet perspective on LGBTI people identifies key themes for equality bodies. These topics will be addressed at the training.

- Societal-political-legal context for the work of equality bodies
- Strategic approach to work on LGBTI issues
- Under-reporting of discrimination by LGBTI people
- Specific actions addressing LGBTI issues including influencing policies and law, promoting good practice by employers and service providers, research and casework
- Internal challenges for and processes of equality bodies including capacity, coherence, engagement and sustaining a focus.



# DRAFT AGENDA

## DAY 1 (17 June)

08.30 – 09.00 **Registration and Welcome**

### Opening Address

09.00 – 09.30 **Evelyn Collins** – Chair of Equinet and Chief Executive of the Equality Commission for Northern Ireland

**Jenny Olausson** – Deputy Equality Ombudsman, Sweden

### SESSION 1 – THE CONTEXT FOR LGBTI EQUALITY IN EUROPE

**Chair: Evelyn Collins, Chair of the Equinet Executive Board (Equality Commission for Northern Ireland)**

09.30 – 10.40

*This session aims at discussing the current political, societal and legal context and climate for LGBTI equality in Europe. This context is diverse in the different countries but in all cases it has an important influence on the work of international organisations, equality bodies and civil society aiming to promote LGBTI equality.*

09.30 – 09.50

**The context for LGBTI equality in Europe**

**Robert Biedroń**

Council of Europe General rapporteur on the rights of LGBT people

09.50 – 10.10

**Legal and policy developments for LGBTI equality in the EU**

**Juan Gonzalez-Mellizo**

European Commission DG Justice

10.10 – 10.25

**The perspective of civil society**

**Evelyne Paradis**

ILGA-Europe

10.25 – 10.40

**Questions & Answers – Discussion**

10.40 – 11.00

**Coffee break**

### SESSION 2 – WORKSHOPS

11.00 – 12.30

*This workshop session will discuss how the societal-political-legal context may shape the strategy and work of equality bodies and how can they influence this context.*

*Participants will rotate between the different groups so that each participant gets to discuss all three topics.*

- ❖ How to take a strategic approach for LGBTI work in different contexts? – *Emila Spasojević, Commission for the protection of Equality, Serbia*
- ❖ Strategic litigation in LGBTI cases – *Martin Mörk, Equality Ombudsman, Sweden*
- ❖ Making recommendations to legislators and policy-makers and influencing policy on LGBTI issues – *Jussi Aaltonen, Ombudsman for Equality, Finland*

12.30 – 14.00

**Lunch**

### SESSION 3 – ADDRESSING UNDER-REPORTING

**Chair: Michiel Bonte, Equinet Executive Board member (Interfederal Centre for Equal Opportunities, Belgium)**

14.00 – 15.30

*Under-reporting is one of the key challenges in the field of equality and non-discrimination in general and for LGBTI equality in particular. The FRA's LGBT survey found that only 10% of those LGBT persons that felt discriminated reported the incident to the authorities.*

*This session, with plenary presentations and small group discussions, will set out to understand under-reporting and to find effective ways to address the underlying*

*problems.*

14.00 – 14.20	<b>Results and lessons from the FRA's LGBT survey</b>	<b>Dennis van der Veur</b> EU Agency for Fundamental Rights (FRA) – <i>by video link</i>
14.20 – 14.30	<b>Research to understand the barriers in seeking access to justice</b>	<b>Deirdre Toomey</b> Equality Authority, Ireland
14.30 – 14.45	<b>Questions &amp; Answers – Discussion</b>	
	<b>Small group discussions facilitated by:</b>	
	❖ Monika Groser, Ombud for Equal Treatment, Austria	
14.45 – 15.30	❖ Sarah Benichou, Defender of Rights, France	
	❖ Libby Kinney, Equality Commission for Northern Ireland	
	❖ Evelyne Paradis, ILGA-Europe	
15.30 – 16.00	<b>Coffee break</b>	
16.00 – 17.30	<b>SESSION 4 – FOCUS ON TRANS AND INTERSEX PEOPLE</b> <b>Chair: Tamás Kádár, Senior Policy Officer, Equinet Secretariat</b> <i>LGBTI people are not a homogeneous group and this has to be taken into account by equality bodies when working to promote equality for and fight discrimination against LGBTI people. Research and surveys indicate that Trans and Intersex people are in a particular situation within the LGBTI group and the specificities of these groups have to be taken into account and respected.</i> <i>This session, with plenary presentations and small group discussions, will set out to understand the particular situation and needs of Trans and Intersex people.</i>	
16.00 – 16.15	<b>The work of the Commissioner for Human Rights on Intersex issues</b>	<b>Lauri Sivonen</b> Office of the Council of Europe Commissioner for Human Rights
16.15 – 16.30	<b>The specific situation of Trans people and the work of TGEU</b>	<b>Julia Ehart</b> Transgender Europe
16.30 – 16.45	<b>The specific situation of Intersex people</b>	<b>Jenny Ottosson</b> Intersex people of Sweden (INIS)
16.45 – 17.30	<b>Small group discussions</b> hosted by the plenary speakers	
<b>18.30 – SOCIAL EVENT / DINNER</b>		
<b>DAY 2 (18 June)</b>		
09.30 – 11.00	<b>SESSION 5 – SPECIFIC POLICY AREAS AND ISSUES</b> <b>Chair: Anne Gaspard, Executive Director of the Equinet Secretariat</b> <i>This session, with a plenary presentation and small group discussions, will discuss challenges and good practices identified and results achieved in promoting equality for LGBTI people in specific areas such as healthcare, education, employment and goods and services.</i> <i>In the small group discussions participants will rotate between the different groups so that each participant gets to discuss two topics.</i>	
09.30 – 09.45	<b>Research on the experience of discrimination by LGBT people in different fields</b>	<b>Maria Filletti</b> National Commission for the Promotion of Equality, Malta
09.45 – 10.00	<b>Questions &amp; Answers – Discussion</b>	

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Small group discussions:

- ❖ Healthcare – Research on LGB in healthcare (*Anna Mazurczak, Human Rights Defender, Poland*)
- ❖ Education – Taking action to address homophobic bullying and supporting good practice. The Impact of Homophobic and Transphobic Bullying on Education and Employment (*Ashot Gevorgyan, IGLYO - International Lesbian, Gay, Bisexual, Transgender, Queer Youth & Student Organisation*)
- ❖ Employment – How to achieve an inclusive work environment and support good practices. (*Peter Tai Christensen, Equality Ombudsman, Sweden*)
- ❖ LGBT Certification - Professional training and quality assurance in the health and social service sectors (*Malinda Flodman, Swedish Federation for LGBT Rights*)

11.00 – 11.30

**Coffee break**

### SESSION 6 – WORKSHOPS

11.30 – 12.30

*This workshop session will discuss internal-institutional challenges for equality bodies in effectively dealing with LGBTI issues. Such challenges include making LGBTI issues a priority, ensuring coherence across the organisation on LGBTI issues and building organisational capacity.*

*Participants will rotate between the different groups so that each participant gets to discuss two topics.*

- ❖ Making LGBTI issues a priority and developing coherence within the organisation – *Annelies Decat, Interfederal Centre for Equal Opportunities, Belgium*
- ❖ Engaging effectively with LGBTI organisations – *Julia Ehrt, Transgender Europe*
- ❖ Being strategic on this issue: the objectives, the right mix of interventions, the relationships required – *Niall Crowley, independent expert*

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12.30 – 12.40

### CLOSING OF THE SEMINAR

*Anne Gaspard – Executive Director, Equinet Secretariat*

### FOLLOW-UP

Equinet will publish a summary report of the seminar and will upload the speakers' presentations on its website at:

**[www.equineteurope.org/activities/events](http://www.equineteurope.org/activities/events)**

In addition to visiting our **website**, you can also follow the work of Equinet and its 41 European member equality bodies by subscribing to our **monthly newsletter** from our homepage or by following us on **Facebook** ([facebook.com/EquinetEurope](https://facebook.com/EquinetEurope)) or **Twitter** (@equineteurope)



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