



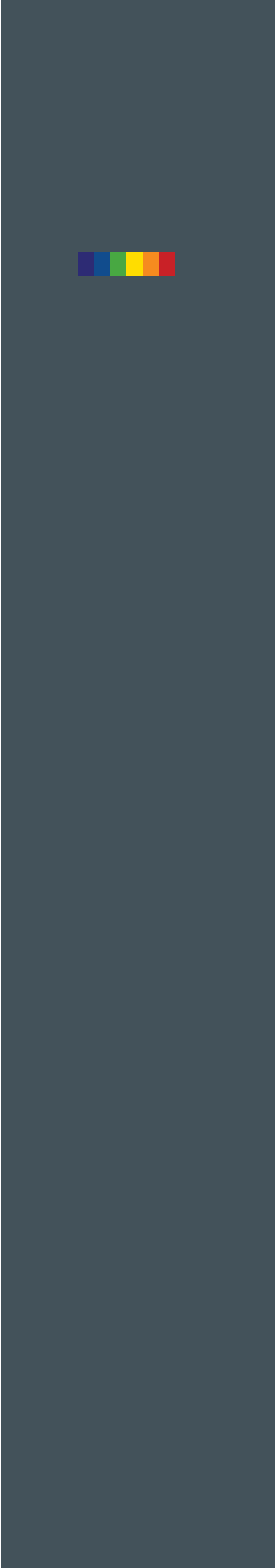
the  
Williams  
INSTITUTE

Egale   
Canada Human Rights Trust



# LGBTI PACKAGE FOR THE WESTERN BALKANS







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On behalf of the Williams Institute and Egale Canada Human Rights Trust we are honored to partner with the Government of Montenegro and other Governments in the Western Balkans and Central and Eastern Europe in organizing and supporting common work against homophobia/biphobia/transphobia, stigma and discrimination among LGBTI people.

Based at UCLA School of Law, the Williams Institute is the United States' leading research center on sexual orientation and gender identity law and public policy. Egale is Canada's only national LGBTIQ2S human rights charity promoting lesbian, gay, bisexual and trans human rights through research, education and community engagement.

The intention of this LGBTI package is to offer accurate and data-based support to government and civil society. This package will bring best practices for how we can confront myths and stereotypes about LGBTI people in order to encourage governments to achieve both de jure, and de facto equal rights and opportunities for all of its citizens, regardless of their sexual orientation or gender identity and expression, and to strengthen democratic development in those societies.

This package features a significant innovation: It collects in one location the broad range of educational and training programmes available to governments, NGOs and others committed to access and fairness for all persons, including LGBTI persons. These programmes are rooted in the Williams Institute's and Egale's scientific research and significant expertise in both LGBTI issues and education on these issues. The purpose is to ensure that accurate, up-to date, and practical educational programming is available to combat all forms of discrimination and violence, and to ensure the enforcement of those prohibitions, in order to solidify and spread LGBTI human rights and equality throughout the region.

This package represents the best of our practices employed throughout the Western Balkans over the last seven years. We continue our work with the Government of Montenegro, bringing cutting edge legal and public policy analysis to inform real-world issues and offering education programmes specifically designed for judges, law enforcement and other governmental and NGO participants.

Special thanks go to the Deputy Prime Minister of Montenegro, Duško Marković, for identifying, encouraging, supporting, disseminating and politically leading this initiative package for the Western Balkans and Central and Eastern Europe, as well as to the Cabinet of the Prime Minister of Montenegro for coordinating this part of the programme.

# WILLIAMS INSTITUTE



# 01

## JUDICIAL EDUCATION AND TRAINING PROGRAM

### RESPONSIBLE PARTY:

This education project proposal is submitted by the Williams Institute at UCLA Law School. The Williams Institute is dedicated to conducting rigorous, independent research on sexual orientation and gender identity law and public policy. A think tank at the University of California-Los Angeles Law School, the Williams Institute produces high-quality research with real-world relevance and disseminates it to judges and justice system professionals, legislators, policymakers, media and the public.

Experts at the Williams Institute have authored hundreds of international and national public policy studies and law review articles, trained thousands of lawyers, judges and members of the public internationally and in the United States, provided expert testimony at legislative hearings, and been widely cited in the national media.

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**DESCRIPTION:**

The Williams Institute's Judicial Education Program provides international and national judges with substantive training on legal issues affecting lesbian, gay, bisexual, transgender and intersex (LGBTI) people. The goal of our training program is to provide judges, magistrates and other juridical decision makers with the most up-to-date legal and policy information they will need when considering sexual orientation issues in cases coming before them. Additionally, the training program provides concrete tools and information that allows participants to engage with LGBTI communities in a manner that provides fair and equal access to the justice system to all members of society. The Williams Institute's judicial education program draws on the intellectual and material resources of the University of California-Los Angeles, one of the world's leading research universities. International and national experts in sexual orientation and gender identity issues and courts teach all courses and develop all educational programming and curricula.

**TARGET AUDIENCE:**

Supreme Court justices, appellate court judges, municipal, district court and trial court judges, magistrates, hearing officers, administrative law judges, mediators, and other legal decision makers in international, national, and local tribunals.

**COURSE LENGTH:**

The Williams Institute's education programs are modular. Each topical issue segment runs from two to three hours and can be joined together to create a program tailored to the needs of a particular court, institution, nation or region. Accordingly, we can create a specific program that can last from a short, half-day session, to two or three days as appropriate for the specific needs and interests of the foreign or domestic justice partner.

**EXPERIENCE:**

The Williams Institute Judicial Education Program has conducted programs for judges, magistrates, tribunal judges, hearing officers and other decision makers in Montenegro and Serbia, El Salvador, nations in the Caribbean, and Russia, worked with the courts of England and Wales on LGBT court personnel, and participated in programs with such international and national organizations as the International Association of Women Judges, the International Association of Lesbian, Gay, Bisexual and Transgender Judges, the US Department of Justice, the National Judicial College, The American Judges Association, the American Bar Association, the National Council for Juvenile and Family Court Judges, the Association of Family and Conciliation Courts, and state courts throughout the United States.



## EDUCATION AND TRAINING PROGRAM FOR JUDICIAL AND JUSTICE SYSTEM PROFESSIONAL STAFF

### RESPONSIBLE PARTY:

This education project proposal is submitted by the Williams Institute at UCLA Law School. The Williams Institute is dedicated to conducting rigorous, independent research on sexual orientation and gender identity law and public policy. A think tank at the University of California-Los Angeles Law School, the Williams Institute produces high-quality research with real-world relevance and disseminates it to judges and justice system professionals, legislators, policymakers, media and the public.

Experts at the Williams Institute have authored hundreds of international and national public policy studies and law review articles, trained thousands of lawyers, judges and members of the public internationally and in the United States, provided expert testimony at legislative hearings, and been widely cited in the national media.

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**DESCRIPTION:**

The Williams Institute's Education and Training Program for Judicial and Justice System Professional Staff

provides international and national judicial, administrative, tribunal and court personnel with substantive training on legal issues affecting lesbian, gay, bisexual, transgender and intersex (LGBTI) people. The goal of our training program is to provide both public-facing and non-public facing court and judicial system personnel with the most up-to-date legal and policy information they will need when interacting with LGBTI persons in the legal and justice systems, and to best serve and understand sexual orientation issues in tasks presented to them. Because these professionals are often the first, and sometimes only, judicial system personnel that members of the public see and communicate with, research has shown that these initial staff interactions can affect an individual's entire experience with the legal system. Additionally, court staff frequently interact with LGBTI persons who are from racial, ethnic, or religious minorities and from differing social classes. Thus, the public and court users often have cultural, social and linguistic norms at odds with those of the court or justice system. This training provides participants with concrete tools and information that allows participants to engage with LGBTI communities in a manner that provides fair and equal access to the justice system to all members of society. The Williams Institute's training and education program draws on the intellectual and material resources of the University of California-Los Angeles, one of the world's leading research universities. International and national experts in sexual orientation and gender identity issues and courts teach all courses and develop all educational programming and curricula.

**TARGET AUDIENCE:**

Judicial, tribunal, administrative and hearing officer personnel, judicial and justice system professional staff, justice professionals.

**COURSE LENGTH:**

The Williams Institute's education programs are modular. Each topical issue segment runs from two to three hours and can be joined together to create a program tailored to the needs of a particular court, institution, nation or region. Accordingly, we can create a specific program that can last from a short, half-day session, to two or three days as appropriate for the specific needs and interests of the foreign or domestic justice partner.

**EXPERIENCE:**

The Williams Institute Judicial and Justice System Court and Professional Staff Education Program has conducted programs for judicial and justice system staff and legal professionals in El Salvador, and has worked with the courts of England and Wales on LGBT court personnel. We created the first LGBTI training for court staff in Miami, Florida and El Paso, Texas, two communities serving LGBTI persons who are also racial and ethnic minorities. Those programs were specifically tailored to provide material on the intersection of sexual orientation, gender identity and race and ethnicity appropriate to the particular needs of the courts in those communities. The Williams Institute has participated in programs with such international and national organizations as the International Association of Women Judges, the International Association of Lesbian, Gay Bisexual and Transgender Judges, the US Department of Justice, the National Judicial College, the American Bar Association, the National Council for Juvenile and Family Court Judges, the Association of Family and Conciliation Courts, and state courts throughout the United **STATES.**



## **EDUCATION AND TRAINING PROGRAM FOR PUBLIC PROSECUTORS, JUDICIAL AND JUSTICE SYSTEM LAWYERS, AND LEGAL PERSONNEL**

### **RESPONSIBLE PARTY:**

This education project proposal is submitted by the Williams Institute at UCLA Law School. The Williams Institute is dedicated to conducting rigorous, independent research on sexual orientation and gender identity law and public policy. A think tank at the University of California-Los Angeles Law School, the Williams Institute produces high-quality research with real-world relevance and disseminates it to judges and justice system professionals, legislators, policymakers, media and the public.

Experts at the Williams Institute have authored hundreds of international and national public policy studies and law review articles, trained thousands of lawyers, judges and members of the public internationally and in the United States, provided expert testimony at legislative hearings, and been widely cited in the national media.

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**DESCRIPTION:**

The Williams Institute's Education and Training Program for Public Prosecutors, Judicial and Justice System Lawyers, and Legal Personnel provides prosecutors and lawyers within the judicial and justice system with substantive training on legal issues affecting lesbian, gay, bisexual, transgender and intersex (LGBTI) people. The goal of our training program is to provide those lawyers and advocates with the most up-to-date legal and policy information they will need when prosecuting or representing LGBTI persons in the legal system. This program enables participants to understand the relevant sexual orientation issues encountered at work in order to do their jobs most effectively. These professionals often investigate and select legal mandates, strategies and theories and thus shape cases within the judicial system. Consequently, a deep understanding of LGBTI communities is crucial to their work and to the proper functioning of the justice system. The Williams Institute's training and education program draws on the intellectual and material resources of the University of California-Los Angeles, one of the world's leading research universities. International and national experts in sexual orientation and gender identity issues and courts teach all courses and develop all educational programming and curricula.

**TARGET AUDIENCE:**

Public Prosecutors, justice system lawyers, and those who employ legal training or principles in professional positions in the judicial and justice system.

**COURSE LENGTH:**

The Williams Institute's education programs are modular. Each topical issue segment runs from two to three hours and can be joined together to create a program tailored to the needs of a particular court, institution, nation or region. Accordingly, we can create a specific program that can last from a short, half-day session, to two or three days as appropriate for the specific needs and interests of the foreign or domestic justice partner.

**EXPERIENCE:**

The Williams Institute Public Prosecutor, Judicial and Justice System Lawyers and Legal Personnel Education Program has consulted on programs for prosecutors and court lawyers in El Salvador, and conducted LGBTI programs which included prosecutors and court lawyers in the courts of England and Wales. The Williams Institute has participated in programs on LGBTI issues for legal professionals with such international and national organizations as the US Department of Justice, the American Bar Association, the National Council for Juvenile and Family Court Judges, the Association of Family and Conciliation Courts, and state courts throughout the United States.



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## TRAINING AND EDUCATIONAL CURRICULA ON LGBTI ISSUES FOR INTERNATIONAL, NATIONAL AND LOCAL JUDICIAL EDUCATION PROFESSIONALS

### RESPONSIBLE PARTY:

This education project proposal is submitted by the Williams Institute at UCLA Law School. The Williams Institute is dedicated to conducting rigorous, independent research on sexual orientation and gender identity law and public policy. A think tank at the University of California-Los Angeles Law School, the Williams Institute produces high-quality research with real-world relevance and disseminates it to judges and justice system professionals, legislators, policymakers, media and the public.

Experts at the Williams Institute have authored hundreds of international and national public policy studies and law review articles, trained thousands of lawyers, judges and members of the public internationally and in the United States, provided expert testimony at legislative hearings, and been widely cited in the national media.

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**DESCRIPTION:**

Training and Educational Curricula on LGBTI Issues Program provides international, national and local judicial education professionals with best practices on educating judges and other court personnel on LGBTI issues. The program trains professional judicial educators on curriculum development and educational techniques specifically tailored to overcome the challenges inherent in education on LGBTI topics. The program addresses novel or cutting edge social issues that learners often find controversial or may trigger strong resistance based in culture, personal beliefs or religion. The program also addresses the problems intrinsic to teaching judges, people whose job entails being expert decision makers able to draw upon their knowledge and background experiences to decide contested legal issues. Because both law and society are in flux on LGBTI issues and legal rights, this area is one in which judges often are without the necessary information and tools to perform their duties. This program provides judicial educators with best practices and techniques for delivering this current and often-changing information and training to judges. The program offers methods to directly face these difficult challenges and turn these problems into strengths in order to reengage expert learners in continuing education, to overcome potential resistance, and to increase professional competence in LGBTI topics.

**TARGET AUDIENCE:**

Judicial and court and justice system personnel education professionals and trainers in related areas.

**COURSE LENGTH:**

The Williams Institute's education programs are modular. Each topical issue segment runs from two to three hours and can be joined together to create a program tailored to the needs of a particular court, institution, nation or region. Accordingly, we can create a specific program that can last from a short, half-day session, to two or three days as appropriate for the specific needs and interests of the foreign or domestic justice partner.

**EXPERIENCE:**

Since 2006, the Williams Institute Judicial Education Program has partnered with and presented programs on education and curriculum development to international, national and state professional judicial education institutes and organizations on LGBTI issues. Our program participants have included the National Judicial College, the National Association of State Judicial Educators, the US Department of Justice, the International Organization for Judicial Training, and judicial education institutions throughout the United States and North and Central America.



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## LGBTI LAWYERS AND NGO EDUCATION AND TRAINING PROGRAM

### RESPONSIBLE PARTY:

This education project proposal is submitted by the Williams Institute at UCLA Law School. The Williams Institute is dedicated to conducting rigorous, independent research on sexual orientation and gender identity law and public policy. A think tank at the University of California-Los Angeles Law School, the Williams Institute produces high-quality research with real-world relevance and disseminates it to judges and justice system professionals, legislators, policymakers, media and the public.

Experts at the Williams Institute have authored hundreds of international and national public policy studies and law review articles, trained thousands of lawyers, judges and members of the public internationally and in the United States, provided expert testimony at legislative hearings, and been widely cited in the national media.

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**DESCRIPTION:**

The Williams Institute Lawyers and NGO Education Program educates lawyers, NGO workers, community leaders, and others on the latest developments on LGBTI law and public policy. Specifically, this program focuses on legal matters affecting lesbian, gay, bisexual, transgender and intersex (LGBTI) people, as an example of a contested issue in flux within contemporary society. These workshops train participants on how to use empirical research in their work as well as best practices and the technical skills needed for litigation in the targeted nation, district or jurisdiction. The interactive, skills-based training modules draw upon experts' experience. Program participants explore the current status of LGBTI rights and strategic litigation within their particular local or regional culture and context.

**TARGET AUDIENCE:**

Lawyers, barristers, NGO workers, community leaders, and other persons directing legal strategies for the advancement of equality and access to justice for all persons, including LGBTI people.

**COURSE LENGTH:**

The Williams Institute's education programs are modular. Each topical issue segment runs from two to three hours and can be joined together to create a program tailored to the needs of a particular court, institution, nation or region. Accordingly, we can create a specific program that can last from a short, half-day session, to two or three days as appropriate for the specific needs and interests of the foreign or domestic justice partner.

**EXPERIENCE:**

In 2013, the Williams Institute participated with lawyers and community leaders from around the Caribbean in a program to strategize about LGBTI issues in the region. The Institute's experts have presented expert testimony and research before government officials in Europe, the Caribbean, Latin America, Asia, and the South Pacific to help those governments make informed decisions affecting LGBTI issues in their nations. We have worked with the courts of England and Wales to make those courts more accessible to LGBTI personnel, court users, and the public. We have participated in programs with the National Judicial College, the National Association of State Judicial Educators and with judicial education programs throughout the United States and Latin America.

# EGALE



## DEFINITIONS:

**SEX/ASSIGNED SEX:** The classification of a person as male, female or intersex based on biological characteristics, including chromosomes, hormones, external genitalia and reproductive organs. Most often, sex is assigned by a medical professional at birth and is based on a visual assessment of external genitalia.

**GENDER:** Gender is a system that operates in a social context to classify people, often based on their assigned sex. In many contexts this takes the form of a binary classification of either 'man' or 'woman'; in other contexts, this includes a broader spectrum.

**GENDER IDENTITY:** A person's deeply felt internal and individual experience of gender. This could include an internal sense of being a man, woman, both, neither or another gender entirely. A person's gender may or may not correspond with social expectations associated with the sex they were assigned at birth. Since gender identity is internal, it is not necessarily visible to others.

**GENDER EXPRESSION:** The way a person presents and communicates gender within a social context. Gender can be expressed through clothing, speech, body language, hairstyle, voice, and/or the emphasis or de-emphasis of bodily characteristics or behaviours, which are often associated with masculinity and femininity. The ways in which gender is expressed are culturally specific and may change over time.

**ATTRACTION:** Often referred to as sexual orientation, this classifies a person's potential for emotional, intellectual, spiritual, intimate, romantic, and/or sexual interest in other people, often based on their sex and/or gender. Attraction may form the basis for aspects of one's identity, and/or behaviour.

**SEXUAL BEHAVIOUR:** Often referred to as sexuality, this classifies a person's potential for sexual interest in other people, often based on their sex and/or gender. Sexual behaviour may inform aspects of one's identity, and/or attraction.

**RESPONSIBLE PARTY:**

These project and education proposals are submitted by Egale Canada Human Rights Trust (Egale). A national Canadian charity, Egale endeavours to advance human rights based on attraction (sexual orientation), gender identity and gender expression through research, education and community engagement. A leader in supporting organizations to develop the strategy, motivation, and accountability required to foster lesbian, gay, bisexual, trans, queer and questioning (LGBTQ) inclusion and safer spaces, Egale provides reliable, high-quality training and facilitation for professional and organizational development on a regional, national, and international scale. Egale's training sessions aim to build participants' knowledge, skills, attitudes, and abilities in LGBTQ inclusion by tailoring programs to meet the unique needs of organizations.



## **POLICE EDUCATION AND TRAINING PROGRAM**

### **DESCRIPTION:**

Egale's Police Education and Training Program provides police with in-depth training on identifying and understanding hate and bias motivated crimes based on attraction (sexual orientation), gender identity and/or gender expression. The program is designed to provide police with the information they need in order to investigate potential hate crimes, present evidence in the event of prosecution, and to engage with lesbian, gay, bisexual, trans, queer and questioning (LGBTQ) communities. Developed, presented, and evaluated by Egale in continued partnership with Toronto Police Services and community service providers, these sessions intend to help build safer environments where victims of hate crime have sustained confidence in their police services.

### **TARGET AUDIENCE:**

Police officers, school resource officers, community school liaison officers



**COURSE LENGTH:**

Egale's Police Education and Training Program is a full day session, covering both general understandings of LGBTQ identities and specific issues relating to investigating and reporting hate crime. The program can be modified to include separate victim sessions to determine helpful services and interventions for victims of hate crime. Additionally, community sessions can be utilized as forums for distributing materials to encourage the reporting of hate crime incidents and publicize heightened police and community sensitivity to hate crime victimization.

**EXPERIENCE:**

Egale has delivered the Police Education and Training Program in over 30 regions across Canada, beginning with Toronto Police Services and reaching forces throughout the provinces of Ontario, New Brunswick and Saskatchewan. Since then, Egale and Toronto Police Services have maintained a strong partnership, delivering and developing the program over several years. The program continues to expand nationally and internationally, including presen-

tations to the British Race Hate Crime Forum, the New South Wales Police Force, the Budva Regional Police Unit in Montenegro, the Council of Europe, and to delegations from Germany, the Netherlands, Sweden, and Beijing. The program has been widely recognized for its innovative approach to engaging youth, community organizations and police in reporting and preventing hate crimes. In particular, the program received the 2008 Ontario Association of Chiefs of Police Community Policing Award. In 2010, the International Association of Chiefs of Police ranked it among the top 10 for the Motorola Webber Seavey Award for quality in law enforcement and community policing excellence.

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## **TRAINING AND CURRICULA FOR SAFER AND INCLUSIVE SCHOOLS PROGRAM**

### **DESCRIPTION:**

Egale's Training and Curricula for Safer and Inclusive Schools Program consists of professional development workshops for educators, administrators, and support staff on understanding the impacts that homophobia, biphobia, transphobia and feeling unsafe have on student success and performance. The program presents concrete strategies for creating safer schools for all students and staff, and offers comprehensive resources to support inclusive classroom teaching and school-wide strategies. Related and advanced modules of the program that emphasize strategic planning and implementation are also available for administrators of secondary and post-secondary schools, as well as resources for developing safer and inclusive university campuses and student residences.

### **TARGET AUDIENCE:**

Educators, Administrators, Educational support Staff, Guidance Counsellors

**COURSE LENGTH:**

Egale's training programs for educators and school administrators vary in length based on the needs of the particular group requiring our service. A general one-day session on inclusive classrooms provides the necessary information for teachers and support staff who engage with students directly, while a three-day workshop on school-wide strategies better suits principals, vice-principals, and administrators.

**EXPERIENCE:**

In 2011, Egale launched the first national survey on homophobia, biphobia, and transphobia in Canadian schools. Following this survey, Egale developed Training and Curricula for Safer and Inclusive Schools in partnership with the Ontario Ministry of Education. Since then, the program has expanded nationally. Provincial and territorial ministries and departments of Education in Manitoba, Ontario, Newfoundland & Labrador,

New Brunswick and the Yukon have all contracted Egale for the purpose of running the program for educators, staff, and administrators. Since the program's inception in 2012, Egale has trained over 9,000 teaching and administrative staff on how to foster a safer and more welcoming environment for students. In 2015, Egale adapted the program in order to deliver training to educators in Estonia and Latvia, in collaboration with regional partners.

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## HEALTHCARE EDUCATION AND TRAINING PROGRAM

### DESCRIPTION:

Egale's Healthcare Education and Training Program highlights the unique health issues, needs, and circumstances of LGBTQ persons so that all healthcare professionals can provide access to healthcare without discrimination. LGBTQ individuals often encounter barriers in receiving effective healthcare from service providers due to lack of knowledge of the particular health issues they experience. Our program facilitates opportunities for healthcare workers to develop mechanisms for the protection of privacy, dignity, and rights of all users of health services, as well as ways in which to combat institutional bias against LGBTQ persons and in turn foster a more accepting and safer clinical environment for them. The stress associated with social marginalization results in poorer physical and mental health for LGBTQ individuals, and as such all healthcare professionals should be educated on the unique and various needs of these communities as they interact with a diverse range of individuals every day.

**TARGET AUDIENCE:**

Doctors, Psychiatrists, Nurses, Healthcare support staff

**COURSE LENGTH:**

Egale's Healthcare Education and Training Program is a full day session, covering both general understandings of LGBTQ identities and specific topics relating to gender affirmation and physical transition, sexual health, safe sexual behaviour, and mental health issues that commonly affect LGBTQ persons. Session topics will vary depending on the type of healthcare in which participants specialize.

**EXPERIENCE:**

In 2012, Egale hosted the first national, biennial LGBTQ Youth Suicide Prevention Summit in Toronto, gathering together medical researchers, clinical staff, counsellors, and social researchers to investigate ways to address the tragic state of LGBTQ youth mental health. In addition, the Egale Youth Outreach Centre engages in case consultation with an interdisciplinary team of healthcare practitioners to provide appropriate healthcare services for LGBTQ youth who visit the centre. Through these avenues, Egale has gained an intimate understanding of the daily experiences and practice of healthcare professionals.

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## SOCIAL WORKER TRAINING AND EDUCATION PROGRAM

### DESCRIPTION:

Egale's Social Worker Training and Education Program provides social workers with the knowledge and mechanisms to effectively assist LGBTQ individuals and address the homophobia, biphobia, transphobia, and harassment they face. Through discussions of social inequality and detailed case scenarios, this program teaches mental health practitioners how to foster safer spaces where LGBTQ individuals can feel accepted and comfortable expressing themselves and finding support. The program outlines comprehensive intervention strategies to respond to overt and subtle discrimination, as well as to combat the cultural silence and stigma associated with LGBTQ identities. In this way, mental health practitioners can purposefully and proactively address the issues LGBTQ individuals face.

### TARGET AUDIENCE:

Social Workers, Psychologists, Counsellors, Psychotherapists

### COURSE LENGTH:

Egale's Social Worker Training and Education Program is a full-day session, involving a general overview of LGBTQ identities and workshops that allow participants to engage in real-life scenarios and case studies.

### EXPERIENCE:

Egale has worked extensively with mental health practitioners through the Egale Youth Outreach Centre, training professionals and interns in direct client practice with LGBTQ youth experiencing homelessness. In addition to providing training and guidance for mental health practitioners in other community agencies, Egale helped develop an LGBTQ Resource Guide for social workers in Montenegro, from which many of the details of this program are drawn.

### CONTACT DETAILS:

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## CIVIL SERVANT TRAINING AND EDUCATION PROGRAM



# 10

### DESCRIPTION:

Egale's Civil Servant Training and Education Program increases awareness and understanding about LGBTQ identities and experiences for public sector employees and management. Focusing on workplace discrimination and harassment, this program outlines the need for LGBTQ safer service access and the legal requirements around LGBTQ-inclusion. With an emphasis on trans-specific training (e.g. pronouns, employee transition plans) and the various forms of individual and institutional oppression, the program prepares civil servants to better address and understand the issues LGBTQ individuals face in the workplace.

### TARGET AUDIENCE:

Civil servants, Public sector employees and management

### CONTACT DETAILS:

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### COURSE LENGTH:

Egale's Civil Servant Training and Education Program is a full-day session, involving a general overview of LGBTQ identities and experiences and workshops that allow participants to identify and address individual, institutional, and systemic issues of privilege, oppression, discrimination and harassment.

### EXPERIENCE:

Egale has delivered training and education around LGBTQ identities and experiences to employees and management from a wide range of public and private sector organizations. Several Ontario ministries, including the Ministry of Education and the Ministry of Community and Social Services, have also contracted Egale for policy and employee consultation to better implement an environment that is accepting and welcoming of LGBTQ individuals.



## PUBLIC EDUCATION CAMPAIGN

### DESCRIPTION:

Egale's public education campaign aims to promote cultural acceptance and understanding of LGBTQ persons and identities within a region. Through public service announcements, public relation mechanisms, and community engagement, the campaign confronts and addresses common prejudices against LGBTQ persons and encourages united social action to foster the cultural values and conditions that would support LGBTQ acceptance and protection. In order to reach its fullest potential, the campaign works in partnership with regional police, social service workers, and government officials to ensure multidisciplinary cooperation and commitment to LGBTQ inclusion and acceptance.

### COURSE LENGTH:

Unlike the industry-specific courses offered by Egale, the Public Education Campaign will vary in length depending on the level of openness and receptiveness of the region's population. As the campaign unfolds and these facets of the public are observed, the campaign can be extended or modified as seen fit by campaign partners.

### EXPERIENCE:

Egale has initiated several public awareness campaigns focused on various LGBTQ issues. Most recently, Egale launched m.Bodiment, a public awareness campaign surrounding gay, bisexual, transgender, and queer (GBTQ) men's perceptions of masculinity. In the past, Egale successfully ran Hear Our Story, a series of interviews with LGBTQ individuals intended to strengthen the LGBTQ voice worldwide.

### CONTACT DETAILS:

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## EGALE DIVERSITY INTERNSHIP PROGRAM (EDIP)



### OUR VISION:

EDIP is a one-month exchange program for LGBTQ professionals with the aim of increasing the cohort of international leaders who can effectively serve and implement LGBTQ-supportive policies that improve workplace relationships, satisfaction and outcomes among all employees.

### OUR MISSION:

EDIP is an inclusive organizational internship program aiming to promote LGBTQ-equity and diversity policies in the workplace. Created by Egale together with business partners, EDIP examines the best practices of Canadian employers, trade unions, government and LGBTQ campaigning organizations. EDIP's special area of focus is in the Western Balkans and Central and Eastern Europe.

### CONTACT DETAILS:

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### DESCRIPTION:

EDIP seeks to explore the variety of LGBTQ-supportive workplace policies in the corporate sector and the impact these policies have on businesses. The program consists of practical work revolving around the implementation of diversity policies in entrepreneurial settings, and includes working closely with senior Egale and business professional teams. The selected professionals will learn how such workplace environments, by implementing LGBTQ-supportive policies, develop concrete improvements in employee job commitment, effective workplace relationships, workplace satisfaction, and openness surrounding LGBTQ identities. Through professional development workshops, research opportunities, and experience managing high-profile projects, the EDIP interns will discover through practice how such working environments increase productivity among all employees.



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## EGALE LEADERSHIP INTERNATIONAL PROGRAM (ELIP)

### OUR VISION:

ELIP is a two-week exchange program hosted by Egale designed to increase the number of LGBTQ leaders who can effectively represent their communities in their own country and the international arena at large, while simultaneously promoting Egale's work globally.

### OUR MISSION:

ELIP is a call to action on the federal government of Canada, outlining how to improve the lives of LGBTQ people abroad and provide better international support in the struggles for the human rights of LGBTQ people. ELIP's special area of focus is in the Western Balkans and Central and Eastern Europe.

### CONTACT DETAILS:

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### DESCRIPTION:

ELIP seeks to encourage and develop the leadership performance and competency of LGBTQ individuals outside of Canada, reflecting the powerful potential among LGBTQ identities and leadership skills. Throughout the program, selected leaders will receive a mentorship with a member of Egale's team and/or our community partners and will cultivate effective leadership tools and approaches concerning challenges at the intersection of LGBTQ issues and international communities. Each selected candidate will explore how the methodologies Egale employs in researching attraction (sexual orientation), gender identity, and gender expression relate to their own culture and country. Through workshops, team projects, and meetings with professionals, this program draws on methodologies related to assessing how people lead effectively, and identifies specific challenges and opportunities in the leadership skills related to LGBTQ rights and issues.

Egale   
Canada Human Rights Trust

Equality for  
Sexual Minorities

ART  
FOR  
JUSTICE

## ART FOR JUSTICE: EQUALITY FOR GENDER AND SEXUAL MINORITIES

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### OUR VISION:

We wish to see the Western Balkans become stronger because all human beings are equally valued, can participate fully and are treated with fairness, dignity and respect.

### OUR MISSION

The Art for Justice program aims to bring human rights to life by producing and shaping human rights tools, public policy and practices that empower people in the Western Balkans to improve their own lives and the lives of others through cultural and social initiatives.

### CONTACT DETAILS:

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### DESCRIPTION:

Art for Justice is a program designed to gather people and communities from different countries and cultural backgrounds with the aim of promoting tolerance, equality and human rights through contemporary art produced by artists whose works express a true liberty of creation. The program will promote new approaches to works of art that celebrate the diversity of all people. As an organization that bears these principles, Egale encourages new and innovative forms of expression that nonetheless call attention to the injustices that surround us. In order to achieve this, Art for Justice will gather artists and thinkers from various disciplines: visual art, writers, poets, musicians, directors, actors, and also philosophers, aestheticians, sociologists, jurists, politicians, anthropologists and all people who seek a better world.

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