

## Italy

## National LGBT Strategy 2013 2016 - UNAR-READY Project



**The methodology is not traditional and also aimed at the change in personal points of view**

**Target groups:** Senior Figures in Public Administrations and Social Partners, through a national phase that took place in Rome, followed by a local phase that involved Emilia Romagna, Veneto, Friuli Venezia Giulia, Trentino Alto Adige and Puglia

**Focus:** Training on the prevention and contrast of discrimination based on sexual orientation and gender identity in the workplace. Definition of training models.

**Objectives:** A plan of actions, starting from what emerged in the different tables of comparison promoted by UNAR for the elaboration of National LGBTQ Strategy 2023-2016, was developed in accordance with the National Network of Public Administrations Anti-Discrimination for sexual orientation and gender identity actions. This plan, called the 'Detailed plan for the implementation of the activities of the National LGBTQ Strategy', has been used among Education, Work and Security organisations as well as in the design training for leading figures of Public Administrations. This was carried out on both national and local phases before it was piloted, replicated and finalised.

For the design and implementation of the training courses, the training needs expressed through pre-course questionnaires compiled by the stakeholders were considered (RE Network Partners. A. DY and Associations of the National Working Group established by UNAR) and, anonymously, by the direct beneficiaries. On the basis of the formative needs emerged, the following objectives were defined in the Line of Action Employment:

- Acquiring and developing elements of knowledge on sexual identity and its components, deepening the meaning of the LGBTQ lexicon, reflecting on stereotypes and prejudices
- Increase knowledge and awareness on socio-occupational inclusion of homosexual and transgender people, in order to prevent and counteract discrimination based on sexual orientation and gender identity in the labour market
- Broaden the information in relation to the anti-discrimination rules and practices of prevention and protection against discrimination in the workplace against homosexual and transgender persons



- Reflect on how programming of the use of the European Social Fund 2014-2020 can be designed in an inclusive and non-discriminatory way for homosexual and transgender persons, even in the light of objectives envisaged by the 'National Strategy for the prevention and contrast of discrimination based on sexual orientation and gender identity' (objective of the day for Public Administrations)
- Reflect on the policies of diversity management and rethink corporate welfare, through the presentation of good practices (objective of the day addressed to the social partners)

**Methodology:** The formation of the Action line Employment has foreseen two targets: the Public administration with the leaders of the Ministry of Labour and Social Policies and the Directions for the Work of the Regions; The Social Partners with the referents of the employers' Associations and of the trade unions. In the national phase, therefore, a day was dedicated to each target, thus adapting objectives and training content to the different specificity of the two groups.

The National phase was divided into two sessions. The first session was devoted to various topics: psycho-sociological literacy on sexual identity, LGBTQ lexicon and analysis of the discrimination that LGBTQ people encounter in the world of work; Study on anti-discrimination legislation in the field of work. This session for the Public Administration module was completed by reflecting on how programming on the use of the European Social Fund, with attention to agenda 2014-2020, can be understood in an inclusive and non-discriminatory perspective with regard to the objectives and measures of the National LGBTQ Strategy. As far as the Social Partners form is concerned, the session was completed by a deepening of diversity management and inclusive corporate welfare of LGBTQ people.

The second session was aimed at the presentation of good practices in labour policies and the inclusion of LGBTQ people, organised by the Associations of the National Working Group and divided into two days on the basis of the target groups. The presentation of good practice was followed by an interactive session, which saw the participants, assisted by the teachers and representatives of the Associations, hypothesise actions in their areas of competence, in such a way as to put into practice the knowledge learned during the training day.

At the end of the training activities, the LGBTQ Service of the City of Torino, on the basis of the experience carried out, has developed formative models experimented so that they can be replicated in other locations.

Weaknesses were: the short time available compared to all the issues addressed and the very congested timing; the difficulty in involving the beneficiaries of training, the lack of an operational reference at national level. It was not possible to provide all the courses envisaged at a local level for political and technical reasons.

Strengths were: the competence and clarity of the teachers; the methodology, in particular as not traditional and also aimed at a change in personal points of view; the appreciation for the exhibition of good practices and experiences that have highlighted also the initiatives carried out by the Public Administration; the training related to the professional context of the participants. More generally, it was a project built and implemented in a participatory way (meetings, questionnaires, workshops, etc.) that has enhanced a network of knowledge (academics, professionals, activists).



**Impact:** In the national phase, there were two courses with a total of 32 participants. In the local phase, there were four courses with a total of 87 participants.

The training was assessed through the presence in the classroom of a non-participant observer and through the completion of a satisfaction questionnaire by the participants.

The general satisfaction of the beneficiaries for the subjects, in particular for the multidisciplinary study and the significance of the topics covered.

Networks have been strengthened between central and local institutions, universities and associations.

**Conclusion:** The dissemination of instruments of knowledge of the condition of homosexual and transgender people in the world of work and the reflection on intervention tools to prevent and counteract discrimination either through training provided or through definition of proven training models that were presented during a final event to which representatives of the national institutions and of all the Italian regions were invited. The training models are available online at the following link [http://www.comune.torino.it/politichedigenere/bm~doc/modelli\\_formativi.pdf](http://www.comune.torino.it/politichedigenere/bm~doc/modelli_formativi.pdf) and can be replicated in other locations.

The Project did not envisage a constant monitoring of the relapse of the training, but positive feedback was collected at the evaluation workshops carried out both after the national stage of the training and after the local one and during the final events of Project also carried out these both at local and national levels.

**Contact:** LGBT Service –Department youth and equal opportunities Turin Municipality

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

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

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