

National Lgbt+ strategy
**For preventing and combating
discrimination on grounds
of sexual orientation
and gender identity**

2022-2027



**Presidenza del Consiglio dei Ministri
Dipartimento per le Pari opportunità**

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Introduction

The National LGBT+ Strategy, in line with international conventions, European Union guidance and our country's constitution, is a tool to strengthen the protection of LGBT+ rights and promote equal treatment and non-discrimination with a view to full inclusion of all people.

The result of a process widely shared with civil society and institutions, the National Strategy includes the planning of strategic objectives and concrete action in priority areas, with a mainstreaming approach.

The document represents our country's essential commitment to ensuring full equality for all LGBT+ people, through both specific actions and broader interventions that can produce cultural change by breaking down stereotypes and prejudices.

Chapter 1

The background

1.1 The framework of reference

In the process of affirming the rights of LGBT+ people, an essential role was played by European institutions, which deem equal treatment and non-discrimination a fundamental principle for the construction of an open, cohesive, inclusive and sustainable society.

Over time, commitment to LGBT+ issues has grown stronger and led to the European Union's adoption of binding measures for member states, including directives and soft-law instruments such as resolutions, recommendations and policy documents to introduce specific legal protections for those at risk of discrimination. At the same time, the jurisprudence of the European Court of Justice and the work of the European Council have been extremely important.

The prohibition of discrimination is clearly expressed in the **Treaty on the Functioning of the European Union (TFEU)**, which states that the Union shall aim in all its activities to combat discrimination on the basis of a number of factors, including sexual orientation, by taking appropriate action (Articles 10 and 19), and also in Article 21 of the **Charter of Fundamental Rights**.

Directive 2000/78/EC, which sets out a general framework for equal treatment in employment and working conditions, and is incorporated into Italian law by Legislative Decree no. 216 of 9 July 2003, reaffirms the universal right to equality before the law and protection against discrimination, and aims to make the principle of equal treatment effective in the member states by combating discrimination based on religion or personal beliefs, disability, age or sexual orientation in the working environment.

At the European level, important **guidelines** for the promotion and safeguarding of the exercise of all human rights by lesbian, gay, bisexual, transgender and intersex people were adopted by the European Council on 24 June 2013 (11153/13); and the European Council conclusions of 16 June 2016 called on *«Member States to strengthen and continue to support the action of institutional mechanisms including national equality bodies, which are essential tools for LGBTI non-discrimination»*, as well as to *«take action to combat discrimination on the basis of sexual orientation and gender identity»*.

There are also numerous **resolutions**, adopted over time by the European Parliament, most notably the 4 February 2014 resolution on the EU Roadmap against homophobia and discrimination on the grounds of sexual orientation and gender identity, which calls on the European Commission, member states and relevant agencies to work together to establish a comprehensive multi-year policy to protect the fundamental rights of LGBT+ people, and sets out priority issues and goals.

The **List of actions to advance LGBTI equality**, adopted by the European Commission in 2016, is a multifaceted framework of commitments for member states. Since its publication, the Commission has undertaken several types of actions, ranging from support for member states to improve lawmaking to initiatives to raise awareness and share best practices.

In the **14 February 2019 resolution** adopted by the European Parliament on the future of the LGBTI List of actions, the European Parliament calls on the Commission and other bodies to ensure that LGBT+ rights are prioritised in its work programme for 2019-2024; to strengthen cooperation across government departments in areas where LGBT+ rights should be mainstreamed, such as education and health; to adopt a new strategy document to advance equality for LGBT+ people; to involve civil society organisations in the development of future lists of actions to advance LGBT+ equality; and to include an inter-sector perspective in its future work on LGBT+ rights.

Furthermore, in view of the fact that research, surveys and reports indicate that public discrimination, hate speech and hate crimes against LGBT+ people are on the rise across the EU in violation of the fundamental rights of LGBT+ people, on 18 December 2019 the European Parliament passed a **Resolution on public discrimination and hate speech against LGBTI people** which condemns all forms of discrimination and violence on the basis of sexual orientation, gender identity or sexual characteristics, and calls on the European Commission to put forward a programme to ensure equal rights and opportunities for all citizens while respecting the competences of member states, and to monitor the proper incorporation and implementation of EU legislation relating to LGBT+ people.

On 14 February 2019, the European Parliament passed the first **Resolution on the rights of intersex people**, in which, in addition to condemning violence and non-consensual treatment to which intersex people are exposed, it calls on member states to make concrete commitments to ensure non-discrimination and combat stigma.

In its Resolution of 11 March 2021, the European Parliament declared the **European Union an LGBTIQ freedom zone**, in view of the fact that all member states have assumed obligations and duties under international law and EU treaties with regard to respecting, guaranteeing, protecting and applying fundamental rights; that the struggle against inequality in the EU is a shared responsibility that requires joint effort and action at all levels of government; and that regression in the treatment of LGBT+ people is often accompanied by a broader deterioration of democracy, the rule of law and fundamental rights.

In addition, among the documents at international and European level on LGBT+ equality that call on states to equip themselves with an appropriate legal framework to ensure equal treatment while activating policies specifically aimed at preventing and combating discrimination, mention should be made of **Recommendation CM/Rec (2010)5 of the Committee of Ministers of the European Council** to member states on measures to combat discrimination on the grounds of sexual orientation or gender identity (adopted 31 March 2010), in implementation of which Italy developed its first National LGBT Strategy (2013-2015), adopted by Ministerial

Decree of 19 April 2013, which served as a tool to support national and local policy on the subject, in accordance with international and European obligations.

At the national level, we should mention Law no. 164 of 14 April 1982 on the rectification of sex attribution and Law no. 20 of 20 May 2016, no. 76 regulating same-sex civil unions. Reference should also be made to **judgments no. 32 and 33 of 2021**, in which the **Italian Constitutional Court** returns to the issue of child rights protection with respect to same-sex couples. In judgment no. 32/2021, the Constitutional Court recalls that «*It is necessary, once again, to draw the attention of the legislature to this ethically sensitive matter, in order to identify, as previously advocated, a 'reasonable balance between the various constitutional merits involved, while respecting the dignity of the human person'* (judgment no. 347 of 1998)». At the same time, it «*calls for regulation of the issue that, in an organic manner, identifies the most appropriate ways of acknowledging the child's stable emotional ties*». The judgement concludes by underlining that, in this area, «*The continuation of legislative inertia would no longer be tolerable, so serious is the gap in protecting the overriding interest of the child*». In judgment no. 33/2021, the Constitutional Court reiterates that the legislature is responsible for the «*now urgent identification of solutions to remedy the current situation of inadequate protection of the interests of the child*».

1.2 The European LGBTIQ Equality Strategy

On 12 November 2020, the European Commission presented the first EU LGBTIQ Equality Strategy 2020 - 2025, announced by President von der Leyen in her 2020 State of the Union address, in order to intensify its efforts to achieve equality, equal treatment and non-discrimination. The Strategy is based on the vision of a Europe in which differences are respected and all people are equal and free to live their lives fully, regardless of their sexual orientation, gender identity/expression, or sexual characteristics. The Commission intends to take a **mainstreaming approach**, integrating the fight against LGBT+ discrimination into all EU policies.

The Strategy takes an intersectional approach¹, in view of the fact that discrimination is often multidimensional and «only an **intersectional approach** can pave the way for sustainable and respectful changes in society».

This is an important document, on the basis of which member states are invited to adopt strategic action plans, while taking existing good practices into account.

¹ Pursuant to Article 10 of the Treaty on the Functioning of the European Union (TFEU), «in the definition and implementation of its policies and activities, the Union shall aim to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation». The European Institute for Gender Equality defines «intersectionality» as an «analytical tool to study, understand and respond to the ways in which sex and gender intersect with other personal characteristics/identities and the ways in which these intersections contribute to specific experiences of discrimination». This definition applies equally to any form of discrimination

The Strategy sets a number of key objectives, divided into **four pillars**, to be achieved by 2025:

1. Combating discrimination against LGBTIQ people	2. Ensuring the safety of LGBTIQ people	3. Building inclusive societies for LGBTIQ people	4. Leading the fight for equality for LGBTIQ people around the world
Enforcement and improvement of legal protection from discrimination	Strengthening the legal protection of LGBTIQ people against crimes generated by hatred, incitement of hatred, and violence	Ensuring the rights of LGBTIQ people in cross-border situations	Strengthening the EU's commitment to LGBTIQ issues in all its external relations
Fostering inclusion and diversity in the workplace	Strengthen measures to combat online misinformation and hate speech against LGBTIQ people	Improving the legal protection of rainbow families in cross-border situations	
Fighting inequality in education, health, culture and sports	Reporting of crimes generated by anti-LGBTIQ hatred and sharing of best practices	Improving acknowledgement of transgender and nonbinary identities and intersex people	
	Protecting and safeguarding the physical and mental health of LGBTIQ people	Promoting an enabling environment for civil society	

Member states are encouraged to build and develop their own LGBT+ equality action plans based on existing best practices, in order to counter discrimination and violence against LGBT+ people.

The European Commission will regularly monitor the implementation of the actions outlined in the Strategy and submit a mid-term review in 2023.

This is the context for the National LGBT+ Strategy that Italy intends to adopt.

1.3 Statistical data

Numerous international surveys, conducted by both institutions and civil society bodies, show that discrimination against LGBT+ people requires that effective policies be put in place to ensure equal treatment and respect for human rights.

The **2019 Eurobarometer** special survey «Discrimination in the EU» analysed the degree of social acceptance of LGBT+ people in member states, and perceptions of discrimination on the basis of sexual orientation and gender identity. In general terms, the survey showed an improvement in the acceptance of LGBT+ people in the European Union, but significant differences between member states remain. Italy's figures are below the European average in terms of, for example, the percentage of people who believe that gay and lesbian people should have the same rights as heterosexual people, at 68% compared to an EU average of 76%; 59% consider that there is nothing wrong with same-sex emotional relationships, compared to 72% for the European average; 43% agree that transgender people should be able to change their civil documents to match their gender identity, compared to an EU average of 59%; and only 37% agree with the inclusion of a «third gender» on public documents, compared to an EU average of 46%.

In the **Rainbow Report** - an annual report on the status of LGBT+ rights in 49 countries in continental Europe and central Asia, prepared by ILGA-Europe, one of the largest international associations monitoring the rights of LGBT+ people in Europe, Italy was ranked 35th, confirming with an index of 23% (effectively stable) no improvement in the advancement of LGBT+ people's rights. ILGA's Rainbow Map analyses the situation of LGBT+ people in different countries in terms of their legal and political situation on the basis of six thematic categories: equality and non-discrimination, family, hate crimes and hate speech, legal gender recognition and physical integrity, space for civil society, and asylum.

A report by the European Union Agency for Fundamental Rights (FRA), relating to an online survey conducted between May and July 2019 in the 27 EU member states, the United Kingdom, North Macedonia and Serbia, shows that the situation in Italy indicates a context marked by fear of showing affection in public: 62% of people surveyed avoid holding hands with their loved one, and 30% said they avoid frequenting certain places for fear of aggression. Only 39% of the Italian sample freely express their LGBT+ identity, compared with a European average of 47%. 23% of respondents said they had experienced discrimination in the workplace; 32% said they had experienced at least one incident of harassment in the year prior to the survey, and 8% had suffered an incident of physical assault in the previous 5 years. Only 16% of the sample said they had reported these incidents to the police, highlighting the phenomenon of under-reporting, while only 8% of respondents (against a European average of 33%) expressed confidence in the serious commitment of public institutions.

1.4 Italy's action at international level to promote LGBT+ rights

Countering all forms of intolerance and discrimination against LGBT+ people is a **priority of Italy's international action for the protection and advancement of human rights**.

With its adherence in 2008 to the first **UN General Assembly Declaration on Human Rights, Sexual Orientation and Gender Identity**, Italy made a political commitment to promote the human rights of all people, regardless of their sexual orientation or gender identity. To this end, Italy upholds the relevant resolutions of the UN Human Rights Council (HRC), beginning with those established in 2016 and renewed for a further 3 years in 2019 by the **Independent Expert on sexual orientation and gender identity Issues (SOGI)**, who is tasked with examining countries' implementation of international obligations in this area and identifying appropriate ways to prevent and combat violence and discrimination on the basis of sexual orientation or gender identity.

In line with the **European LGBTI Equality Strategy 2020-2025**, and in particular the **European Union's commitment** to strengthen its global leadership role in safeguarding the universal and indivisible nature of human rights for all without discrimination, including LGBT+ people, Italy contributes to the promotion and protection of LGBT+ rights in the rest of the world through its diplomatic and advocacy work, both in multilateral forums (European Union, United Nations, Council of Europe, OSCE etc) and in bilateral relations with third countries, as well as through its participation in **informal initiatives and coalitions geared to this**, such as:

- the **UN LGBTI Core Group** (since 2017), a cross-regional group now numbering 33 countries, established in New York in 2008 to promote dialogue and combat discrimination on the basis of sexual orientation within the UN, and to protect the rights of LGBT+ people, particularly protection from discrimination and violence;
- the **Global Equality Fund (GEF)**, an intergovernmental fund established in 2011 by the United States to finance initiatives that defend the rights of LGBT+ people;
- the **Equal Rights Coalition (ERC)**, an international cooperation platform currently with 42 member countries, founded in 2016 with the aim of protecting and promoting the rights of LGBT+ people around the world through the exchange of information and best practices, the coordination of international action, public declarations and diplomatic initiatives, which members join on a voluntary basis.

Italy regularly raises, with specific recommendations, the issue of decriminalisation of homosexuality and the fight against discrimination and violence suffered by LGBT+ people in third countries as part of the **OHCHR's Universal Periodic Review (UPR)**, a peer review of the human rights situation in all UN member states, which takes place three times a year in Geneva and generally rotates on a four-year basis. In its latest scrutiny by the UPR (November 2019), Italy received various recommendations from other states regarding the need to intensify efforts to combat discrimination, hate speech and acts of violence, including domestic violence, against LGBT+ people, and to implement awareness campaigns, including through the adoption of a special strategy.

The Italian Agency for Development Cooperation has prepared guidelines on gender equality and the empowerment of women and girls (https://www.aics.gov.it/wp-content/uploads/2021/10/LLGG_GENDER_XWEB.pdf), submitted for final approval at the next meeting of the Inter-ministerial Committee for Development Cooperation (CICS). Chapter 2.6 of these includes a commitment, in the ambit of development cooperation, to take action to support the ability of LGBT+ people to make decisions about family and finances, and to have a voice and political influence in society.

To further strengthen Italy's action and role in protecting the human rights of LGBT+ people internationally, the Minister of Foreign Affairs and International Cooperation has appointed a **Special Envoy for the human rights of LGBTIQ+ people worldwide**. The Special Envoy will coordinate the action of the Ministry of Foreign Affairs to protect and promote the rights of LGBT+ people and communities and combat all forms of discrimination, with a special focus on the decriminalization of homosexuality worldwide.

Chapter 2

The path to the National Strategy

2.1 Social dialogue: the permanent Consultation Panel for LGBT+ rights

Following a manifestation of interest published on 17 February 2020, the permanent Consultation Panel for the protection of LGBT+ rights, composed of 66 sector associations, was established by decree of the Minister of Equal Opportunities and Family Affairs on 13 May 2020.

The panel, chaired by the Minister, met for its first plenary session on **26 May 2020**. The meeting was an important moment of dialogue and discussion with the associations, during which motions and proposals to improve the situation of LGBT+ people in the country emerged. On the same occasion, the Minister presented a proposal to adopt a new National LGBT+ Strategy to combat discrimination through a programme of concretely feasible actions affecting the main areas of people's lives: employment and welfare, health, security and prisons, education, training and sports, culture and communication, by means of a process shared with associations, institutions of various kinds, social, union and employment partners, and all stakeholders.

In **July and September 2020**, video conference consultations of the working groups of LGBT+ associations were held on the following priority areas:

Work and welfare
Safety
Health
Education/training/sport
Culture/communication/media
Database/monitoring/evaluation

Twelve meetings were held by video conference, coordinated by the National Office Against Racial Discrimination (UNAR), generating the proposals discussed below.

Each priority area was divided into objectives and actions.

On **12 March 2021**, the second plenary session of the LGBT+ Panel took place, chaired by the Minister for Equal Opportunities and Family Affairs and with the participation of numerous LGBT+ associations. On this occasion, the main issues that had emerged in the working groups were presented and the objectives of the Strategy shared.

On **1 December 2021**, at the conclusion of the work of the technical panel and the various bodies involved, a meeting of the associations of the LGBT+ Panel, coordinated by UNAR, was convened in order to share the final draft of the Strategy.

2.2 Relations with institutions

Concurrently with the dialogue with sector associations, contact was initiated with institutions involved in various ways, to establish collaboration geared to creating operational synergy and planning joint initiatives in the specific areas of interest. In a letter signed by Minister Bonetti, ministers and other institutions were invited to participate in the steering committee and to designate a contact person for the operational panel coordinated by UNAR.

On **7 April 2021**, the steering committee, chaired by the Minister for Equal Opportunities and Family, met to share the route to adopting the multi-year National Strategy for the protection of LGBT+ rights, in conjunction with the European LGBTIQ Equality Strategy 2020-2025. High-level representatives of the relevant central institutions, contact persons from the Conference of Regions, the UPI, ANCI, and the RE.A.DY Network attended the meeting and confirmed their willingness to participate in a process of collaboration and sharing in order to establish operational synergy and plan joint initiatives.

On **23 June 2021**, a meeting of the technical panel coordinated by UNAR was held, involving the technical contacts identified by the various administrations, during which the process of building the Strategy was presented along with the first draft of the document detailing shared objectives and actions, and the administrations were asked to submit contributions, proposals for amendments and additions. The amended draft was subsequently shared.

The meeting of the steering committee on **15 December 2021**, chaired by the Minister for Equal Opportunities and Family, was the final step in the process of adopting the document.

Administrations involved	At central level	At regional and local level
	<p>Ministries</p> <ul style="list-style-type: none">• Justice• Interior Education• Universities and Research• Culture• Health• Public Administration• Employment and Social Policy• Economy and Finance• Foreign Affairs• European Affairs• Youth Policy Sport	<ul style="list-style-type: none">• Conference of Regions UPI• ANCI• RE.A.DY Network

2.3 Governance

The development of a National Strategy and its implementation require a complex multilevel and multi-actor governance system with a networking approach to both the sharing of strategic objectives and the implementation of the planned actions, involving national, regional and local public administrations, networks of administrations, civil society and various stakeholders.

In fact, synergistic action by the various public and private actors involved is necessary, as the National LGBT+ Strategy constitutes a tool for systemic action that can promote and foster the affirmation of a culture of respect and appreciation of difference, contributing to the creation of a more open, cohesive and sustainable society.

Steering committee

Convened and chaired by the Minister for Equal Opportunities and Family. It is composed of ministers or their delegates involved in their various ways in the protection of LGBT+ rights, and the presidents or their delegates of the Conference of Regions, the Union of Italian Provinces (UPI), the National Association of Italian Municipalities (ANCI), and the RE.A.DY Network. The committee identifies the strategic direction and priorities of LGBT+ equality policies developed by the National Strategy.

Technical panel

Coordinated by UNAR, the panel is composed of the technical representatives of the administrations in the steering committee. It defines the objectives, actions and operational tools of the National LGBT+ Strategy, taking into account the recommendations and proposals of sector associations that are members of the permanent consultation panel for the protection of LGBT+ rights.

Permanent consultation panel for the protection of LGBT+ rights

This is the main instrument for discussion and dialogue with civil society. It is an advisory body established by decree of the Minister for Equal Opportunities and Family, who chairs the panel, on 13 May 2020. It consists of 66 sector associations that responded to a notice of manifestation of interest. The panel is a participatory body whose aim is to develop proposals and actions to counter discrimination and promote a climate of respect for LGBT+ dignity and a culture of difference. It operates through plenary sessions convened and chaired by the minister, and thematic working groups coordinated by UNAR. Experts and representatives of other associations with specific expertise in issues related to combating discrimination against LGBT+ people may also participate in the work of the panel, if the need arises.

Stakeholders/Involved parties

The process of building and implementing the Strategy is shared with the various stakeholders, whose role is crucial for full implementation of the actions. Discussions with various parties at national and/or local level may also include the signing of ad hoc memoranda of understanding relating to specific areas of competence. Stakeholders include, for example, trade unions and employers, professional bodies (journalists' associations etc), the National Bar Council, and the National Equality Counsellor.



Implementation and monitoring of the Strategy

The implementation of the Strategy will be shared with the various regional and municipal institutions that contribute to it, and will happen in conjunction with any good practices already ongoing at local level.

In particular, with reference to areas falling under the exclusive and/or joint authority of the regions, but also more generally with regard to actions that have a local impact, opportunities for comparison and sharing with the regions and other local entities will be created, including through the bodies set up for this purpose within the Conference of Regions and the Unified Conference.

The regions and local bodies contribute, each in their own capacity, to the definition of instruments to survey and detect instances of discrimination against LGBT+ people and to the construction of a monitoring and evaluation system of the Strategy's objectives and actions, partially on the basis of measures already in place at the local level which can be built upon and linked to actions at the central level.

2.4 Financial resources

The work of the Strategy will be financed by a combination of ordinary funds (DPO - UNAR, other central bodies) and European funds (especially PON Inclusion).

The priority areas of intervention: objectives and actions

3.1 Work and welfare

The framework of reference

Main international and national legal references.

Council of Europe Resolution 2048 (2015) of 22 April 2015 on discrimination against transgender people in Europe, which calls on member states to take a number of measures to combat discrimination against transgender people, including [...] activate awareness-raising and training initiatives aimed at any professional who comes into contact with transgender people, about their needs.

Council of Europe Parliamentary Assembly Resolution 1728 (2010) of 29 April 2010, on discrimination on the basis of sexual orientation and gender identity, which calls on member states to take action to ensure that, among other things: [...] transgender people are guaranteed access [...] to employment and, in general, the protection of their fundamental rights.

Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast), in Recital 3 clarifies: «The Court of Justice has held that the scope of the principle of equal treatment for men and women [...] also applies to discrimination arising from the gender re-assignment of a person».

Legislative Decree of 30 March 2001, no. 165, cd. «Consolidating act on public sector employment», according to which:

«Public administrations shall ensure equality and equal opportunity between men and women and the absence of any form of direct or indirect discrimination relating to gender, age, sexual orientation, race, ethnic origin, disability, religion or language, in access to employment, treatment and working conditions, vocational training, promotion, and safety in the workplace».

Legislative Decree of 9 July 2003, no. 216, «Implementation of Directive 2000/78/EC for equal treatment in employment and working conditions», which introduces the prohibition of discrimination – direct or indirect, but also in the form of harassment and orders to discriminate – on the grounds of sexual orientation (as well as religion and belief, disability and age) with regard to employment and working conditions in both public and private sectors, by implementing the necessary measures to ensure that these factors are not the cause of discrimination.

ILO Convention 190 and Recommendation 206 of 2019, incorporated into Italian law on 12 January 2021, on the elimination of violence and harassment in the workplace, provide broad protection against violence and harassment, with a focus on those who are most vulnerable or in the most vulnerable situations, such as women, LGBT+ people etc. Those protected by the new instrument include all female and male workers and others in the world of work.

Lastly, we refer to the **ILO Resolution adopted on 17 June 2021** to facilitate a person-centered, inclusive, sustainable and resilient post-pandemic recovery.

In accordance with international standards to ensure appropriate advancement and protection of human rights, and in particular in implementation of the United Nations Guiding Principles on Business and Human Rights, Italy adopted the Second National Plan of Action on Business and Human Rights 2021 – 2026.

Data to support diversity management policies

The most up-to-date and meaningful data comes from the European Union Agency for Fundamental Rights (FRA) report «A long way to go for LGBTI equality», which details the results of an online survey conducted by the Agency between May and July 2019 in the 27 EU member states, the United Kingdom, North Macedonia and Serbia. The report mentions approximately 140,000 people aged 15 and older who identify as gay, lesbian, transgender and/or intersex. The report was compiled on the basis of stories and experiences shared by respondents to a questionnaire. Data for Italy shows that 62% of participants do not display their affection in public. Discrimination in the workplace affects 23% of participants. 32% reported having experienced at least one incident of harassment in the previous year. The survey of the Italian situation revealed a perceived general deterioration in the quality of life of the LGBT+ community, marked by an increase in prejudice and intolerance. On a more positive note, Italy is one of 15 OECD countries where at least one nationally representative statistical survey includes a question on self-definition as heterosexual, homosexual or bisexual. Like most OECD countries, Italy does not yet collect information on the percentage of transgender people in the adult population. This circumstance indicates a need for research and the elaboration of data on the subject.

A survey carried out by ISTAT in collaboration with UNAR on «Access to work, working conditions and workplace discrimination of LGBT+ people, and *diversity policies* implemented by companies», funded with resources from PON Inclusione 2014 - 2020 and published on 11 November 2020, presented the main findings on *diversity management* measures put in place by Italian companies with at least 50 employees in industry and services. As of 2019, only 5.1% of companies with at least 50 employees (more than 1,000 companies) had adopted at least one additional measure beyond what is already established by law to promote the inclusion of LGBT+ workers. These measures include training events for top management and workers on LGBT+ diversity issues; initiatives to foster a culture of inclusion and appreciation of LGBT+ diversity; ad hoc measures for transgender workers; leave, benefits, and other specific measures for LGBT+ workers. This percentage grows as the size of the company increases: from 4.4% in those with 50-499 employees to 14.6% for larger firms².

The second part of the survey conducted by ISTAT in collaboration with UNAR in 2020-2021 examined employment discrimination against LGBT+ people in civil partnerships or who had been in the past (but no longer in civil partnerships due to dissolution or death of the partner). The results of the survey, published in March 2022, showed that among those reporting a homosexual or bisexual orientation and employed or formerly employed, 26% report that their orientation has been a disadvantage during their

² <https://unar.it/portale/documents/20125/117570/Il+Diversity+Management+per+le+diversit%C3%A9+LGBT%2B%282019%29.pdf/7d26f850-b1e8-b05f-c715-57023aa09a03?t=1644424971466>

working life in at least one of the three areas considered (career and professional growth, recognition and appreciation, income and pay). 40.3% report that they have avoided talking about their private lives in their current or last job, in order to conceal their sexual orientation (41.5% of women, 39.7% of men).

One in five people say they have avoided associating with people in the work environment in their free time, to avoid the risk of revealing their sexual orientation.

Approximately six out of ten people surveyed have experienced at least one micro-aggression in their current (for employed) or last (for formerly employed) job³.

The culture of diversity management focuses attention on the organisation-person relationship as a function of achieving business goals.

It has been defined as the culture «of a diverse approach to human resource management, which aims to create an inclusive working environment that facilitates the expression of individual potential and uses this as a strategic lever for achieving corporate goals» (Luca Solari, Professor of Business Organisation at the University of Milan).

This approach has made it possible to overcome the prevailing tendency in business to negate differences and diversity.

Recent years have seen the emergence of an approach based on the person within, and the field of human resources refers to «diversity management». The National LGBT+ Strategy for the workplace is therefore geared to the creation of a different culture within organisations.

³ <https://unar.it/portale/documents/20125/117570/Indagine+ISTAT-UNAR+2020-2021.pdf/0c65df84-b51a-c2e5-7704-c4f8cd07e95b?t=1648568675000>

Work and welfare	Objectives	Actions
		<p>Implement corporate strategies that can improve working conditions and increase the effectiveness and efficiency of companies by valorising individual talent through inclusive processes and the appreciation of differences.</p>
		<p>Diffusion of a culture of diversity management not only in large companies, but also in small and medium-sized Italian manufacturing companies and at tax assistance centres, trade unions and professional associations.</p>
		<p>In the area of diversity management, facilitate the training of company staff responsible for the selection of candidates/applicants, in order to overcome barriers to accessing employment by LGBT+ job seekers.</p>
		<p>Encourage the exchange of best practices in LGBT+ employment inclusion among corporate entities.</p>
		<p>Circulate and disseminate the UN Standards of Business Conduct for LGBT Inclusion, including through the National Action Plan on Business and Human Rights.</p>
		<p>Develop and implement measures for the inclusion and social and occupational wellbeing of LGBT+ workers, with the involvement of relevant associations and ministries.</p>
		<p>Facilitate access to corporate welfare measures for same-sex parents through their inclusion in employment contracts (provision of ordinary and extraordinary parental leave, regulation of cases of child illness, care for disabled children).</p>
		<p>Encourage the inclusion in supplementary agreements of clauses relating to:</p> <ul style="list-style-type: none"> - the prevention of abuse and discrimination against LGBT+ people; - respect for diversity, and interventions to eliminate discrimination and ensure equal opportunities at work and in relationships between co-workers; - the sharing, exchange, comparison and integration of information among staff.
Promuovere l'inclusione lavorativa delle persone transgender.		<p>Promozione di percorsi di formazione e riqualificazione professionale per persone transgender.</p>
		<p>Promozione dell'autoimprenditorialità delle persone transgender.</p>
		<p>Promozione di misure per l'accesso al lavoro dipendente delle persone transgender, anche mediante incentivi alle aziende, borse lavoro o tirocini professionalizzanti.</p>
		<p>Realizzazione di iniziative specifiche di incontro domanda/offerta attraverso career day dedicati alle persone transgender.</p>

Work and welfare	Objectives	Actions
<p>Develop actions to foster and valorise best practices in the social and occupational inclusion of LGBT+ people through stakeholder engagement.</p>	<p>Sign memoranda of understanding and collaboration agreements between UNAR, employers and social partners for the prevention and combating of discrimination in the workplace.</p> <p>Involve regional and provincial labour bodies (ITL, job centres) and employment agencies in training initiatives.</p> <p>Reward virtuous companies in the area of corporate social responsibility regarding inclusion and diversity management through the creation of a certification system (SA- 8000).</p> <p>Draft anti-discrimination handbooks in the workplace to be circulated among workers and employers in order to provide more information on conduct to be opposed or adopted.</p> <p>Encourage the adoption of anti-discrimination codes of conduct in companies in relation to recruitment and staff relations.</p> <p>Provide training courses for companies and social partners.</p> <p>Promote positive policies to implement the provisions of European and international directives and recommendations.</p> <p>Circulate the Diversity Charter and strengthen the partnership, in collaboration with the Ministry of Employment and the National Equality Counsellor.</p> <p>Implement diversity and inclusion issues, including the provision of specific rewards for Equal Opportunities/D&I in the workplace and an Observatory tasked with monitoring the Italian situation and supporting the implementation of D&I policies in organisations.</p> <p>Strengthen prevention and promotion initiatives carried out by the inspection staff of local offices and aimed at raising awareness among leading employers of issues relating to equal opportunities and the fight against discrimination, both at the recruitment stage and during employment, also regarding the protection of the most vulnerable categories of workers, through checks to ensure the correct application of legislation on equal treatment and the prohibition of discrimination.</p> <p>Facilitate forms of support for self-entrepreneurship, to be implemented with other relevant bodies.</p>	
<p>Facilitate action to prevent and combat discrimination against LGBT+ people in the workplace.</p>	<p>Inclusion in national collective bargaining agreements of anti-discrimination rules containing an express reference to LGBT+ people.</p> <p>Provision of guidelines to facilitate the correct implementation of Legislative Decree 9 July 2003, no. 216: Implementation of the Equal Treatment in Employment and Occupation Directive 2000/78/EC, with a focus on the selection of staff in accordance with transparent and formalised procedures.</p> <p>Encourage non-discriminatory enforcement of employment law.</p>	

3.2 Safety

Background

Data on discrimination and violence against LGBT+ people highlights the need to put in place ad hoc actions and appropriate instruments to prevent and counter the phenomenon and thus bring it into the open.

The protection of LGBT+ people in order to effectively combat discrimination and violence requires the provision of training for all parties involved in safety: police and administrative and reception centre staff, on the prevention of discrimination.

The data also highlights the need for the creation and operation of listening and reception centers for LGBT+ people who are victims of homo-lesbian-bi-transphobic discrimination and/or otherwise vulnerable or in social distress, also in order to encourage reporting of the phenomenon.

Two specific safety issues were noted, relating to refugee/asylum seekers and persons in detention; these are specific issues requiring targeted responses. With regard to LGBT+ refugees/asylum seekers, in addition to the provision of training for the staff of Territorial Commissions and reception facilities for migrants and asylum seekers, there is a clear need to provide instruments to inform of rights and guidelines, and to implement dedicated centres for these people.

On the other hand, regarding LGBT+ people in detention, issues have emerged concerning mainly the safeguarding of mental/physical health and, specifically, care in prison facilities and the administration of hormone medications to transgender people.

Safety	Objectives	Actions
	<p>Prevent and counter discrimination and violence against LGBT+ people through training courses for all security system operators (police officers, administrative staff, reception centre personnel) with the involvement of public and/or private entities and the relevant ministries.</p>	<p>Provision of specific training courses for law enforcement personnel with the involvement of OSCAD and public and/or private entities, including through so-called «direct testimony».</p> <p>Provision of specific training courses for the staff of Territorial Commissions and reception facilities for LGBT+ migrants and asylum seekers.</p> <p>Preparation of materials for information on the rights of LGBT+ people: minors, migrants, prisoners etc.</p>

Safety	Objectives	Actions
		<p>Preparation of tools to encourage the reporting of homo-lesbian-bi-transphobic violence.</p>
		<p>Construction/implementation of reception centres for LGBT+ people in troubled circumstances, especially people who are victims of homo-lesbian-bi-transphobia and, in particular, young victims, including for the purpose of fostering family reconciliation.</p>
	<p>Support protection and advocacy for LGBT+ people who are victims of homo-lesbian-bi-transphobic violence or in fragile circumstances, particularly young LGBT+ people, by providing spaces and expertise to prevent and/or manage homophobic and transphobic behaviour.</p>	<p>Provision of a national network of shelters and anti-discrimination centres for LGBT+ people who are victims of discrimination and violence or in vulnerable circumstances, for the purpose of coordinating interventions.</p>
		<p>Preparation of national guidelines for LGBT+ housing facilities.</p>
		<p>Implementation of the memorandum of understanding between UNAR and the CNF to support access to justice for struggling victims of discrimination.</p>
		<p>Monitoring and implementation of reception centres for LGBT+ migrants and asylum seekers.</p>
		<p>Evaluation of suitable alternative facilities for LGBT+ detainees.</p>
		<p>Provision of training courses for all legal practitioners.</p>
		<p>Supporting research on the migration phenomenon linked to discrimination against LGBT+ people.</p>
		<p>Monitoring and sharing of best practices.</p>
	<p>Facilitate health protection within prisons, with a special focus on transgender people.</p>	<p>Encourage the establishment of self/mutual help groups for incarcerated LGBT+ people within prison facilities.</p>
		<p>Guarantee the ability to administer hormone treatment medications to people in transition, according to their prescription.</p>
		<p>Provision of information materials on the rights of LGBT+ people in prison, with a focus on transgender people.</p>
		<p>Preparation and adoption of national guidelines on the treatment of LGBT+ people in prison, with a focus on health.</p>
	<p>Ensure the protection of child victims of violence.</p>	<p>Implementation of joined-up intervention plans for the protection of LGBT+ children removed from their families, also in order to ensure their continued schooling.</p>

3.3 Health

Background

- **Treaty on the Functioning of the European Union (TFEU) of 13 December 2007** – consolidated version (OJ C 202, 7.6.2016), Articles 8, 9 and 19, referring to the fight against discrimination on the basis of sex and the protection of human health;
- **Regulation (EC) no. 1567/2003 of the European Parliament and of the Council of 15 July 2003** on support for policies and action on reproductive and sexual health and rights in developing countries;
- **Regulation (EC) no. 851/2004 of the European Parliament and of the Council of 21 April 2004**, establishing a European Centre for disease prevention and control;
- **Regulation (EC) no. 1922/2006 of the European Parliament and of the Council of 20 December 2006**, establishing a European Institute for Gender Equality;
- **Law no. 164/1982** Rules concerning rectification of sex attribution;
- **Law no. 135/90** Urgent action plan on AIDS prevention and control;
- **Law no. 3/2018, Article 3**, Application and use of hormone medications in the National Health Service.

The number of transgender people in Italy is steadily increasing: based on available data obtained from people who attend clinical centres for gender affirmation treatment, it is currently estimated to be 0.5%-1% of the general population, compared with a prevalence of 0.002%-0.005% in the 1980s. However, in terms of healthcare, the transgender community, like LGBT+ people in general, continues to suffer major problems.

A 2019 study by the Harvard T.H. Chan School of Public Health in Boston shows that 57% of LGBT+ people have experienced discrimination on the basis of their sexual orientation at least once, including in healthcare; 53% experienced micro-aggressions, 51% sexual harassment, 51% violence, and 34% experienced harassment regarding the use of bathrooms. One in six LGBT+ adults also reported avoiding health services because of discrimination.

The British report entitled *Raising the equality flag. Health inequalities among older LGBT people in the UK* (a review of the literature on the health of the LGBT+ population, drawing on more than 50 years of data, coordinated by University College London (UCL) and Cardiff University) found that older people in the LGBT+ community are considered to be at higher risk for chronic diseases. They have, on average, more difficulty accessing healthcare that appropriately addresses their sexual identity, due to their difficulty discussing the subject with healthcare personnel, while also being less able to avoid homo/transphobia in healthcare settings than the general community.

Regarding the issue of LGBT+ people's health, there is a need for training for all healthcare personnel: nurses, general practitioners and other medical specialists, with a focus on welcoming the LGBT+ person and providing information and awareness through the creation and implementation of campaigns aimed at preventing sexually transmitted diseases.

A lack of specific data and tools was also found, demonstrating the need for a nationwide monitoring activity and, in parallel, an increase in specialist facilities that also allow people easier and greater access to treatment, including hormone therapy.

In order to be effective and comprehensive, the planned healthcare intervention should entail the involvement of associations and all institutional actors, through the creation of working panels on specific issues.

Health	Objectives	Actions
	Provide information tools for healthcare access by transgender people.	<p>Implementation of the national information portal INFOTRANS.IT, as part of PON Inclusione.</p> <p>Coordination between the LGBT+ working panel and the ISS.</p> <p>Monitoring of counselling centres offering services for LGBT+ people.</p>
	Preventing and countering stigma and discrimination in access to and use of healthcare services by LGBT+ people.	<p>Training of healthcare personnel, starting in university courses, with specific attention to A&E staff to ensure appropriate reception and care of the person.</p> <p>Training of general practitioners/specialist physicians in wellbeing and health issues affecting LGBT+ people.</p>
	Further information and awareness regarding intersex people.	<p>Training of healthcare personnel on intersex orientation.</p> <p>Preparation of guidelines with the involvement of sector associations.</p>
	Prevention of sexually transmitted infections (STIs).	<p>Monitoring and implementation of STI-specific health facilities in the Italian regions.</p> <p>Monitoring and implementation of Checkpoints for free testing and screening through public/volunteer collaboration.</p> <p>Creation of a coordination network of facilities for STI prevention and screening.</p> <p>Implementation of a national prevention and information campaign to incentivise STI testing, indicating facilities offering the service as well as incentivising HIV self-testing.</p> <p>Support for initiatives to raise awareness and counter stigma towards people who are living with HIV or HIV-positive.</p> <p>Circulate information on the use of STI treatments and on combating discrimination in access to health services.</p> <p>Monitoring and sharing of best practices.</p>

Objectives	Actions
<p>Support the protection of the mental and physical health of LGBT+ people.</p>	<p>Monitoring and strengthening Casa della Salute centres to create a network.</p> <p>Facilitate access to psychological and psychiatric support services with appropriately trained staff in public facilities.</p> <p>Access to preventive screenings during and after medical gender affirmation treatment.</p> <p>Access to screening for unmedicated transgender people.</p> <p>Provide supportive pathways following gender-affirming surgery.</p> <p>Facilitate access to hormone therapy in all Italian regions equally.</p> <p>Carry out epidemiological studies related to the population with sexual development differences (intersex) and support training of health personnel on the topic.</p> <p>Establish a discussion panel with the Ministry of Health, ISS and AIFA, partly with the aim of developing appropriate guidelines.</p> <p>Monitoring and sharing of best practices.</p>
<p>Implement targeted social innovation initiatives to prevent and counter distress and, in particular, the risk of social exclusion of LGBT+ people between the ages of 14 and 35 who are victims of homo-lesbian-bi-transphobic conduct or crimes.</p>	<p>Establish easily accessible local help/guidance desks for listening and psychological support, including in partnership with local public and private social bodies.</p>
<p>Support the safeguarding of LGBT+ children.</p>	<p>Establish a working panel with the Ministry of Health and the relevant medical specialists (paediatricians, endocrinologists, psychologists, psychiatrists) for the psychological and physical protection of LGBT+ children, with a special focus on the negative effects of conversion therapy (also called reparative therapy).</p> <p>Preparation of specific guidelines for minors.</p>

3.4 Education, training, sport

Background

The Paris Declaration was adopted on 17 March 2015 by the Ministers of Education of the EU member states in order to promote citizenship and the common values of freedom, tolerance and non-discrimination through education. The Declaration defines common goals and urges the European Union to promote the exchange of ideas and best practices, with a focus on the following four themes: ensuring the acquisition of civic and intercultural competencies and the promotion of democratic values, fundamental rights, social inclusion, non-discrimination and active citizenship; enhancing the development of critical thinking and digital literacy to foster resistance to all forms of indoctrination and discrimination; supporting the education of disadvantaged children and young people and ensuring that educational systems truly respond to their needs; and promoting intercultural dialogue through all possible forms of learning.

The Recommendation on key competences for lifelong learning of 22 May 2018, adopted by the Council of the European Union, further emphasises the urgent need to promote common values, inclusive education and the European dimension of teaching.

In its final report (2015-2019) on the list of actions for the advancement of LGBTI+ equality, the European Commission states that, in implementation of the above documents, some 200 projects dealing with LGBT+ equality have to date been supported by Erasmus+ (the EU programme for education, training, youth and sport in Europe); in addition, the working group on the promotion of citizenship and the shared values of freedom, tolerance and non-discrimination through education has held several seminars to address LGBT+ equality issues in education.

The EU's first LGBTIQ Equality Strategy, adopted on 12 November 2020 by the European Commission, includes a series of key objectives divided into four pillars, to be achieved by 2025. The first of these, «Fighting discrimination», makes an important reference to the need to combat inequality in education and sports as well as in other spheres.

Furthermore, December 2020 saw the approval of the European Union's Work Plan for Sport for the period 2021 – 2024, which outlines among its specific objectives and priority lines of action, the promotion of interventions to prevent violence, abuse and all forms of discrimination in the sports sector, as well as the fostering of gender equality and the fight against gender stereotypes.

Italian legislation, in which the fundamental principles of our Constitution already provide a clear foundation for the need for direct action to promote equality and inclusion in these areas (see in particular Articles 2, 3 and 33 of the Constitution), also contains specific regulations, such as Paragraph 16 of Article 1 of Law no. 107/2015, pursuant to which «The three-year plan of educational provision ensures the implementation of the principles of

equal opportunities by promoting in schools of all levels education for gender equality, prevention of gender-based violence and all forms of discrimination, in order to inform and raise awareness among students, teachers and parents about the issues indicated in Article 5, paragraph 2, of Decree Law 14 August 2013, no. 93, converted, with amendments, by Law 15 October 2013, no. 119, subject to the spending limits set forth in Article 5-bis, paragraph 1, first sentence, of the aforementioned Decree-Law no. 93 of 2013».

Finally, it should be noted that the European Charter of Women's Rights in Sport already stipulates, among other recommendations, that: «Discrimination against people because of their sexual orientation is unacceptable at all levels and in all sports. More attention should be paid to the rights of transgender people in sports clubs, sports federations and associations. Thought should be given to how to create opportunities for transgender people to participate in various sports competitions while respecting their dignity and needs».

It follows from the above that there is a need and an opportunity to intervene in the specific issues of education, training and sports, which have, moreover, across-the-board relevance. This should therefore be considered in the development of objectives and plans of action, in line with the mainstreaming approach inherent in the National Strategy. In particular, there is clearly a need to provide appropriate specific training, not only generically to public administration actors, but also to practitioners in the judiciary (judges, but also experts who provide reports for court cases), communications, healthcare (including private facilities), and the sports sector. In other words, in all areas where there is a perceived lack of understanding of LGBT+ issues.

Moreover, it will certainly be possible to coordinate such needs and requirements with the new European strategy and, on a more concrete level, with the priority objectives of Structural Funds programming, in particular PON Inclusione 2021 – 2027, as well as with existing actions included in the current programme.

Regarding the latter, it should be noted that actions already funded and pertaining to these issues were revisited following the Covid 19 health emergency.

Education, training, sport	Objectives	Actions
<p>Prevent and counter discrimination against young LGBT+ people in schools of all levels, through education on respect for differences, training courses for school leaders, teachers and non-teaching staff, and the sharing of best practices.</p>	<p>Establish a discussion panel with the Ministry of Education in order to share needs and develop concrete joint actions.</p> <p>Include specific modules on discrimination in citizenship education.</p> <p>Monitor the incidence of homo-lesbian-bi-transphobic bullying and cyberbullying in the school environment.</p> <p>Deliver training courses for the various school departments, in order to identify effective strategies to combat bullying, cyberbullying and hate speech.</p> <p>Surveying, monitoring and sharing of best practices, including through the publication of specific texts to be shared with students' families.</p> <p>Increase distance learning courses on existing platforms (SOFIA) and any new platforms for LGBT+ issues.</p> <p>Development and dissemination of measures for the inclusion and wellbeing of male and female students and school staff, with the involvement of public/private entities and the relevant ministries.</p>	
<p>Promote pathways of inclusion and respect to counter LGBTI+ discrimination in universities, aimed at male and female technical and administrative staff, lecturers, researchers and students.</p>	<p>Establish a discussion panel with the Ministry of Education, University and Research in order to share specific needs and develop concrete joint actions.</p> <p>Provide for and implement in the Gender Budget and Gender Equality Plan (GEP) measures for inclusion and monitoring, so that actions taken in the university system can also be verified at national level.</p> <p>Include listening to LGBT+ people in the tasks carried out by university anti-violence desks and equality advisors, in agreement with the Equal Opportunities Committees (CUG) in place.</p> <p>Affirm transgender people's right to study in universities, including through the uniform nationwide use of alias pathways and dual registration, increasing and disseminating inclusive good practices through the involvement of the Conference of Italian University Rectors (CRUI).</p> <p>Develop multi-level, inclusive and LGBTI+ friendly educational provision, starting with orientation and reception, also in order to strengthen cross-curricular skills.</p> <p>Encourage theses and research work in universities on LGBTI+ issues, including through the establishment of special bursaries.</p> <p>Plan educational modules based on gender medicine, related to occupational medicine.</p> <p>Design training courses on an online platform aimed at technical and administrative staff, teachers and researchers.</p> <p>Strengthen networks among universities to exchange information on good practices adopted in terms of curricular and postgraduate education, research and inclusion.</p> <p>Incentivise third mission actions aimed at the local area with awareness campaigns against hate language and homo-lesbian-transphobic speech</p> <p>Plan and implement an inclusion index to monitor different universities.</p>	

Objectives	Actions
<p>Promuovere la formazione sulle tematiche LGBT+ nell'ambito delle PA, inclusi personale sanitario e operatori della giustizia, in tema di diritti umani e contrasto delle discriminazioni.</p>	<p>Establish a discussion panel with the relevant ministries in order to share needs and develop concrete joint actions.</p> <p>Promote information/training activities aimed at both public administration staff and management on the subject of diversity management and the social/occupational wellbeing of LGBT+ workers.</p> <p>Promote information/training activities directed at workers/employees, intended on the one hand to eliminate undesirable behaviour and, on the other hand, to encourage appropriate conduct regarding LGBT+ rights and requests and in general intended to enable the administration's adoption of codes of conduct.</p> <p>Provide specific training courses, including through online platforms, for:</p> <ul style="list-style-type: none"> - legal practitioners (judges, non-robed personnel and expert witnesses) - healthcare workers - police officers - professional associations.
	<p>Provide specific training in the area of public administration service delivery and access to services, including in collaboration with the National School of Administration (SNA).</p>
<p>Provide opportunities, tools and activities to foster youth engagement, convey information related to STI prevention, and inform and raise awareness of LGBT+ issues among young people, with the aim of preventing all discrimination and gender-based violence.</p>	<p>Use the GIOVANI2030 web platform to encourage and raise awareness of greater inclusion for young people, through links to LGBT+ issues.</p>
<p>Prevent and combat discrimination in sports through training and awareness-raising initiatives.</p>	<p>Establish a discussion panel with the relevant ministry in order to share demands and develop concrete joint actions.</p> <p>Provide specific training courses for practitioners at various levels, including coaches, managers and sector operators.</p> <p>Develop and share measures for LGBT+ inclusion in sport, with the involvement of public/private entities, the relevant ministries, the National Olympic Committee (CONI) and the Italian Paralympic Committee (CIP).</p> <p>Plan the activation and dissemination of best practices aimed at LGBT+ inclusion in sport (e.g. alias memberships, trans-friendly venues etc).</p> <p>Promote initiatives and events aimed at fostering respect for difference in sport.</p>

3.5 Culture, communication, media

Framework of reference

There is a demonstrable need to find common ground for LGBT+ cultural heritage in Italy, both within the community itself and outside it, by facilitating its dissemination in the various cultural spheres, public and private, not only through the creation of ad hoc events but also by taking an intersectional approach to existing cultural events of different types.

One of the most sensitive points is training and awareness-raising for cultural creators and journalists, which often – starting with the language commonly used – lacks contextual knowledge and appropriate terminology. The LGBT+ world itself is not unaffected by this issue.

The main tools are training courses and the preparation of guidelines, the valorisation and dissemination of LGBT+ cultural heritage, networking and support for existing entities such as documentation centres or the creation of dedicated centres should the need arise.

The strengthening of the national LGBT+ portal, with its networking of best practices, is of primary importance in order to convey correct information and positive representation of LGBT+ reality, in addition to the documentary material in its digital archive.

Objectives	Actions
<p>Integrate LGBT+ cultural heritage in Italy, promoting its dissemination in different cultural spheres.</p>	<p>Create discussion events between LGBT+ groups and public and private cultural stakeholders.</p> <p>Facilitate interaction with existing events for cultural communication, in the various stages of production.</p>
<p>Provide specific avenues for raising awareness and training for cultural creators, journalists and the LGBT+ world.</p>	<p>Provide training courses for operators in all areas of media communication, TV and press.</p> <p>Activate training courses (in the cultural sphere) for the correct use of non-discriminatory language.</p> <p>Monitoring and analysis of the language of information, by means of an observatory of the media.</p> <p>Activate training courses for educators on LGBT+ issues, including in collaboration with universities and institutions.</p> <p>Prepare specific guidelines on what has been done for minors to achieve inclusive and appropriate language.</p> <p>Provide refresher courses for media operators with acknowledgement in the form of training credits.</p> <p>Systematise the collaborative relationship with the national regulator AGCOM, regional Co.Re.Coms and the association of journalists.</p>
<p>Promote the collection and circulation of the historical and cultural heritage of the LGBT+ movement in Italy.</p>	<p>Strengthen the national LGBT+ portal.</p> <p>Enhance and promote centres for LGBT+ documentation and historical materials.</p> <p>Create a network of entities in local areas and share best practices.</p> <p>Digitalize historical materials.</p> <p>Compile a list of media content that represents LGBT+ identity in a positive way.</p>

3.6 Database, monitoring, evaluation

Background

The lack of data on various aspects of discrimination against LGBT+ people makes it necessary to plan structural and systematic surveys that can be used to support public policy.

Available data on discrimination against LGBT+ people is currently fragmentary and derived from the UNAR Contact Centre, OSCAD, LGBT+ associations (including in relation to specific projects), surveys funded by UNAR with ordinary resources (e.g. IPSOS survey) and with resources from PON Inclusione (ISTAT survey) or other institutions (e.g. ISS).

It is also clear that data on homo-lesbian-bi-transphobic discrimination and violence appear to be underestimated, as they discount the phenomenon of under-reporting due to victims' difficulties in reporting their experiences.

It is therefore necessary to implement data collection and databases at the national level, and improve the quality of data.

Surveys conducted by international institutions/agencies (Eurobarometer, FRA, ILGA etc) often also provide a useful framework domestically.

The adoption of a National Strategy, structured in concrete goals and actions, will need to include a careful monitoring and evaluation process, in collaboration with the various actors involved in its implementation.

Objectives	Actions
<p>Develop a three-year statistical survey plan by identifying the main areas of research into discrimination against LGBT+ people, also in order to guide and support policies to prevent and combat discrimination against LGBT+ people.</p>	<p>Initiate statistical surveys on LGBT+ discrimination preparatory to the subsequent launch of analyses on various priority issues, in particular:</p> <p>specific aspects of sexual orientation discrimination of LGBT+ people within public administration, as well as stereotypes and prejudices by staff, also in order to investigate the quality of services and provide specific training courses.</p> <p>diversity management in Italian public and private companies and counter discrimination towards LGBT+ people in the workplace through the signing of specific memoranda of understanding.</p> <p>Include the non-binary third gender in surveys, monitoring and detection activities.</p> <p>Carry out a survey on the issue of homo-lesbian-bi-transphobia at national and local levels.</p> <p>Carry out an integrated nationwide survey covering different sectors of society and age groups.</p> <p>Carry out, in consultation with the Ministry of Education, a survey on homo-lesbian-bi-transphobic bullying and cyberbullying in primary and secondary schools, covering all groups: male and female students, principals, teachers, non-teaching staff, and families.</p> <p>Conduct statistical surveys on specific aspects of discrimination against LGBT+ people (e.g. health conditions of transgender people).</p> <p>Conduct a specific survey on discrimination against LGBT+ people in public administration, as well as on stereotypes and prejudices by staff, highlighting the specificities of different sectors (e.g. public relations offices, police officers, judiciary workers etc), also in order to investigate the quality of services and prepare specific training courses.</p> <p>Conduct the first national survey of people with differences in sexual development (intersex).</p> <p>Systematise the pilot survey conducted with ISTAT on discrimination in the workplace and diversity management.</p> <p>Systematise the survey «Analysis of the study of the adult transgender population in Italy», coordinated by the ISS.</p>
<p>Develop a system of inter-institutional relations with the involvement of various stakeholders for the implementation of national statistical surveys, in collaboration with ISTAT, other institutions and research centres under the Strategy.</p>	<p>Sign memoranda of understanding and collaboration with ISTAT, ISS, other relevant central government departments, research centres for the implementation of national surveys and specific thematic focuses.</p> <p>Expand the memorandum of understanding between UNAR, social partners and employers on the issue of prevention and combating LGBT+ discrimination in the workplace, including for the purpose of collecting statistical data on the phenomenon.</p>

Objectives	Actions
<p>Implement national LGBT+ discrimination databases, improving data quality.</p>	<p>Establish collaborative agreements with local anti-discrimination centres and LGBT+ associations to collect data and address discrimination against LGBT+ people, in conjunction with the UNAR Contact Centre and possibly with regional observatories.</p> <p>Collect data on the phenomena of discrimination and violence against LGBT+ people, in conjunction with OSCAD, the Ministry of Justice and other regional observatories.</p>
<p>Provide a system for the monitoring and evaluation of the Strategy's objectives and actions.</p>	<p>Plan a system for the ongoing monitoring and evaluation of the entire implementation process of the National Strategy.</p> <p>In conjunction with the various actors and institutional levels involved, implement a system of indicators for the ongoing monitoring and evaluation of the actions of the Strategy.</p>
<p>Initiate actions to assess the risks and potential of artificial intelligence.</p>	<p>Carry out a study on the risks and potential benefits of AI tools in the field of human rights, with particular reference to the equal treatment of LGBT+ people.</p> <p>Create non-discriminatory pathways and tools for the analysis and evaluation of algorithms.</p>

3.7 Actions in progress/ already implemented coordinated by Unar

Priority area	Actions
Work and welfare	Translation and circulation of UN guidelines for businesses on LGBT+ inclusion in employment
	Action to inform/educate and support self-entrepreneurship for transgender people
	ISTAT survey on diversity management in Italian companies
	To be implemented: support for self-entrepreneurship projects for transgender people
Safety	Announcement of the establishment and implementation of anti-discrimination centres and shelters for LGBT+ victims of discrimination or violence (€4 million)
Health	Health project for transgender people: creation and implementation of the national information portal Infotrans.it dedicated to trans people and citizenship, in collaboration with the Istituto Superiore di Sanità (ISS)
	Health project for intersex people, in collaboration with the ISS
Education, training, sport	Training for professional communicators in non-discriminatory use of language
	Establishment of the National Observatory Against Discrimination in Sports.
Culture, communication, media	Digitization of historical archives of LGBT+ documentation.
	Implementation of the national LGBT+ portal
	17 May 2022: communication campaign against discrimination
	Local communication campaigns to spread the word about LGBT+ anti-discrimination centres
Data Bases, Monitoring, Evaluation	ISTAT survey on workplace discrimination against LGBT+ people
	ISTAT survey on diversity management in companies

