# State of the Global LGBT Movement





# WELCOME

Tony Talbot
Chief Financial Officer
Out & Equal Workplace Advocates



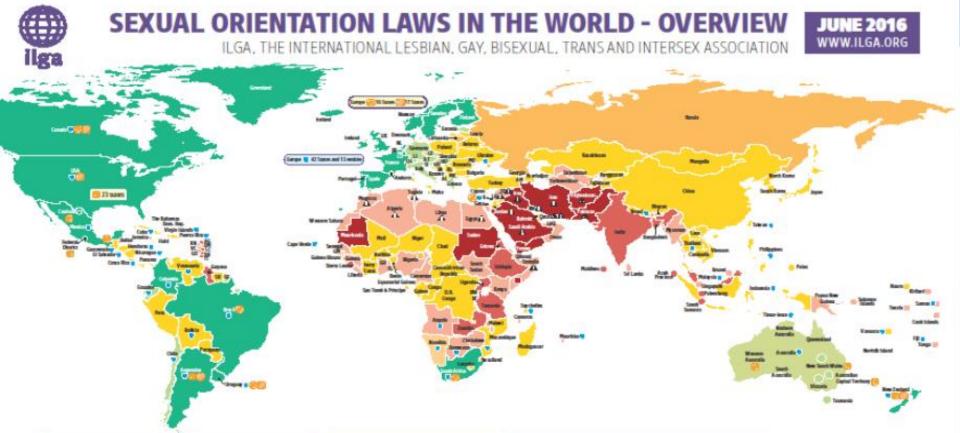


## STATE OF THE GLOBAL OUT & EQUAL LGBT MOVEMENT



- The World at a Glance
- The Best and Worst places for LGBT Rights Worldwide
- 2016 Advances
- **Country Overviews**
- Challenges & Opportunities
- **Looking Forward**

## THE WORLD AT A GLANCE



#### CRIMINALISATION

PRINCIPAL COMPLEXIT 73 countries and 5 entities DEATH PENALTY

13 States [or parts of]



Don't ponally not locum to be implemented

Moralty two foligion-based that limit LGB freedom of acpression and ansociation.

#### Death parelty

Reprintment 14 Y - Life

Imprisonment up to 14 years

Promotion ("propaganda") laws limiting freedom of expression

No penalty specified

#### PROTECTION

ANTI-DISCRIPTINATION LAWS: 76 countries and 85 entities

> Includes employment, Constitution, other non-discrimination protections, hate crime and hete speech.

Laws possibling some-sex secusi acts decrimination, or never adicted

#### RECOGNITION

RECOGNITION OF SAME-SEX UNIONS 47 countries and 65 certities ENIST ADOPTION 27 countries and 28 entities SECOND PARENT ADOPTION

17 countries and parts of litaly

General infestor substitute to merringe

Herman

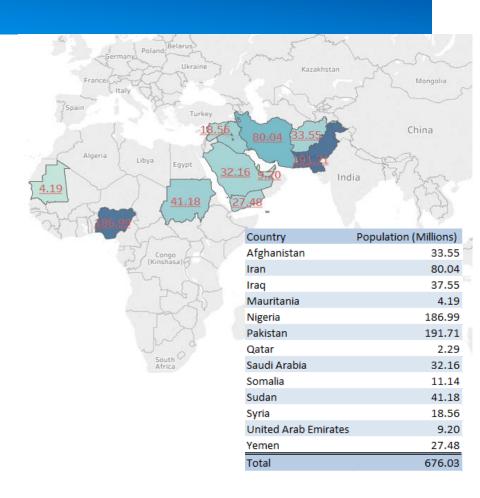
Equal (street equal)

substitute to marriage

The discription and involving the revenue promotes an equation man. on Diminuscian, Procesion are Recognisin, are some on Seve-Sportsome Rempression of Warre Survey of Secure Odersesten Jours Collected Assistances Responsives, and ILEA report by Auropas Cares. The report and every map, are a disposite every official UN carpulates, Employ, Chinese, Arceir, Franco, Russian and Spanish on www.leplanc. This administraerowone map (June 2019) was coordinated by Army & Carrie and Remon Samueles (ISSA), and designed by Tourist Errori

In-amora Grad core

- 73 Countries and 5 Entities criminalize same-sex sexual acts between consenting adults (37%UN)
- <u>13 Countries</u> [or parts of] punish samesex sexual acts with death (6% UN States)
  - Mauritania, Sudan, Iran, Iraq, Saudi Arabia,
     Yemen, Pakistan, Afghanistan, Qatar, Nigeria,
     United Arab Emirates, Somalia, Syria)
- <u>17 Countries</u> criminalize "propaganda of homosexuality." (9% UN States)
  - Algeria, Egypt, Libya, Morocco, Nigeria, Somalia, Tunisia
  - Asia: Iraq, Iran, Jordan, Kuwait, Lebanon, Qatar, Saudi Arabia, Syria
  - Europe: Lithuania, Russian Federation





Source: ILGA 5

- 14 Countries have constitutional prohibition of discrimination based on sexual orientation (7%UN States)
- 40 Countries consider hate crimes based on sexual orientation an aggravating circumstance (21% UN States)
- 36 Countries prohibit incitement to hatred based on sexual orientation (19% UN States)



Source: ILGA

22 Countries recognize marriage equality: (11% UN)

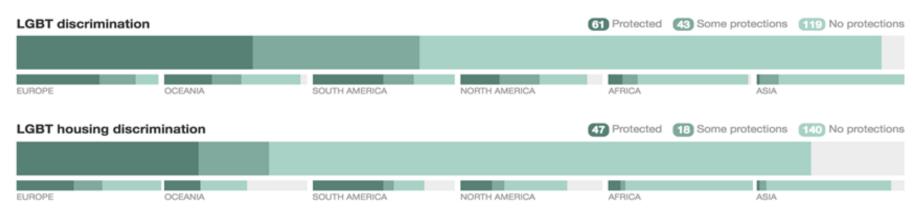
•	Argentina (2010)	Belgium (2003)	Brazil (2013)	Canada (2005)
•	Columbia (2016)	Denmark (2012)	England/Wales (2013)	
•	Finland (2017)	France (2013)	Greenland (2015)	Iceland (2010)
•	Ireland (2015)	Luxembourg (2014)	The Netherlands (2014	)
•	New Zealand (2013)	Norway (2009)	Portugal (2010)	Scotland (2014)
•	South Africa (2006)	Spain (2005)	Sweden (2009)	
•	United States (2015)	Uruguay (2013)	Mexico (2009) [Parts o	f]

- 19 Countries offer a substitute to marriage recognition: (9% UN)
  - Chile, Ecuador, Germany, Slovenia, Greece, Italy, Croatia, Austria, Estonia, Hungary, Cyprus, Malta, Andorra, Switzerland, Czech Republic, Australia (New South Wales, Victoria, Australian Capital Territory, Tasmania)
- 6 Countries offer an inferior substitute to marriage (3% UN)



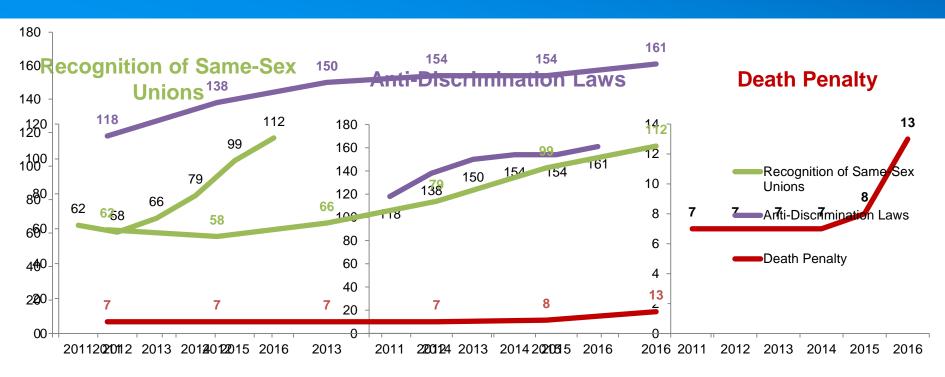
Source: ILGA 7

- <u>71 Countries</u> practice nondiscrimination in their employment practices. (38% UN)
  - In 2015 only 43 practiced nondiscrimination in employment.
  - Africa (8), Asia (4), Americas (14), Europe (40), Oceania (5).
- <u>39 Countries</u> offer non-discrimination provisions specifying sexual orientation. (20% UN)





# STATE OF THE LGBT MOVEMENT: TRENDS

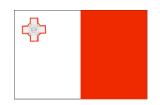


	2011	2012	2013	2014	2015	2016	2011-2016
Recognition of Same-Sex Unions*	62	58	66	79	99	112	81%
Anti-Discrimination Laws*	118	138	150	154	154	161	36%
Death Penalty*	7	7	7	7	8	13	86%

<sup>\*</sup> Count consists of Countries & Entities











Latin America	North America	Europe	Oceania
Uruguay	Canada	Malta + Belgium	New Zealand

## THE BEST PLACES FOR LGBT RIGHTS WORLDWIDE



# THE WORST PLACES FOR LGBT RIGHTS



Latin America	Africa		Asia	Oceania
Antigua and Barbuda Barbados Belize Dominica Grenada Guyana Jamaica Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines Trinidad and Tobago	Algeria Angola Botswana Burundi Cameroon Comoros Egypt Eritrea Ethiopia Gambia Ghana Guinea Kenya Liberia Libya Malawi Mauritania Mauritius Morocco Namibia Nigeria Senegal	Sierra Leone Somalia South Sudan Sudan Swaziland Tanzania Togo Tunisia Uganda Zambia Zimbabwe	Afghanistan Bangladesh Bhutan Brunei Darussalam Gaza (Palestinian Territory) Iran Iraq Kuwait Lebanon Malaysia Maldives Myanmar Oman Pakistan Qatar Saudi Arabia Singapore Sri Lanka Turkmenistan United Arab Emirates Uzbekistan Yemen	Cook Islands Kiribati Nauru Palau Papua New Guinea Samoa Solomon Islands Tonga Tuvalu

# Key Events



Albania	Yes	Ghana	Abstain	Portugal	Yes
Algeria	No	India	Abstain	Qatar	No
Bangladesh	No	Indonesia	No	Republic of Korea	Yes
Belgium	Yes	Kenya	No	Russia	No
Bolivia	Yes	Kyrgyzstan	No	Saudi Arabia	No
Botswana	Abstain	Latvia	Yes	Slovenia	Yes
Burundi	No	Macedonia	Yes	South Africa	Abstain
China	No	Maldives	No	Switzerland	Yes
Congo	No	Mexico	Yes	Togo	No
Cote d'Ivoire	No	Mongolia	Yes	UK	Yes
Cuba	Yes	Morocco	No	United Arab Emirates	No
Ecuador	Yes	Namibia	Abstain	Venezuela	Yes
El Salvador	Yes	Netherlands	Yes	Vietnam	Yes
Ethiopia	No	Nigeria	No		
France	Yes	Panama	Yes		
Georgia	Yes	Paraguay	Yes		
Germany	Yes	Philippines	Abstain		
23	Yes	18	No	6	Abstain





Kate and Helen Richardson-Walsh



Nicholas Chamberlain



Lea T



Master Seaman Francis Legare

**Corey Vautour** 



Jennifer Pritzker







Uganda Pride

Kiev, Ukraine Pride



### Same-sex marriage

- Came into effect: Columbia, Isle of Man, Mexico (Parts of: Jalisco, Campeche, Colima, Michoacán, Morelos), and Greenland
- Same-sex marriage legislation passed:
  - Faroe Islands
     (It is the last of the Nordic countries to legalize same-sex marriage)
  - Channel Islands (Comes into effect 2017)

### Civil Union/Registered Partnership Laws:

- Passed and came into effect: Italy
- Came into Effect: Estonia

## Decriminalization of homosexuality: Seychelles, Naaru, Belize

- Seychelles President James Michel
- Naaru Decriminalizes homosexuality in May 2016
- Belize Caleb Orzoco strike down Section 53 of Belize's Criminal Code.



Caleb Orzoco



#### Africa:

- Mozambique revised penal code
- Kenya Eric Githari v Non-Governmental Organization Board and Others
- Botswana Rammoge and 19 Others v Attorney General
  - Botswana bans and deports anti-LGBT "pastor Steven Anderson.
- Uganda: President assented to Non-governmental organizations act – registration of organization shall be refused if its objectives are contrary to the laws of Uganda

### **Americas:**

- Uruguay, Argentina, and Brazil receive highest ranking in Americas Quarterly Social Inclusion index.
- In July 2016, Uruguay hosted global LGBT rights conference.



Steven Anderson

Botswana Government @BWGovernment - Sep 20 "We don't want hate speech in this country. Let him do it in his own country," - President Khama via @ReutersWorld bit.ly/2cQlJa9



Pastor #StevenAnderson, a #USA citizen has been declared a Prohibited Immigrant and as such is being deported from #Botswana



#### 2016: INDONESIA'S "LGBT CRISIS" IN WORDS



2016 Timeline of Indonesian Political figures slandering the LGBT Community



### Asia:

- Indonesia:
  - Cabinet members condemn LGBT community and call for restrictions and possible compulsory treatment.
  - Indonesian Psychiatry Association labels homosexuality a mental health issue.
- Japan:
  - Japanese Society for Gender Identity Disorder certified first group of doctors (9).
    - Organization seeks to have national health insurance system cover cost of therapy and surgery which are currently covered wholly by patient.

### Europe:

- Finland
  - Marriage equality passed in 2015 and comes into effect 2017, however the decision continues to receive backlash from anti-equality groups calling for the repeal of the act.



## **COUNTRY OVERVIEW: BRAZIL**



Currently: Brazil is facing an epidemic of anti-gay violence.

Grupo Gay da Bahia tallies a death of an LGBT citizen almost daily.

Topic	Year	Description
Homosexual Activity:	1988	Constitution condemns any kind of discrimination
Marriage Equality:	2011/2013	Supreme court ruled in favor of Civil Unions in 2011 (although legal since 2004). Since May 14, 2013, any samesex civil union can be converted into marriage, according to the Conselho Nacional de Justiça (CNJ) resolution
Right to change legal gender:	2003	Legal, but requires surgery
<ul> <li>LGBT Employment Discrimination:</li> </ul>	2011	Nationwide since 2011.
LGBT Discrimination	1988	Illegal in some contexts. Employment discrimination is protected. Housing varies by region (No protections: Acre, Alagoas, Amapá, Amazonas, Bahia, Ceará, Rio de Janeiro)



## **COUNTRY OVERVIEW: ITALY**

Topic	Year	Description
•Homosexual Activity	1890	No laws prohibit homosexual relationships in Italy's penal code.
•Marriage Equality:	2016	Italy's parliament has backed same-sex civil unions. MPs in the lower house voted 369-193 for the government, ensuring that the civil unions bill will become law
•Right to change legal gender:	1982-2015/2015	1982-2015: Legal, but requires surgery. In 2015, the supreme court overturned surgery requirements.
•LGBT Employment Discrimination:	2003	Sexual orientation only.
•LGBT Discrimination	Ambiguous	Only employment discrimination receives protection, housing and gender discrimination are not protected.

#### Italy: Oliari v Italy (2015)

 European Court of Human Rights rule denying same sex couples legal recognition of relationship is a human rights violation. This culminated in senate moving legislation to next stage in early 2016.



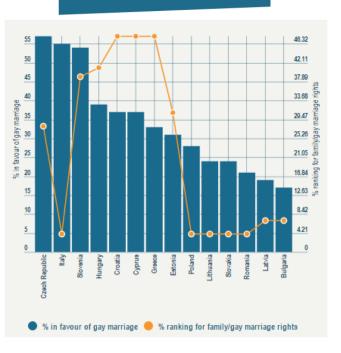
#### **Current:**

20 May, 2016 Italian President Sergio Mattarella signed the "Civil Union Bill" took effect 5 June 2016.



## **COUNTRY OVERVIEW: CZECH REPUBLIC**

Which EU countries are out of touch when it comes to gay marriage rights?



Topic	Year	Description
•Homosexual Activity	1962	Decriminalized in 1962.
•Marriage Equality:	2006	Civil Unions.
•Right to change legal gender:	1982- 2015/2015	Legal but requires surgery: Obtained through the local registry office. Process includes obtaining a new birth certificate or a personal identification number (called a Birth Number) and has been possible since the 1970s.
•LGBT Employment Discrimination:	2009	Sexual orientation and gender identity
•LGBT Discrimination:	2009	Illegal

### Currently: Constitutional Court (judge rapporteur Vojtěch Šimíček)

• The Constructional Court has granted the motion of the Municipal Court of Prague for the annulment of Section 13 paragraph 2 of the Act of Registered Partnerships which precluded adoption of a child to persons living in registered partnerships.



## **CHALLENGES & OPPORTUNITIES**

- How does one implement a non-discrimination policy globally?
- How are multi-nationals driving global inclusion?
- How do multi-nationals operate in LGBT unfriendly countries and foster a tone of inclusion?
- How can multi-nationals address LGBT immigrants inclusion and close the income gap?



## **LOOKING FORWARD**

- Adoption rights
- Marriage/Family Benefits
- Global Workplace Protection & Inclusion
- Self ID
- Gender Rights
- Global Ally Development



# QUESTIONS & COMMENTS OUT & EQUAL WORKPLACE ADVOCATES





# THANK YOU! COURSE EVALUATIONS





# OUT EQUAL WORKPLACE ADVOCATES

# Panelists



**Czeslaw Walek** 

Executive Director Prague Pride
Former Fulbright Scholar
&
Out & Equal Fellow



Igor Suran
Executive Director, Parks - Liberi e Uguali