State of the Global LGBT Movement
WELCOME

Tony Talbot
Chief Financial Officer
Out & Equal Workplace Advocates
STATE OF THE GLOBAL LGBT MOVEMENT

- The World at a Glance
- The Best and Worst places for LGBT Rights Worldwide
- 2016 Advances
- Country Overviews
- Challenges & Opportunities
- Looking Forward
• **73 Countries** and **5 Entities** criminalize same-sex sexual acts between consenting adults (37% UN)

• **13 Countries** [or parts of] punish same-sex sexual acts with death (6% UN States)
  - Mauritania, Sudan, Iran, Iraq, Saudi Arabia, Yemen, Pakistan, Afghanistan, Qatar, Nigeria, United Arab Emirates, Somalia, Syria

• **17 Countries** 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
STATE OF THE GLOBAL LGBT MOVEMENT

- **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)
- Columbia (2016)
- Finland (2017)
- Ireland (2015)
- New Zealand (2013)
- South Africa (2006)
- United States (2015)
- Brazil (2013)
- Denmark (2012)
- France (2013)
- Luxembourg (2014)
- Norway (2009)
- Spain (2005)
- Uruguay (2013)
- Canada (2005)
- England/Wales (2013)
- Greenland (2015)
- Iceland (2010)
- Portugal (2010)
- Scotland (2014)
- Sweden (2009)

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
• **71 Countries** 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).

• **39 Countries** offer non-discrimination provisions specifying sexual orientation. (20% UN)
STATE OF THE LGBT MOVEMENT: TRENDS

<table>
<thead>
<tr>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Recognition of Same-Sex Unions*</td>
<td>62</td>
<td>58</td>
<td>66</td>
<td>79</td>
<td>99</td>
<td>112</td>
<td>81%</td>
</tr>
<tr>
<td>Anti-Discrimination Laws*</td>
<td>118</td>
<td>138</td>
<td>150</td>
<td>154</td>
<td>154</td>
<td>161</td>
<td>36%</td>
</tr>
<tr>
<td>Death Penalty*</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>8</td>
<td>13</td>
<td>86%</td>
</tr>
</tbody>
</table>

* Count consists of Countries & Entities

Source: ILGA 2011-2016
### The Best Places for LGBT Rights Worldwide

<table>
<thead>
<tr>
<th>Latin America</th>
<th>North America</th>
<th>Europe</th>
<th>Oceania</th>
</tr>
</thead>
<tbody>
<tr>
<td>Uruguay</td>
<td>Canada</td>
<td>Malta + Belgium</td>
<td>New Zealand</td>
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# THE WORST PLACES FOR LGBT RIGHTS

<table>
<thead>
<tr>
<th>Latin America</th>
<th>Africa</th>
<th>Asia</th>
<th>Oceania</th>
</tr>
</thead>
<tbody>
<tr>
<td>Antigua and Barbuda</td>
<td>Algeria</td>
<td>Sierra Leone</td>
<td>Cook Islands</td>
</tr>
<tr>
<td>Barbados</td>
<td>Angola</td>
<td>Somalia</td>
<td>Kiribati</td>
</tr>
<tr>
<td>Belize</td>
<td>Botswana</td>
<td>South Sudan</td>
<td>Nauru</td>
</tr>
<tr>
<td>Dominica</td>
<td>Burundi</td>
<td>Sudan</td>
<td>Palau</td>
</tr>
<tr>
<td>Grenada</td>
<td>Cameroon</td>
<td>Swaziland</td>
<td>Papua New Guinea</td>
</tr>
<tr>
<td>Guyana</td>
<td>Comoros</td>
<td>Tanzania</td>
<td>Samoa</td>
</tr>
<tr>
<td>Jamaica</td>
<td>Egypt</td>
<td>Togo</td>
<td>Solomon Islands</td>
</tr>
<tr>
<td>Saint Kitts and Nevis</td>
<td>Eritrea</td>
<td>Tunisia</td>
<td>Tonga</td>
</tr>
<tr>
<td>Saint Lucia</td>
<td>Ethiopia</td>
<td>Uganda</td>
<td>Tuvalu</td>
</tr>
<tr>
<td>Saint Vincent and the Grenadines</td>
<td>Gambia</td>
<td>Zambia</td>
<td></td>
</tr>
<tr>
<td>Trinidad and Tobago</td>
<td>Ghana</td>
<td>Zimbabwe</td>
<td></td>
</tr>
</tbody>
</table>
## Key Events

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

| Total         | 23 Yes | 18 No | 6 Abstain |
2016 EVENTS & UPDATES

Kate and Helen Richardson-Walsh
Nicholas Chamberlain
Lea T
Master Seaman Francis Legare & Corey Vautour
Jennifer Pritzker
2016 EVENTS & UPDATES

Uganda Pride

Kiev, Ukraine Pride
2016 EVENTS & UPDATES

• **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.
2016 EVENTS & UPDATES

• 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.
2016 EVENTS & UPDATES

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

Grupo Gay da Bahia tallies a death of an LGBT citizen almost daily.
## COUNTRY OVERVIEW: ITALY

<table>
<thead>
<tr>
<th>Topic</th>
<th>Year</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Homosexual Activity</td>
<td>1890</td>
<td>No laws prohibit homosexual relationships in Italy's penal code.</td>
</tr>
<tr>
<td>• Marriage Equality:</td>
<td>2016</td>
<td>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</td>
</tr>
<tr>
<td>• LGBT Employment Discrimination:</td>
<td>2003</td>
<td>Sexual orientation only.</td>
</tr>
<tr>
<td>• LGBT Discrimination</td>
<td>Ambiguous</td>
<td>Only employment discrimination receives protection, housing and gender discrimination are not protected.</td>
</tr>
</tbody>
</table>

### Current:

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

**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.
COUNTRY OVERVIEW: CZECH REPUBLIC

<table>
<thead>
<tr>
<th>Topic</th>
<th>Year</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Right to change legal gender:</td>
<td>1982-2015</td>
<td>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.</td>
</tr>
<tr>
<td>LGBT Discrimination:</td>
<td>2009</td>
<td>Illegal.</td>
</tr>
</tbody>
</table>

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
THANK YOU!
COURSE EVALUATIONS
Panelists

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

Igor Suran
Executive Director, Parks - Liberi e Uguali