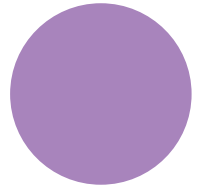




HESSIAN ACTION PLAN FOR ACCEPTANCE AND DIVERSITY

Open, respectful and appreciative
Implementation and update report (APAV 2.0)





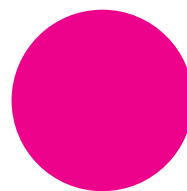
LIST OF ABBREVIATIONS

ADiBe	ADiBe Netzwerk Hessen (Anti-discrimination advisory Network)
AG	Arbeitsgruppe (Working group)
AGG	Allgemeines Gleichbehandlungsgesetz (General Equal Treatment Act)
AHF	Aidshilfe Frankfurt e.V. (Aids Help Frankfurt e. V.)
AKGG	Arbeitskreis Gemeindenahe Gesundheitsversorgung e.V. (Community-based healthcare working group)
AP	Contact
APAV	Aktionsplan für Akzeptanz und Vielfalt (Action plan for acceptance and diversity)
BEP	Bildungs- und Erziehungsplan Hessen (Hesse education and upbringing plan)
BIPoC	Schwarze, Indigene und People of Color (Black, Indigenous, People of Color)
dgti	Deutsche Gesellschaft für Trans*- und Inter*geschlechtlichkeit e.V. (German Society for Trans and Intergender e.V.)
EAE	Erstaufnahmeeinrichtung (Initial reception facility)
Frankfurt UAS	Frankfurt University of Applied Sciences
hjr	Hessischer Jugendring e. V. (Youth Council of Hesse)
HKM	Hessisches Kultusministerium (Hessian Ministry of Education and Cultural Affairs)
HMdIS	Hessisches Ministerium des Innern und für Sport (Hessian Ministry of the Interior and Sport)
HMdJ	Hessisches Ministerium der Justiz (Hessian Ministry of Justice)
HMSI	Hessisches Ministerium für Arbeit, Integration, Jugend und Soziales (Hessian Ministry for Social Affairs and Integration)
HMWK	Hessisches Ministerium für Wissenschaft und Kunst (Hessian Ministry of Science and Art)
HöMS	Hessische Hochschule für öffentliches Management und Sicherheit (Hessian University for Public Management and Safety)
IMAG	Interministerielle Arbeitsgruppe (Interministerial working group)
Juleica	Jugendleiter*in-Card (Youth leader card)
KJSG	Kinder- und Jugendstärkungsgesetz (Child and Youth Empowerment Act)
LAG	Landesarbeitsgemeinschaft (State working group)
LIBS e.V.	Lesben Informations- und Beratungsstelle e. V. (Lesbian information and advice centre)
LJA	Landesjugendamt (State Youth Welfare Office)
LJHA	Landesjugendhilfeausschuss (State Youth Welfare Committee)
LSBT*IQ	Lesbian, gay, bisexual, trans, intersex and queer people (LGBTIQ)
MD	Medizinischer Dienst (Medical service)
QuiS	“High quality in studies and teaching, good framework conditions for studying” funding programme
RRS	“Rainbow Refugees Support” project
STK	Hessische Staatskanzlei (Hessian State Chancellery)
tin*	transgender, intersex and non-binary

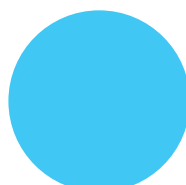


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I. FOREWORD BY HEIKE HOFMANN, HESSIAN MINISTER FOR WORK, INTEGRATION, YOUTH AND SOCIAL AFFAIRS.



DEAR INTERESTED AND COMMITTED PEOPLE, LADIES AND GENTLEMEN,

The action plan you are holding in your hands is the result of a demanding participatory process, for the success of which I would like to express my sincere thanks to all participants.

As the new state government, we have stated in our coalition agreement that we will evaluate, update and, where possible, expand the Hessian Action Plan for Acceptance and Diversity (APAV). We will hereby place special focus on rural areas and on cooperation with municipalities and local authorities. We want to create a good quality of life everywhere in Hesse and for *all* the people who live here. The APAV 2.0, with its 65 projects, will make an important contribution to this.

Hesse is a diverse and international federal state. We want to work hard on creating a place without discrimination. We are committed to fighting hatred, hate speech and all forms of marginalization. We are strengthening the Anti-Discrimination Agency in the Hessian Ministry of Work, Integration, Youth and Social Affairs and we will support institutions and projects which combat hate violence, stigmatisation and exclusion experienced by people as a result of their sexual or gender identity.

Since the first edition of the action plan seven years ago, federal legislation has taken account of social change in many ways and has strengthened the rights of LGBTIQ people. These include the introduction of the right to marriage for same-sex couples and the "third option" in civil status law, the protection of children with versions of gender development, protection against conversion treatments¹ and, last but not least, the Child and Youth Empowerment Act. The federal states were involved in the creation of all these laws and they have a crucial role to play if the legal framework is to be used to promote acceptance and diversity.

¹ A dangerous practice disguised as therapy that specifically targets LGBTIQ youth and aims to suppress their sexual orientation or gender identity

This is because diversity makes our democratic society strong. By recognising, questioning and breaking down barriers, reservations and stereotypes, we can treat each other with appreciation for our differences and create space for everyone. In this way, we can make an important contribution towards a fairer society with equal opportunities for development.

We want to take as many people as possible in Hesse with us on this journey. We support institutions, facilities and service providers who want to open up their services and further develop the quality of their work. We rely on companies as well as employee representatives to help reduce discrimination in the workplace and to secure skilled labour. We rely on the people who hold political responsibility in municipalities, towns and districts and who are interested in ensuring that rural areas in Hesse do not lose their creativity and attractiveness due to urbanisation, but instead develop in a lively, diverse and future-oriented way.

The contributions of the LGBTIQ community are indispensable on this journey. Listening to queer voices is a requirement for a strong and vibrant civil society. Our Hessian participation process for the APAV 2.0 has once again shown how much technical expertise is gathered within the queer community. The numerous projects which have been, are being and will be funded by the APAV in the coming years show that the following is true: the LGBTIQ community is extraordinarily committed to communicating rainbow competence on a daily basis, breaking down access barriers to providers and making sexual and gender diversity visible as a natural part of our pluralistic democracy.

We very much appreciate the fact that members of the LGBTIQ community have once again contributed so extensively to this new version of the APAV 2.0. In order to make the implementation process even more dialogue-based than in the past, we have set up a scientific advisory board with the participation of members of the Hessian LGBTIQ community, and this has already begun its work.

On behalf of the entire state government, I would like to sincerely thank the LGBTIQ community in Hesse for its participation in the creation of the APAV 2.0 and, furthermore, for its strong commitment to civic engagement in Hesse. I would also like to thank all the people in administration, in social and counseling institutions, in medical care, education and science and in so many other places who have broadened their horizons and who stand up as allies for the rights and interests of queer people in Hesse. Together with you, we want to further advance social change.

Heike Hofmann

Yours, Heike Hofmann

***“We ensure that all sexual orientations and gender identities
are respected and valued in Hesse.***

***We will continue to promote their visibility and acceptance and
strengthen the work of the self-organisations, especially in rural areas.***

***We will evaluate the action plan for acceptance and diversity, develop it further
in collaboration with the participants and provide it with better funding.”***

(Extract from “Shaping reliability - opening up prospects” government programme for the 20th legislative period.)

The APAV 2.0 is the result of the second participation process for further development of the Hessian Action Plan for Acceptance and Diversity and is also the starting point for the second implementation cycle. Its setup is closely orientated on the APAV 1.0. As a result of the first participation process, the content of the superordinate objectives and delimitation of the Action Areas have also remained unchanged. In Chapter IV, ACTION AREAS AND PROJECTS, we document the projects for the second implementation cycle as well as the status of the APAV 1.0. Project funding plays a key role in achieving the objectives of the APAV. For this reason, this chapter provides examples of important funded projects in the individual Action Areas.

The departments and the State Chancellery are responsible for implementing the APAV 2.0 projects. The Hessian universities act within the framework of self-administration.

The APAV's financial resources have been steadily improved since 2015. Projects totalling around € 2.16 million were approved in the 2023/2024 double budget on the basis of the APAV funding guidelines. A total of around € 6.51 million was made available for APAV projects (2015-2024).



The scientific evaluation of the Hessian Action Plan for Acceptance and Diversity begins with the second implementation cycle.

The Hessian policy for acceptance and diversity addresses everyone in Hesse. We therefore use gender-related text in the APAV where the use of only masculine and feminine forms creates an exclusion. It would affect people who do not identify as either male or female. Their gender identity is also specially protected by the Basic Law (see decision of the First Senate of the Federal Constitutional Court on the third option in personal status law of 10th October 2017, 1 BvR 2019/16-, RN 1-69).

In the APAV 2.0, we continue to use the abbreviation LGBTIQ (LSBT*IQ), which was agreed with the community organisations in the first participation cycle. LGBTIQ refers to lesbian, gay, bisexual, transgender and intersex people in addition to non-binary and queer people.

The terms used in the APAV are established in the specialised discourse on sexual and gender diversity² and are comprehensively described elsewhere. We refer here to the LGBTIQ lexicon published by the Federal Agency for Civic Education³ and the Rainbow Portal glossary from the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth⁴.

² Sexual diversity refers to the diversity of different sexual orientations, e.g. heterosexual, homosexual, bisexual.

Gender diversity refers to the diversity of gender identities, such as women, men, transgender and non-binary people.

³ cf.: <https://www.bpb.de/themen/gender-diversitaet/geschlechtliche-vielfalt-trans/245426/lgbtiq-lexikon/>, last accessed on 22.05.2023.

⁴ cf.: <https://www.regenbogenportal.de/glossar>, previously accessed on 22.05.2023

Superordinate goals of the Hessian Action Plan for Acceptance and Diversity

- Acceptance of sexual and gender diversity
- Free development of personality
- Living openly and without discrimination
- Valuing sexual and gender diversity in the state administration
- Informed and sensitised handling of LGBTIQ concerns in public administration
- Sensitisation and further training of specialist staff
- Coming to terms with history and remembrance culture
- Prevention of queer-hostile violence, e.g. homo-, bi-, trans- and inter-hostile violence
- Visibility of LGBTIQ representation through public relations work and awareness-raising
- Improving the data situation through research and studies
- Support in the development of structures, networking and exchange
- Promotion of consultation and self-help service provision
- "Helping people to help themselves" (empowerment)

The APAV's Action Areas

1. Children, youth, family
2. School, extracurricular education, (further and continuing) education, university, studies
3. Health, care, old age, disability
4. Police, judiciary, regulatory authorities and general administration
5. Violence, violence in the family and social environment
6. Working world, state as employer
7. Culture and leisure
8. Migration
9. Transgender and intersex
10. Culture of remembrance, research and civic engagement, public dialogue

III. PARTICIPATION PROCESS

The participation process for the APAV 2.0 once again involved members of the Hessian LGBTIQ community in addition to all departments and the State Chancellery. The Corona pandemic posed a particular challenge to all participants, as it was not possible to meet in person during 2020 and 2021.

III.1 COMMUNITY PARTICIPATION

The lead Hessian Anti-Discrimination Agency, which is a staff unit within the Hessian Ministry for Social Affairs and Integration, aimed to involve parts of the community in its process planning on an equal footing. This took place in two phases, which were linked together by the APAV round table on 24th September 2021.

During the first phase (spring and summer 2021), the Anti-Discrimination Agency was able to rely on the professional, organisational and technical support of four regional LGBTIQ networks. The networks issued invitations to the regional communities to participate in (virtual) round tables and other formats, coordinated the implementation, and secured the results.

Part of the (virtual) round table on the APAV 2.0 in September 2021 was the presentation of the results of the regional community participation and their discussion in breakout rooms/small groups.

The second phase of the community forums (autumn/winter 2021 and spring 2022) owes its success to committed activists and experts from the field of sexual and gender diversity. They all contributed their expertise to the various Action Areas and were responsible for moderating both the breakout rooms and the subsequent community forums as part of the round table. Two community members made an important contribution to the quality of the results by documenting the contributions from all forums.

This documentation was widely distributed by the Anti-Discrimination Agency's community distributor and made available to the State Chancellery and all specialist departments via the Interministerial Working Group (IMAG) on the APAV 2.0.

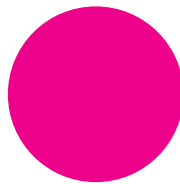
The results of the community participation also document the high level of technical expertise within the Hessian LGBTIQ community. Nevertheless, as with APAV 1.0, not all suggestions could be taken up in the APAV 2.0. Some of the proposed projects are not the responsibility of the federal state but must instead be implemented at a federal or municipal level. Some impulses cannot be implemented at this time - or cannot be implemented at all - due to political considerations. Other impulses are supported by project funding from the state and implemented by civil society actors.

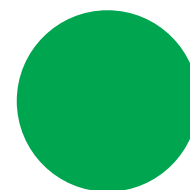


For the first time, the Hessian LGBTIQ community now has a common platform for its further engagement and political work with the documentation of the community forums. The second implementation cycle of the APAV is to be made even more dialogue-based and participatory through the establishment of a scientific advisory board with community involvement. In this context, too, the participating members of the community were able to make the generated impulses effective.

III.2 INTERMINISTERIAL WORKING GROUP

Diversity and anti-discrimination policy can be implemented successfully if it is understood and organised as an interdisciplinary task. In this spirit, all the state ministries and the State Chancellery actively participated in the development of the APAV 2.0 as part of the IMAG. Under the leadership of the Anti-Discrimination Agency, the results of the participation process were presented to all representatives of the (official departments) and the State Chancellery. This formed the basis for the internal coordination of projects in the ten Action Areas. The current draft was agreed between the ministries and submitted to the Cabinet for consideration.





IV. ACTION AREA 1: CHILDREN, YOUTH, FAMILY

1. What is this all about?

The family remains by far the most important area of life for people living in Germany. Over the past two decades, the family has remained a consistent top priority for around three quarters of respondents in representative studies - well ahead of work, friends and leisure interests.

Historically, a wide variety of family structures has been the norm. Social change and the growing diversity of family structures which goes hand-in-hand with it are meeting with ever-wider acceptance, as demographic research shows. At the same time, the image of a family consisting of father, mother and child(ren) still shapes the family image of many people in Germany, and life planning is still often based on this⁵.

We believe in the following: Wherever there are children, there is also - always - family, regardless of the gender and quantity of custodians. "Megatrends" such as the breaking down of gender stereotypes and the individualisation of our life concepts are influencing the way we live together as a family. Traditional attributions are giving way to more egalitarian role models. The youngest generation's self-confident assertion of their own sexual and gender identity at a young age brings new dynamics into families.

A large majority of the German Bundestag voted in favour of opening up marriage in 2017. It marked a further important milestone in the social recognition of rainbow families following the introduction of registered civil partnerships 16 years earlier.

In recent years, the federal legislator has also accompanied social change on several occasions through legislation in other areas of law. The protected personal characteristics in the General Equal Treatment Act (AGG) also include gender and sexual identity. The rights of intersex and transgender people were strengthened by the introduction of the so-called "third option" in civil status law (2018). The Act on the Protection of Children with Variations in Gender Development (2021) prohibits surgical interventions aimed solely at forcing intersex children to adhere to the cis-binary standard. The Child and Youth Empowerment Act (KJSG, 2021) clarifies that the differing life situations of boys and girls as well as those of "transgender, non-binary and intersex young people" must be taken into account in the organization of child and youth welfare services.

⁵ cf. Lück, D.; Ruckdeschel, K. (2019): „Familie - was bedeutet das heute? Familienleitbilder in Deutschland sind vielfältig, aber im Kern stabil.“ Bevölkerungsforschung Aktuell 2/2019. Bundesinstitut für Bevölkerungsforschung, Wiesbaden.

Finally, the state government provided significant impetus for legislation to protect against conversion treatments (2020) with its Federal Council initiative in 2019.

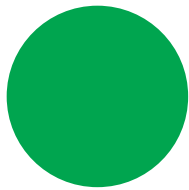
On the one hand, all these legal innovations are evidence of a growing social acceptance of sexual and gender diversity. Nevertheless, on the other hand, they also make it clear that LGBTIQ people are at risk of discrimination and marginalisation, especially while growing up.

2. What have we already implemented?

The projects in the APAV 1.0 Action Area 1 have been fully implemented. The topic of "Prejudice-aware education and upbringing" was integrated into the Hesse Education and Upbringing Plan (BEP) and the team of BEP multipliers was sensitised. The training of youth leaders took place in cooperation with various organisations, including the LAG Mädchenarbeit (State working group on girl's work), the Paritätische Bildungswerk für Jungenarbeit (educational organisation on boy's work) and the Hessischer Jugendring (hjr, Youth Council of Hesse). Specialist days were organised to raise awareness of young LGBTIQ peoples' particular needs. Since 2005, the Joint Central Adoption Office of the states of Rhineland-Palatinate and Hesse has been offering training courses in order to provide information and raise awareness regarding adoption options for same-sex couples. https://www.hessischer-jugendring.de/fileadmin/user_upload/pdf/allgemein/Flyer_Youth-Council_english.pdf

In addition, numerous projects in Action Area 1 have been funded since 2015. Examples include:

- The hjr Landesfachstelle Queere Jugendarbeit (Centre for queer youth work) has been working since 2018 to qualify youth workers in Hesse on the topic of sexual and gender diversity and to support them in developing programmes for LGBTIQ young people. Priority is given to addressing the consultation and support needs of multipliers and specialists (awareness-raising, training, networking, knowledge transfer, consultation and support, publications).
<https://www.queere-jugendarbeit.de/>
- The specialist unit has been implementing the model project "Queer young people in rural areas" since 2022. A participatory framework concept for the development of new queer youth leisure programmes serves as a working basis for cooperation with four selected districts. The project partners (three youth welfare offices and one independent organisation) are continuously guided and supported by a project officer, and the project also promotes the exchange of information between the locations and with other interested districts.
<https://www.queere-jugendarbeit.de/lr/>



- In various regions of Hesse, the organisation of offers for rainbow families received support, such as the rainbow brunch organised by the VIVA Stiftung gGmbH (VIVA Foundation, formerly AKGG gGmbH, Kassel, 2018-2020).
- Since 2020, the VIVA Foundation, supported by funds from the APAV, has been counselling parents of intersex children. Parents are offered a protected space to answer urgent questions. Comprehensive counselling, including medical advice, is provided in collaboration with an experienced doctor. In addition to counselling, the VIVA Foundation is also continuing to develop its tried-and-tested educational programmes for children in order to reduce reservations and create an accepting environment for the children and families concerned. <https://viva-stiftung.de/>
- The following APAV-funded research and pilot studies also contributed to further developing the service landscape in Action Area 1:
 - "That something changes and something can change. Results of the LGBTQ youth study What are living conditions like for young lesbian, gay, bisexual and transsexual people in Hesse?", Prof Dr Stefan Timmermanns, Peter Martin Thomas, Christina Uhlmann, ed. hjr (2018)
 - "Homelessness and gender. Sexual orientation and gender identity as risk factors for and in homelessness", Dr Constance Ohms (2019)
 - "On the situation of lesbian, gay and trans young people in residential youth welfare facilities", Dr Constance Ohms on behalf of AIDS-Hilfe Marburg e. V. and St. Elisabeth Verein e.V. Marburg (2020)
 - "Queer Professionals - Professionalism between ‚queer expert‘ and ‚other‘ in social work", Rhein Main University of Applied Sciences, Prof Dr Davina Höblich, Steffen Baer (2022)

Funding totalling around € 1.55 million was approved for Action Area 1 (2015-2024).

3. What do we want to achieve?

With the APAV's projects in this Action Area, the state government aims to sensitise and qualify regular counselling structures for families, children and young people and to further develop established support services in child and youth welfare, thereby promoting a professionally sound approach to issues of sexual and gender diversity. One particular focus here is always rural areas.

In specific terms, this means:

- In the coming years, we will continue to strengthen the topic of diversity in daycare centres as part of the further development of the BEP. The coordination centre „Vielfalt in der Kindertagesbetreuung. Beratung und Angebote zu Diversität, Fluchtzuwanderung und Antidiskriminierung in der frühkindlichen Bildung“ (Diversity in child daycare, consultation and services on diversity, refugee immigration and anti-discrimination in early childhood education) serves as a contact point for the consultation and management level of child daycare in Hesse and provides advice on training opportunities within the framework of the BEP. Networking meetings and specialist events in addition to practical publications round off the range of services. The BEP advocates inclusive pedagogy that puts the child at the centre. Children are encouraged and supported in their own development according to their potential, interests and needs. The topic of diversity is to be re-emphasised as part of the BEP's further development. New developments and findings, for example from the Hessische Landesaktionsplan zum Schutz von Kindern und Jugendlichen vor sexualisierter Gewalt (Hessian state action plan for the protection of children and young people from sexualised violence) will be incorporated. The topic, which plays an important role in the modules on resilience, social and emotional competence and children's rights, among others, will also continue to be focussed on as part of the ongoing development of the BEP qualification programme.
- The State Youth Welfare Office (LJA), which is part of the HMSI, supports the State Youth Welfare Committee (LJHA) within the scope of its statutory duties. The LJHA deals with all fundamental issues relating to youth welfare. In particular, it supports its members in the design and further development of the content of their programmes, using technical impulses based on the latest research. The LJHA also supports implementation of the KJSG. The different and changing life situations of girls, boys and transgender, non-binary and intersex young people are taken into account here.
- In the upcoming revision of the internal administrative work aids for operating licence procedures for inpatient youth welfare facilities, we will point out the professional requirement of having a sex education concept or anchoring the corresponding content in the educational concept as an inspection criterion.
- The topics of "gender and sexual identity and diversity" and "gender-specific socialisation conditions" have been established as training content in the training for the Youth Leader Card (Juleica) (HMSI decree, last revised on 4th September 2019). The contents are also anchored in the Juleica manual. The hjr, funded by the HMSI, has also published the "Juleica module: seeing diversity - living diversity. Diversity in youth work" as a working aid.

- We will continue to support the specialist centre for queer youth work (Fachstelle Queere Jugendarbeit). The aim is to continue to roll out successful measures to raise awareness and qualify independent youth work organisations and to strengthen intersectional approaches. In collaboration with the hjr, we will evaluate the model project for the creation of offers for queer young people in rural areas, which was additionally included in the funding in 2022, and make it available to other districts.
- We will continue to develop the training and further education programmes for child protection experts (Kinderschutzfachkräfte) in order to better protect LGBTIQ young people from conversion attempts.

4. Projects in Action Area 1

01.01	Coordination centre for diversity in child daycare.	HMSI
01.02	Strengthening the topic of diversity in the context of updating the Hessian Education and Training Plan (BEP)	HMSI
01.03	Expert input from the LJHA on the organisation of child and youth welfare.	HMSI
01.04	Monitoring implementation of the Child and Youth Empowerment Act (KJSG) by the LJHA.	HMSI
01.05	Sex education concepts in work aids for the application and inspection of operating licence procedures.	HMSI
01.06	Sexual and gender diversity as topics in the Juleica training programme.	HMSI
01.07	Promotion of the Queer Youth Work Centre.	HMSI
01.08	Carrying out a pilot project to develop offers for queer young people in rural areas.	HMSI
01.09	The ombudsperson's office for children's and young people's rights will take the special needs of LGBTIQ young people into account.	HMSI
01.10	Training and further education programmes for child protection experts.	HMSI

IV. ACTION AREA 2: SCHOOL, EXTRACURRICULAR EDUCATION, (FURTHER AND CONTINUING) EDUCATION, UNIVERSITY, STUDIES

1. What is this all about?

Places of education are not just places where knowledge is passed on. Education always consists of imparting values and attitudes in addition to dealing with social change. Prejudices are fuelled by ignorance. Good education for all is therefore an important contribution towards creating a society which is sensitive to discrimination.

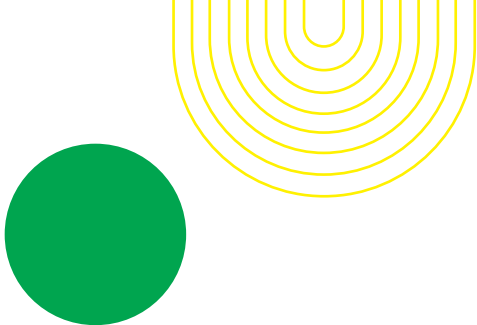
Educational work is also aimed at LGBTIQ people and should support them in developing their personalities. Important players in this field are independent and state-run daycare centres, schools, extracurricular educational institutions, further and continuing education, adult education and universities.

School: Alongside family and friends, school is the most important place of socialisation for young people. However, the school environment is not a protected space per se. Discrimination and marginalisation can still affect educational opportunities today.

The biographical phase of compulsory schooling and finding one's gender and sexual identity generally coincide. This gives rise to a special responsibility for government action. School councils and administrations are required to design structures and procedures in such a way that all pupils, regardless of their sexual and/or gender identity, have the same educational opportunities. It is not only the negatively affected children and young people who have an interest in counteracting unequal treatment; their parents must also be able to rely on their children being educated in a supportive environment.

The key people here are the school head teachers in addition to the teachers themselves. They implement the educational mandate of the Hessian core curricula and the Hessian syllabus for sex education at general and vocational schools in Hesse. The primary objectives here are non-discriminatory behaviour and respectful interaction in the school communities. Pupils are therefore taught an open, non-discriminatory and appreciative understanding of the diversity and variety of relationships, sexual orientations and gender identities in our society.

Qualifying support is required for teaching staff in particular because social taboos and stigmatisation make access to the topic of gender and sexual diversity difficult. They can counter this effectively if they are suitably informed, sensitised and equipped with good teaching materials.



Extracurricular education, further education and training: Partly due to ignorance, reservations and prejudice, many people still encounter queer people (LGBTIQ) fears, insecurities or even rejection. The teaching of factual knowledge, methodological, social and personal skills on sexual and gender diversity is particularly important at this point so as not to further hinder their participation. However, technically sound further development of the services also establishes a common understanding that sexual and gender diversity are part of social normality and in this way promotes acceptance.

University and studies: Universities are particularly important in the training of educational, psychological and medical professionals, as well as in research on gender and sexual diversity. They offer space for academic exchange and also places for social encounters between students of different sexual and gender identities. Hessian universities are also important cooperation partners in the scientific monitoring and quality assurance of projects funded by the APAV.

Hessian universities utilise the scope of university autonomy to meet the needs of transgender and intersex students with legal certainty. By reducing multiple burdens, they also help to reduce the number of drop-outs in this group. After all, universities are still important “transition spaces” in which LGBTIQ students realise their sexual and gender self-determination for the first time.

2. What have we already implemented?

In the school sector, the state government has set trend-setting signals both with its curriculum “Sex education for general and vocational schools in Hesse” and with its funding of the “SCHLAU Hessen” education and anti-discrimination project. In addition, LGBTIQ topics are taken into account in teacher training and a contact person is available at the Lehrkräfteakademie (Teacher’s academy). Furthermore, a school psychology contact person for diversity issues has been implemented in each of the four state education authority cooperation networks and networked with the likewise newly appointed contact persons for gender and sexual diversity at the study seminars. Finally, trainers at the Hessian study seminars received further training on the topic of “gender-sensitive training work”.

Numerous qualification and training programmes offered by independent providers were supported as part of project funding in the fields of extracurricular education, further education and training. The specialist centres funded by the APAV (see Action Areas 1 and 3) make an important contribution to this.

The “Transsensitive University” project at Frankfurt University of Applied Sciences (Frankfurt UAS) was a pioneering example of a discrimination-sensitive approach to gender diversity at universities, which has identified numerous starting points for organisational development at UAS.

As a first step, the Ministry of Science and Art (HMWK), together with the Hessian universities, has sent a clear signal in favour of reducing the potential for discrimination by drawing up a model guideline on the application of the AGG’s prohibition of discrimination for all members and staff of the universities,

especially for students. Numerous universities have enacted their own regulations on this basis, which extend the scope of protection of the AGG to the relationship between the university and students. This initially voluntary commitment was incorporated into the law as a binding regulation as part of the amendment to the Hessian Higher Education Act in 2021, as was the obligation to appoint (at least) one contact person for anti-discrimination who is not bound by instructions.

Numerous individual measures, including specialist days, workshops and training programmes, have been supported since 2015 to implement the objectives of the APAV in Action Area 2. The following projects are just a few examples:

- The SCHLAU projects in Hesse have been consistently supported since 2015. The funding is used for coordination and quality development (SCHLAU Hessen), in addition to reimbursement of expenses as well as travel and material costs for the implementation of SCHLAU workshops throughout Hesse.
- The training project "There's more! Sexual and gender diversity as a topic in educational work" from the pro familia regional association in Hesse received several extra years of funding.
- In the area of theatre education, the registered association Art-Q e. V. was supported for the development and implementation of two cabaret school programmes ("Malte Anders"), as did several projects by the Frankfurt School Theatre Studio.

Funding totalling around € 1.55 million was approved for Action Area 2 (2015-2024).

3. What do we want to achieve?

We will support educational institutions in acting in a qualified and sensitised manner, integrating the dimensions of sexual and gender diversity into their concepts and implementing them in a targeted manner in everyday education. The networks and specialist centres funded by the APAV make a contribution to this through networking and their own services. In the school sector, we will continue to promote SCHLAU Hessen, consolidate the technical exchange with the responsible contact persons at the Hessian Teachers' Academy and further develop the training courses for teachers on the implementation of the Hessian curriculum for sex education. Furthermore, it is not only important to further strengthen anti-discrimination work and diversity orientation in the university sector, but also to continuously improve the quality of employment for LGBTIQ people and to further take into account the specific needs of LGBTIQ students in studying and teaching. This is materialised in the following projects:

Strengthening anti-discrimination work and diversity orientation at Hessian universities. Further individual agreements to strengthen anti-discrimination work and diversity orientation (e.g. the formulation of comprehensive diversity strategies) were made with the universities as part of the target agreements for the period 2021 to 2025. Whether the agreed targets have been achieved is reviewed halfway through and at the end of the agreement period. The target agreements are available publicly:

<https://wissenschaft.hessen.de/studieren/hessens-hochschulstrategie/zielvereinbarungen>

Diversity-oriented improvement of the quality of employment at Hessian universities through implementation of the "Code for Good Work". On 13th December 2021, 14 state universities in Hesse agreed a "Code for Good Work" with the staff representatives and the HMWK. Amongst other things, the Code contains provisions on staff recruitment, family friendliness, equal opportunities and diversity. In order to attract the best-qualified staff, the universities in Hesse have established structured, gender-equitable, equality- and diversity-orientated personnel selection procedures and personnel development concepts and carry out openly accessible, transparent and competitive application procedures. They are committed to giving appropriate consideration to people with a non-binary gender identity in selection procedures. The Code and its implementation will be evaluated four years after it comes into force. The full text of the agreement is publicly available at:

<https://wissenschaft.hessen.de/studieren/hessens-hochschulstrategie/kodex-fuer-gute-arbeit>

Support for equal opportunities and non-discriminatory higher education through the "High quality in studying and teaching, good framework conditions for studying" funding programme. The universities in Hesse receive support for good teaching, for counselling and for equal opportunities and non-discriminatory studies from the funding programme "High quality in studying and teaching, good framework conditions for studying", or "QuiS" for short. With QuiS, the state government has developed a support programme for universities which focuses in particular on the specific biographies and life situations of students in Hesse. Diversity is explicitly addressed as a sub-goal within the framework of QuiS. Everyone should have the opportunity to successfully complete their studies regardless of their gender and sexual identity, their mother tongue, personal impairments or family background. 19 applications from Hessian universities will be funded with a total of € 97.8 million. An overview of QuiS projects at Hessian universities, which includes individual and joint projects, is publicly available at:

<https://wissenschaft.hessen.de/Presse/Unterstuetzung-fuer-eine-bessere-Lehre-und-mehr-Studienerfolg>

Support for exchange via APAV 2.0. Existing forums, such as the regular meeting of university chancellors with the HMWK's central department management, should be used to provide information on the APAV 2.0 and to enter into a dialogue on APAV-relevant issues in the university context at this management level.

Consolidation of cooperation with SCHLAU Hessen. The Hessian Ministry of Education and Cultural Affairs (HKM) is consolidating its cooperation with the Hessian SCHLAU projects in the form of annual meetings and by integrating SCHLAU Hessen into the LGBTI AG at the Hessian Teachers' Academy.

Consideration of the sex education curriculum objectives in school protection concepts. The HKM will use its communication on the development of protection concepts in schools to draw attention to the implementation of the sex education curriculum.

It will also examine whether materials and implementation aids can be made available on an information page for implementing the sex education curriculum.

Further training on implementation of the sex education curriculum. The HKM offers further training on the implementation of the sex education curriculum for teachers, also incorporating topics of intersectionality.

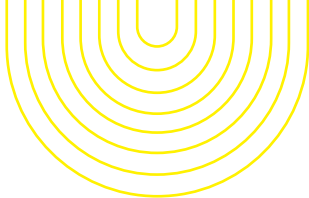
Networking of contact persons in the State Education Authorities' cooperation networks and study seminars. The contact persons in the four cooperation networks of the State Education Authorities are supposed to network with the contact persons at the study seminars.

Instruction and further training for employees of the cooperation networks of the state education authorities. The administrative supervisors in the State Education Authorities' cooperation networks are instructed and trained in the legal framework and counselling structures for dealing with diversity issues in a legally compliant manner.

Funding of SCHLAU Hessen. Funding for the SCHLAU Hessen queer education and anti-discrimination project will be continued.

4. Projects in Action Area 2

02.01	Continuation of anti-discrimination work and diversity orientation at Hessian universities.	HMWK
02.02	Diversity-oriented improvement of the quality of employment at Hessian universities through implementation of the "Code for Good Work".	HMWK
02.03	Support for equal opportunities and non-discriminatory higher education through the "High quality in studying and teaching, good framework conditions for studying" funding programme.	HMWK



02.04	Support for exchange via APAV 2.0.	HMWK
02.05	Consolidation of cooperation with SCHLAU Hessen. The Hessian Ministry of Education and Cultural Affairs (HKM) is consolidating its cooperation with the Hessian SCHLAU projects in the form of annual meetings and by integrating SCHLAU Hessen into the LGBTI working group at the Hessian Teachers' Academy.	HKM HMSI
02.06	Consideration of the sex education curriculum objectives in school protection concepts. The HKM will use its communication on the development of protection concepts in schools to draw attention to the implementation of the sexuality education curriculum.	HKM
02.07	Inspection of whether an information page on implementation of the sex education curriculum can be made available on the education server of the state of Hesse (design of the school concept, implementation aids, materials).	HKM
02.08	Further training on implementation of the sex education curriculum. The HKM offers further training on the implementation of the sex education curriculum for teachers, also incorporating topics of intersectionality.	HKM
02.09	The contact persons in the four State Education Authority cooperation networks should network with the contact persons at the study seminars.	HKM
02.10	The administrative supervisors in the State Education Authorities' cooperation networks are instructed and trained in the legal framework and counselling structures for dealing with diversity issues in a legally compliant manner.	HKM
02.11	Funding of SCHLAU Hessen. Funding for the SCHLAU Hessen queer education and anti-discrimination project will be continued.	HMSI



IV. ACTION AREA 3: HEALTH, CARE, OLD AGE, DISABILITY

1. What is this all about?

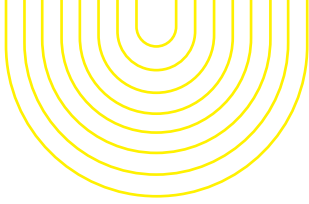
Implementing equal health opportunities is an important concern of the state government. In addition to socio-economic factors, other forms of discrimination and marginalisation are also behind the prevailing unequal distribution.

This also applies to LGBTIQ people. When using healthcare services, they not only experience prejudice and a lack of sensitivity, but also a lack of expertise with regard to sexual and gender diversity. This not only reduces the quality of service providers; it can also lead to LGBTIQ people accessing treatment late or not at all.

As recent studies have shown, experiences of discrimination and marginalisation bring with them specific forms of "minority stress" which can permanently reduce mental well-being. This results in an increased likelihood of suffering from depression or burnout, for example, in the course of their lives. LGBTIQ people are also twice as likely to suffer from heart disease, chronic back pain and migraines.

Health risks are also distributed differently within the LGBTIQ group. Transgender and intersex people, who are confronted with a particularly high amount of everyday discrimination in many areas of life, also bear the highest risks. A significantly increased prevalence of suicide attempts and self-harming behaviour is already described as early as adolescence. Later in life, these groups are at particularly high risk of developing depressive illnesses and anxiety disorders.

Intersex people very often experience traumatising violations of their physical and psychological integrity in the healthcare system. In a large number of cases, operations carried out without their consent in infancy not only result in lifelong complications - they are also associated with re-traumatisation later in life due to confrontation with inappropriate and degrading treatment. The externally imposed intervention also impairs the development of a positive body image in many intersex people and thus their sexual quality of life. Elderly people and those in need of care often have to accept drastic restrictions on their autonomy of action due to illness. In the interest of maintaining quality of life, LGBTIQ people in this situation are particularly dependent on elderly care and nursing facilities practising an informed and open approach to sexual and gender diversity.



Last but not least, LGBTIQ people with physical or cognitive disabilities are only perceived one-dimensionally and limited to their disability in various areas of life - be it the LGBTIQ community, disability services or general healthcare. Like other people with disabilities, they are often granted less self-determination than people without disabilities. Regular counselling structures and the LGBTIQ community must be made more aware of this form of intersectional discrimination. Appropriate training programmes can make an important contribution to this. We also consider it essential to strengthen self-organisation among LGBTIQ people with disabilities. We would support appropriate approaches.

2. What have we already implemented?

The brochure "Ageing differently. Lesbian and gay senior citizens. Information for providers of elderly care and nursing facilities and for managers and employees in elderly care" (HMSI, 2018) can be downloaded from the Anti-Discrimination Agency's website⁶. The particular concerns of LGBTIQ people were addressed in the curriculum for geriatric nursing and taken into account during the introduction of generalist nursing training.

Furthermore, the objectives of the Action Area were implemented as part of project funding. In addition to individual events, the following should be emphasised in particular:

- The conception and implementation of the "Rainbow Key" (certification of care facilities based on the Dutch "Roze Loper" model) published by the Frankfurter Verband. Interested organisations can find comprehensive information at: <https://www.regenbogenpflege.de/>
- The establishment of the "LGBT in old age" specialist centre in 2020. The project is organised in cooperation with the Lesbian Information and Advice Centre (LIBS e. V., Frankfurt) and the AHF - AIDS-Hilfe Frankfurt. In addition to providing specialist advice to facilities, it also offers networking and training, including for Hessian nursing schools. <https://www.lsb-t-im-alter-hessen.de/>

Approvals totalling around €760,000 were granted for the Action Area (2015-2024).

⁶ cf.: <https://antidiskriminierung.hessen.de/publikationen/eigene-publikationen>

3. What do we want to achieve?

The qualification and sensitisation of institutions and specialist staff continues to be of particular importance. We will continue to develop the successfully implemented approaches to strengthen LGBTIQ self-organisation and their networking with professional advice centres. This can effectively reduce the potential for discrimination and enable low-threshold access.

We will continue to drive forward the opening up of retirement and care facilities and constantly improve diversity sensitisation in care training.

In future, the nursing and geriatric nursing assistant training programme will teach the professional, personal and social skills required for diversity-sensitive nursing and care of sick people and those in need of care. This means that the cultural and religious needs of those in need of care must be taken into account just as adequately as their sexual and gender identity.

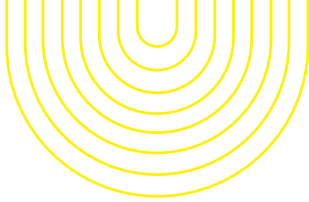
We will support the anchoring of the topic of sexual and gender diversity in the curricula of Hessian nursing schools by providing easily accessible teaching and information materials. At the same time, the aim of offering innovative, community-based training formats is to increase acceptance in the initial and further training of care professionals.

The particular concerns of LGBT people in old age are addressed in the relevant committees and working groups at state level. We will continue to support the state coordination centre for LGBT in old age. It will include a travelling exhibition in its programme to support elderly care and nursing facilities in addition to Hessian nursing schools in their efforts to promote sensitive care in regard to sexual and gender diversity.

We will continue to support the "Hessen ist geil!" prevention campaign, which is sponsored by the state association of Hessian AIDS service organisations. It addresses men who have sex with men in all regions of Hesse on the topics of sexual health, the scene, partnership, party drugs and much more.

<https://hessen-ist-geil.de/>

With the new version of the directive for the granting of subsidies for assisted reproduction measures in the state of Hesse (published in the Hessian State Gazette on 8th December 2022), lesbian couples and couples with a trans or inter person are also eligible to apply.



4. Projects in Action Area 3

03.01	Travelling exhibition on sexual and gender diversity for elderly care and nursing facilities and Hessian nursing schools.	HMSI
03.02	Easily accessible teaching and information materials to anchor the topic of sexual and gender diversity in the curricula at Hessian nursing schools.	HMSI
03.03	Diversity-sensitive nursing and geriatric nurse training.	HMSI
03.04	Innovative community-based educational formats to strengthen the acceptance of sexual and gender diversity in the training and further education of nursing staff.	HMSI
03.05	Funding for the "LGBT in old age" state coordination centre.	HMSI
03.06	Support for the "Hessen ist geil!" prevention campaign.	HMSI
03.07	New version of the directive for the granting of subsidies to promote assisted reproduction measures in the state of Hesse, opening up to lesbian couples in addition to couples with a trans or inter person.	HMSI



IV. ACTION AREA 4: POLICE, JUDICIARY, (REGULATORY) AUTHORITIES



IV. ACTION AREA 4: POLICE, JUDICIARY, (REGULATORY) AUTHORITIES, GENERAL ADMINISTRATION

1. What is this all about?

Like all citizens, LGBTIQ people experience the state most directly through its administrative actions. The state administration has important tasks in the interplay between the various levels of government. It acts on behalf of the state legislature, but also assumes tasks within the framework of the federal government's administrative mandate. In this way, it makes a significant contribution to shaping public life, not least by providing public goods. These include healthcare and educational facilities, for example, but also public infrastructure and ensuring protection and safety.

In performing their duties, all administrative levels are bound by the Basic Law and thus also by the principle of equality contained therein in addition to the prohibition of discrimination (Art. 3 GG). In this spirit, the Hessian state government adopted an anti-discrimination mission statement⁷ as the core of the anti-discrimination strategy it developed in 2018. The mission statement stands for and affirms the shared understanding of individual, social and cultural diversity as an enrichment.

As the state is present in almost all areas of social life, it has a special role-model function. It can use this to advocate for inclusive, non-discriminatory and active coexistence for all people in Hesse.

2. What have we already implemented?

By joining the Coalition against Discrimination⁸, the state government reaffirmed its conviction that the fight against marginalisation and unequal treatment is an important goal for government policy. Other important milestones on the path taken at that time were the establishment of the Anti-Discrimination Agency in the Hessian Ministry of Social Affairs and Integration⁹ (2015), the establishment of the Hesse-wide anti-discrimination counselling network AdiBe¹⁰ (2016), the adoption of the Hessian Action Plan for Acceptance and Diversity (APAV 1.0, 2017), the promotion of the eight regional LGBTIQ and anti-discrimination networks¹¹ (2017), the adoption of the Hessian anti-discrimination strategy (2018) and finally, the launch of the Hesse-wide anti-discrimination campaign "Hesse. There's still room for improvement"¹² (2022).

⁷ <https://antidiskriminierung.hessen.de/fileadmin/images/publikationen/hessische-antidiskriminierungsstrategie2019.pdf>

⁸ <https://www.antidiskriminierungsstelle.de/DE/was-wir-machen/projekte/koalition-gegen-diskriminierung/koalition-gegen-diskriminierung-node.html>

⁹ <https://antidiskriminierung.hessen.de/>

¹⁰ <https://adibe-hessen.de/de>

¹¹ <https://antidiskriminierung.hessen.de/netzwerke-und-fachstellen>

¹² <https://da-geht-noch-was.hessen.de/>

The function of contact person for LGBTIQ (AP LGBTIQ) has been implemented and staffed in all Hessian police authorities. The underlying framework concept was updated in April 2020 and the LGBTIQ contacts were provided with a budget to support their activities.

The topic was implemented in the "Specific Management" simulation game at the former Hesse Police Academy, which was merged into the newly founded University of Applied Sciences for Public Management and Safety (HöMS). In addition, the "Diversity Management - Dealing with Diversity in the Police" training programme, which is offered to all managers in the senior and higher ranks, addresses the aspect of sexual and gender identity. In addition, the topic has been included in the Hessian police's newly designed "Communication in action (KiE expertise)" communication concept in relevant scenario training courses.

In addition, the Diversity and Political Education Coordination Centre was set up in the HöMS police training programme in order to further improve the qualifications of future junior and management staff. Furthermore, the number of multipliers working in the individual police authorities on the topic of intercultural social skills was significantly increased.

The "Police Crime Prevention" seminar for senior civil servants provides an opportunity to familiarise participants with the work of the LGBTIQ contact and to engage in a personal exchange.

In 2019, Rainbow Refugees' contact persons were invited to the "Migration Officer" training seminar for the first time in order to work together with all participants on the development of strategies for preventing violence and for optimising cooperation in cases of homophobic/transphobic situations.

In addition, the topic of sexual and gender diversity is addressed in various modules in the Führungskräfteentwicklung (management development programme) and and discussed in other seminars.

3. What do we want to achieve?

We will implement the following projects as part of our endeavours to reduce the potential for discrimination in administrative action and to make an effective contribution to raising awareness and training employees in the state administration:

IV. ACTION AREA 4: POLICE, JUDICIARY, (REGULATORY) AUTHORITIES



The programmes offered by the **Zentrale Fortbildung Hessen (Hesse Central Training Centre)** are aimed at all employees in the state administration. The topic of sexual and gender diversity is addressed in various contexts, for example in the mandatory module "Leading diverse and heterogeneous teams in a healthy and value-oriented way" of the management development programme and in the self-study programme "Recognising and reducing unconscious bias, prejudices and stereotypes" for employees with and without management tasks.

The Hessische Hochschule für öffentliches Management und Sicherheit (Hessian University of Applied Sciences for Public Management and Security) with the departments of Police and General Administration addresses the topic of sexual and gender diversity in programmes for students and teaching staff. The topics of bias, the development of prejudices and stereotypes in addition to structural discrimination are dealt with in the bachelor's degree programmes in the departments of Police and Administration, particularly in the subjects of sociology and psychology. The development of knowledge concerning the emergence and demands of historical and current social movements, e.g. the LGBTIQ movements, is also promoted. The topics of equity and discrimination-sensitivity play an important role in the area of professional ethics and reflection on the job profile. In addition, plans are in place for first-semester students to be sensitised as part of the reflection and exchange meetings and all university members in greater depth as part of the annual university days.

Pedagogical impulses for teachers are provided as part of the certified further training for teachers at HöMS (module: "Democracy, attitudes and values in teaching") in addition to the series of lectures and workshops on democracy and human rights education.

Mandatory training programmes offered by the Hessian police: Since 2023, police officers in several police forces have been trained in a series of modules before assuming their first management position. Participation is obligatory. Modules on intercultural expertise and diversity are included. Following evaluation, the intention is to introduce this training programme across the board in all police authorities.

Information and training programmes on the topic of sexual and gender diversity involving the Hessian police's LGBTIQ working group. These support internal training programmes and information events on the basis of the task profiles defined in the framework concept for the LGBTIQ contact function in the Hessian police force (2020). The programmes are continuously evaluated and adapted if necessary.

Further development of training and further-education opportunities for the LGBTIQ contact in the Hessian police. The training and further-education opportunities are to be further developed against the background of the task profile defined in the framework concept. This concerns both the inward-looking objectives and the function of the contacts as a link between citizens and the Hessian police. In this way, they help to further strengthen trust in the Hessian police both within the population and in the relevant initiatives and organisations (LGBTIQ communities).

Recruitment of junior staff for the Hessian police: In order to emphasise the diversity and variety within the Hessian police force, it also advertises within the LGBTIQ community in a target-group-oriented manner with the aim of recruiting young people.

Information and sensitisation of employees in the Hessian prison system: Employees in the prison-service institutions are trained in dealing with and recognising LGBTIQ hostility as part of information and training programmes.

Review of state administration forms: Forms are regularly checked for legal conformity and updated if necessary.

4. Projects in Action Area 4

04.01	Anchoring the topic of sexual and gender diversity in the Central Training Centre Hesse programmes.	HMdIS
04.02	Sexual and gender diversity in the Hesse University of Applied Sciences for Public Management and Safety (HöMS) programmes.	HMdIS
04.03	Mandatory training programmes offered by the Hessian police.	HMdIS
04.04	Information and training programmes on the topic of sexual and gender diversity involving Hessian police contacts for LGBTIQ working group.	HMdIS
04.05	Further development of training and further education opportunities for LGBTIQ contact persons in the Hessian police force.	HMdIS
04.06	Recruitment of junior staff: In order to emphasise the diversity and variety in the Hessian police force, the Hessian police force also uses target-group-oriented advertising.	HMdJ
04.07	Information and sensitisation of employees in the Hessian prison system.	HMdJ
04.08	Review of state administration forms.	All departments, STK



IV. ACTION AREA 5: VIOLENCE, VIOLENCE IN THE FAMILY AND SOCIAL ENVIRONMENT

1. What is this all about?

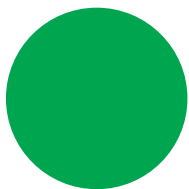
The free development of a person's personality and the right to life and bodily integrity are among the central and inalienable constitutional rights of the Basic Law. By protecting all people from violence, the state is obligated to guarantee freedom for the realisation of these constitutional rights, for self-determination and autonomy of action in a liberal society.

In recent years, there has been growing evidence of an increase in anti-gay and trans-hostile violence. LGBTIQ people in Hesse are increasingly experiencing assaults in the form of verbal and physical violence in public spaces. As an expression of hostility against certain groups, such "message offences" are not only directed against those immediately attacked. They aim to propagate anti-democratic ideologies of inequality, intimidate queer people, curtail their autonomy of action and make them invisible.

The aim of state action in a pluralistic society must therefore be to consistently counteract violence against LGBTIQ people and to improve their safety. The recognition of anti-queer offences as politically motivated crime by the police and security authorities is of particular importance here. The consistent prosecution and punishment of anti-queer offences and targeted work with perpetrators are essential. In addition to sensitising LGBTIQ people who have survived or witnessed violence, it is also important to implement confidence-building measures within the queer community. These measures can help to increase the willingness to report offences and thus shed light on the still considerable number of unreported cases of anti-queer crimes.

Queer-hostile violence is not only perpetrated in public spaces. The experience of violence is particularly stressful for LGBTIQ people in their immediate social environment, for example in their partnership, family of origin, circle of friends or neighbourhood, as this social sphere should be an important protective space for personal development. In this closest social environment, violence takes the form of physical, psychological, digital, economic and sexualised violence. For a variety of reasons, a particularly high number of unreported cases can be expected here. Those who experience violence in their immediate social environment are also particularly at risk of being confronted with homelessness. This risk particularly affects LGBTIQ people who experience rejection by their family of origin during their coming-out phase.

Violence against LGBTIQ people is also practised in the digital space and can take the form of hate violence. At the same time, younger LGBTIQ people in particular experience the virtual space as an important place for finding their identity and empowerment. It is a safe space, not least for people who experience their coming-out in non-accepting social and family environments or for whom, as is sometimes the case in rural areas, there are no local services to strengthen their identity. For LGBTIQ activists, the digital space is an important place for political participation and emancipation; for people who work digitally, it is the basis of their economic existence.



The merging of digital and real spaces is an irreversible social trend; this also increases the risk of experiencing digital violence. Similar to women, BIPOC (Black, Indigenous and People of Color) and people with disabilities, LGBTIQ people are affected by a broad spectrum of forms of violence in the digital space. These include insults, threats of violence up to and including threats of murder, belittling, bullying and sexualised violence. Strategies pursued by perpetrators include normalising hate speech, sabotaging an objective debate on equality and anti-discrimination policies, suppressing gender policy positions, preventing equal career opportunities and prolonging and exacerbating violence in the social environment.

2. What have we already implemented?

The function of the LGBTIQ contact person (AP LGBTIQ, see Action Area 4) has been implemented and staffed in all Hessian police authorities. They are available to victims of LGBTIQ-hostile offences as contact persons and take part in internal training courses to raise awareness of LGBTIQ issues.

The topic of anti-gay and trans-hostile was taken up by the Landeskoordinierungsstelle gegen häusliche Gewalt (State coordination centre against domestic violence) and discussed at the "Building bridges - carrying out conversations in a professional context in the field of domestic violence" symposium with a workshop by Dr Constance Ohms ("Specialisation in the counselling centre Broken Rainbow in Frankfurt am Main"). In addition, the "Violence in couple relationships/violence in the social environment" seminar was included in the prison training programme (2018 and 2019).

A model project for the consultation of lesbian and transgender victims of domestic violence has been funded since 2017 with the violence-free living¹³ counselling centre run by the Broken Rainbow e. V. association. With the project "Enabling diversity - protecting diversity!¹⁴ Raising Awareness of Violence against LGBTIQ People in Rural Areas" of the Frauennotruf Marburg (Marburg women's emergency centre), we are also supporting the development and implementation of a concept for networked anti-violence counselling for LGBTIQ people in rural areas of Central Hesse.

The "response." counselling centre¹⁵ for victims of right-wing, racist and anti-Semitic violence is also funded by the HESSEN SCHAUT HIN¹⁶ reporting network. The HessenGegenHetze report centre¹⁷, run by the Hessen CyberCompetenceCenter (Hessen 3C), offers victims and witnesses of online hate speech an uncomplicated way to take action against hate online.

A total of €915,000 was approved for Action Area 5.

¹³ <https://broken-rainbow.de/gewaltfreileben/>

¹⁴ <https://www.frauennotruf-marburg.de/lsbtiq.html>

¹⁵ <https://response-hessen.de/>

¹⁶ <https://hessenschauthin.de/>

¹⁷ <https://hessengegenhetze.de/>



3. What do we want to achieve?

The state government is firmly opposed to all forms of hate violence and hate crime. In order to combat violence against LGBTIQ people and empower the victims, we will further improve the recognition of anti-gay and trans-hostile through training and awareness-raising and provide tools for police forces. The LGBTIQ contacts are of particular importance in their work both internally and externally (see Action Area 4).

We will consistently take aspects of sexual and gender diversity into account during the implementation of the Istanbul Convention. The anti-discrimination campaign of the Anti-Discrimination Agency at the HMSI ("Hesse. There's still room for improvement!") addresses the empowerment of LGBTIQ people and the right to a non-violent, self-determined life. We will also continue to promote community-based anti-violence work and counselling. The following specific projects are planned in Action Area 5:

Funding for pilot projects to further develop anti-violence work among the LGBTIQ target group. The funding of pilot projects will be continued in order to further develop anti-violence work programmes for the LGBTIQ target group in urban and rural areas.

Implementation of the Istanbul Convention, taking sexual and gender diversity into account.

The scope of the Istanbul Convention also extends to trans women and trans girls¹⁸. The Istanbul Convention determines the concept of gender in its scope of application in the sense of gender, i.e. not only biologically, but also in relation to gender as a socially constructed dimension. This means that all heterosexual, lesbian or bisexual women and girls whose gender identity corresponds to the female biological sex, as well as trans women and girls, fall within the scope of the Convention.

The **anti-discrimination campaign launched by the Anti-Discrimination Agency at the HMSI** addresses the issues of empowerment of LGBTIQ people and the right to a non-violent, self-determined life.

Assistance for police forces in recording LGBTIQ-hostile hate crime: Police forces are supported by practical media ("pocket cards") in order to improve the recognition and recording of anti-queer motives for offences. These pocket cards contain, among other things, information on casework by the State Security Police. Appropriate statistics are recorded if the offence is verified as politically motivated crime.

Information services on specific aspects of LGBTIQ-hostile offences/violence for courts and law-enforcement agencies The extent to which information events on specific aspects of LGBTIQ-hostile offences/violence should be offered will be examined.

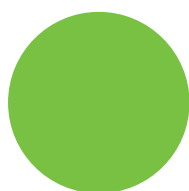
¹⁸ Rabe/Leisering, Die Istanbul-Konvention, Neue Impulse für die Bekämpfung von geschlechtsspezifischer Gewalt, Berlin 2018, S.11.

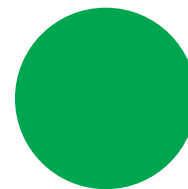
Victim-support organisations/victim counselling centres support victims of queer-hostile

violence: There is a comprehensive network of victim support centres in Hesse providing extensive support and assistance to victims of crime. Here, victims and witnesses of all types of criminal offences, as well as relatives and confidants of the victims, receive free consultation in accordance with their specific needs from specially trained social work experts. Psychosocial trial counselling within the meaning of Section 406g of the Strafprozessordnung (Code of Criminal Procedure, StPO) can also be provided by victim support services. The state government will continue to provide financial support for the work of victim-support organisations.

4. Projects in Action Area 5

05.01	Funding for pilot projects to further develop anti-violence work among the LGBTIQ target group.	HMSI
05.02	Implementation of the Istanbul Convention, taking sexual and gender diversity into account.	HMSI
05.03	The anti-discrimination campaign launched by the Anti-Discrimination Agency at the HMSI addresses the issues of empowerment of LGBTIQ people and the right to a non-violent, self-determined life.	HMSI
05.04	It is planned to examine whether information services on specific aspects of LGBTIQ-hostile criminal offenses should be introduced for courts and law-enforcement authorities.	HMdJ
05.05	Assistance for police forces in recording LGBTIQ-hostile hate crime.	HMdIS
05.06	Victim-support organisations/victim counselling centres support victims of queer-hostile violence.	HMdJ





IV. ACTION AREA 6: WORKING WORLD, STATE AS EMPLOYER

1. What is this all about?

In recent years, a growing number of companies in Germany have recognised the links between valuing diversity in the corporate culture and the positive effects on the working atmosphere and company results. Large companies which compete for employees on the global market are strongly represented in this group.

The decision to integrate "diversity management" into the principles of corporate management is not only practical from a business perspective but also necessary in order to be successful on the market. It is well known that protection against discrimination improves the working atmosphere. This in turn has a positive effect on employee performance and improves the operation's chances of recruiting the best staff and retaining them in the long term. LGBTIQ people also benefit from this as valuable labour and skilled workers.

2. What have we already implemented?

By joining the Charta der Vielfalt (Diversity Charter) in February 2011, the state government emphasised that, in a society shaped by globalisation and demographic change, it wants to strengthen the recognition, appreciation and inclusion of diversity in its own personnel policy and create a working environment in the public sector which is aware of and sensitive concerning discrimination. The State of Hesse supports the German Diversity Day on an annual basis and promotes comprehensive diversity management among Hessian companies. Almost 300 companies, administrations, associations and clubs throughout Hesse have already signed up to the charter, thereby committing themselves to the goal of treating all employees with respect, regardless of gender, nationality, ethnic origin, religion or ideology, disability, age, sexual orientation and identity. The state administration achieves these goals in particular through regular training measures and by sensitising employees to aspects of diversity. The Hessian Ministry of Social Affairs and Integration has also recruited diversity ambassadors from the ranks of employees, who act as multipliers to help create a positive and constructive working environment and promote appreciation of all dimensions of diversity.

The development and testing of a training module on respectful behaviour and the prevention of discrimination in the workplace was funded by the Büro für Frauen und Gleichstellung der Universitätsstadt Gießen (Office for women and equality of the University City of Gießen). The certified programme is available in two versions for employees and managers in public administration. It provides contemporary and interactive information about the AGG, sensitises people to discrimination and disadvantages and provides impulses for respectful behaviour in the workplace. The module can be used by interested municipalities or institutions. It can be easily adapted ("branded") to existing training programmes¹⁹.

¹⁹ cf.: <https://bfg.learnway.de/>

3. What do we want to achieve?

The state recognises its role-model function as the largest employer in Hesse. The state government and administration will also continue to implement the commitments made in the Diversity Charter with regard to the diversity dimensions of sexual and gender identity. We will strengthen diversity principles, further develop framework concepts for personnel development and address LGBTIQ people as well as other groups in the recruitment process.

We will promote the networking of LGBTIQ employees in the state administration as an important sign of diversity in the state service and as an important measure to sensitise the administration and prevent discrimination.

As an economic region, Hesse is characterised by innovative companies competing on a global market level. The state government will therefore use its diverse contacts with other levels of the public sector and the private sector to further increase the attractiveness of the economic region of Hesse for LGBTIQ employees and thus also contribute to securing Hesse's skilled labour base. In order to implement these goals, the state will continue to maintain the proven contact with LGBTIQ interest groups in the labour market.

Development of diversity principles for the HMSI: Diversity principles are to be developed together with HMSI employees as part of a moderated workshop. The aim is to create a common understanding of appreciative cooperation – both internally and externally. The experiences, perspectives, views and wishes of HMSI employees are to be incorporated into this process.

Review of the personnel-development framework concept: The personnel-development framework applicable to all departments and the STK (in force until 31st December 2028) and the applicable principles on cooperation and leadership (in force until 31st December 2025) will also be reviewed as part of the evaluation to determine what further measures are required to strengthen the culture of diversity within the state administration. This also includes consideration of the dimensions of sexual orientation and gender identity.

Networking of queer employees at state level: Hesse actively supports the networking of queer employees at state level as an important measure to sensitise the administration and prevent discrimination.



Diversity officers and diversity ambassadors: As a signatory to the Diversity Charter, the state government has committed to strengthening the recognition, appreciation and inclusion of diversity in its own HR policy and to creating a working environment in the public sector which is free from discrimination. The establishment of diversity officers and diversity ambassadors in the state administration strengthens the implementation of this goal, and appropriate projects are expressly supported.

4. Projects in Action Area 6

06.01	Development of diversity principles for the HMSI.	HMSI
06.02	Review of measures to strengthen the culture of diversity as part of the evaluations of the HR development framework and the principles of cooperation and leadership.	HMdIS
06.03	Networking of queer employees at state level.	All departments, STK
06.04	Diversity officers and diversity ambassadors.	All departments, STK



IV. ACTION AREA 7: CULTURE AND LEISURE

1. What is this all about?

Culture creates identity on both a social and an individual level. In a society characterised by diversity, culture communicates both what unites and what divides. Cultural events and programmes also offer space to experience diversity. They enable people to come closer together and encourage them to change their perspectives.

LGBTIQ initiatives make an important contribution to strengthening acceptance through cultural and leisure events by making sexual and gender diversity in all its many facets tangible – especially outside the big cities – and creating spaces for encounters. Above all, however, they also offer LGBTIQ people identification opportunities by supplementing established cultural programmes in which the concerns, everyday lives and experiences of LGBTIQ people are rarely given appropriate attention. Participation in culture is an important aspect of equality.

2. What have we already implemented?

The state government values the culturally active initiatives and associations from Hesse's LGBTIQ communities and recognises them as important partners in the field of culture and leisure. Of particular importance is the cooperation with local cultural networks and the development of programmes from within the region. This is why the state government is focussing on promoting a large number of cultural and leisure projects through the APAV. Examples include film series, readings, discussion events and dance workshops.

The new "APAV Mini" funding line was launched in 2022 to make it easier for queer associations and initiatives in rural areas with fewer resources in particular to access funding from the APAV programme. This enables projects to be funded with up to €2,500 in a simplified procedure²⁰. In the first year of funding, the funds provided (€50,000) were utilised in full.

Approvals totalling around € 77,000 were granted for Action Area 7 (2015-2024).

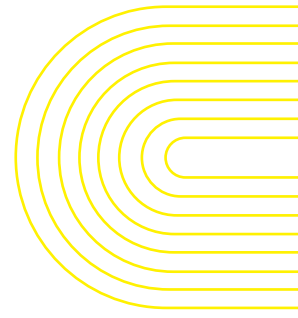
²⁰ cf.: <https://antidiskriminierung.hessen.de/ausschreibungen/ausschreibungen-kleinprojekte>

3. What do we want to achieve?

Project funding for cultural and leisure activities is to be continued in the coming years in order to create places of encounter in Hesse. In this way, we also want to improve cooperation between LGBTIQ initiatives and associations, the regional cultural scene and municipal cultural funding in Hesse. To this end, we will continue the "APAV Mini" funding scheme and provide it with additional funding. We will present the projects funded in this way on the Anti-Discrimination Agency's website. In addition, we will advise the public libraries in Hesse on the further development of their inventory so that the procurement of queer literature and queer media from the funding provided for the supply of literature is given appropriate consideration.

4. Projects in Action Area 7

07.01	Simplified funding for small projects: APAV Mini.	HMSI
07.02	Presentation of the funded projects on the Anti-Discrimination Agency's website at the HMSI.	HMSI
07.03	Funding for the procurement of queer literature and queer media for public libraries in Hesse.	HMWK



IV. ACTION AREA 8: MIGRATION

1. What is this all about?

The fact that Hesse is a state of diversity is reflected not least in the fact that for many years it has been the state with the highest proportion of people with a migrant background (36 per cent of the population in 2022). It is one of the state government's explicit goals to support people who immigrate to Hesse in their equal participation. In order to take effective action in this area, it is important to recognise that some of these people experience racial discrimination. Racism is also experienced by people to whom a so-called migrant background is falsely attributed as a result of their appearance, skin color, language, name or clothing.

Based on conservative estimates of the proportion of LGBTIQ people in the overall population, it can be assumed that at least 160,000 LGBTIQ people with a history of migration live in Hesse. For many of these people, the experience of racist exclusion is combined with the experience of being marginalised because of their sexual or gender identity. This form of intersectional discrimination/multiple discrimination means that both everyday and institutional discrimination by authorities and institutions is experienced in relation to a number of personality traits. The fact that marginalisation often also occurs within their own communities is particularly burdensome: racist discrimination in the queer community in addition to anti-gay and trans-hostile discrimination in the migrant communities.

LGBTIQ people who have fled to Hesse have a particular need for support. Experiences of persecution in the country of origin and violence during their flight are heavy burdens. In the asylum procedure, people from the LGBTIQ spectrum repeatedly have problems having their grounds for asylum recognised. This is particularly the case if they do not dare to speak out about their gender and/or sexual identity early on in the asylum process - often due to persecution by state authorities in their home country. As a vulnerable group, queer refugees are particularly exposed to the consequences of multiple discrimination.

2. What have we already implemented? Funding for Action Area 8 was primarily aimed at supporting and integrating queer refugees. The first thing to mention here is the support of the Hessian AIDS service organisations, which have been supporting queer refugees since 2017 in collaboration with other initiatives and volunteers as part of the "Rainbow Refugees Support" (RRS) programme. Funding is provided by the HMSI health department. Further projects in the field of queer refugee work were funded by the APAV. In addition, in 2018 and 2019, the project "Forum of Diversity: sexual and gender identities in the migration society" of the Hesse Working Group of Foreigners' Advisory Councils (agah) received funding. Its aim was to strengthen the dialogue between the LGBTIQ and migrant communities through networking.

A total of around € 100,000 was approved from APAV funds for projects in Action Area 8. The work of "Rainbow Refugees Support" has been supported with around €1.4 million since 2017.

In addition to financial support, cooperation with the RRS in the area of refugee work was intensified and expanded. LGBTIQ refugees are explicitly listed in the protection concept at the initial reception centre (EAE) of the state of Hesse as persons with individual protection requirements. A continuous exchange between the responsible department at the Giessen Regional Council and the RRS has been established. Procedures have also been implemented to ensure that the RRS can support queer refugees at an early stage. Since 2018, it has been possible to assign queer refugees to the 'La Villa' Safe House, which is run by AHF e. V., or to municipalities in Hesse where support from the queer community is available at a low threshold. The employees at the EAEs are contractually obliged to implement the anti-violence and social concept, which explicitly includes queer refugees. In cooperation with the RRS, employees are also sensitised and qualified as part of regular cross-profession training courses. This ensures that the needs of LGBTIQ refugees can be recognised and taken into account more quickly.

3. What do we want to achieve?

We are striving for a model project to strengthen educational work in the intersection between sexual/gender diversity and racist discrimination. In the Integrationsvereinbarungen (Integration agreements) that Hesse has concluded with civil-society partner organisations, we will strengthen the approach to groups that have so far been under-represented in integration policy discourses. We will hereby also focus on the individual concerns of LGBTIQ people.

We will translate and publish the APAV in several languages, present it to migrant organisations and encourage their participation in the implementation of its goals.

In addition, we aim to promote self-organised initiatives from LGBTIQ people who have experienced racism and who want to strengthen intersectional-queer approaches.

In the area of EAEs, we will continue to develop support for refugees from the LGBTIQ spectrum. To this end, we will also continue our sensitisation and training measures for aid structures and the field of asylum administration.

We will continue to support the RRS, which is run by the Hessian state association of AIDS service organisations, as a counselling network to support LGBTIQ refugees in Hesse.

4. Projects in Action Area 8

08.01	Model project to strengthen intersectional approaches: We are aiming to launch a pilot project to strengthen educational work in the intersection between sexual/gender diversity and racist discrimination.	HMSI
08.02	Integration contracts: Groups which are under-represented in the integration policy discourse will be addressed more effectively, and the special needs of LGBTIQ people will also be taken into account.	HMSI
08.03	Multilingual publication of the APAV: The state of Hesse is publishing the new APAV in several languages in order to increase awareness among migrant organisations.	HMSI
08.04	Cooperation with migrant organisations: The state of Hesse is presenting the APAV 2.0 specifically to migrant organisations and is soliciting their participation.	HMSI
08.05	Measures to support the initial reception centre in the state of Hesse: Support for refugees from the LGBTIQ spectrum will continue in the EAE sector in Hesse. The sensitisation and qualification of support structures and the asylum administration also contribute to this.	HMSI
08.06	Funding of Rainbow Refugee Support (RRS): Funding for the RRS as a counselling network to support LGBTIQ refugees in Hesse will continue under the auspices of the State Association of Hessian AIDS service organisations.	HMSI

IV. ACTION AREA 9: TRANSGENDER AND INTERSEX

1. What is this all about?

The right to self-determination over one's own body, to recognise and develop one's own identity and to realise personal development opportunities is a constitutive component of the constitutionally protected right of personality. The Federal Constitutional Court recently emphasised the particular importance of this right to freedom for all people with regard to gender-related self-determination in its decision on the third option in civil status law (2017): "The assignment to a gender is of outstanding importance for individual identity (...); it typically occupies a key position both in a person's self-image and in how the person affected is perceived by others."

For the state, this results in the obligation to guarantee the necessary freedom and also to protect people from interference with their gender-related self-determination. The federal legislator has fulfilled this obligation in various ways in recent years. Legislation on the third option in civil status law (2018), the Act for the protection of children with variations of sex development (2021) and the Child and Youth Empowerment Act (2021) as well as the Act on Protection against Conversion Treatments (2021) are particularly important for the self-determination of transgender and intersex people. At the time of publication of the APAV 2.0, a self-determination law which will replace the largely unconstitutional "Transsexuals Act" and enable a change of civil status entry without discriminatory assessment and heteronormativity has been announced.

It is essential to protect people from violence and discrimination in order to guarantee self-determination and autonomy of action (see Action Area 8). Trans and inter people are particularly frequent victims of violence, both in public and digital spaces as well as in their social environment. In addition, trans people experience diverse and particularly burdensome forms of institutional discrimination, not least from authorities and educational institutions, and also during the use of health services.

The Act for the protection of children with variations of sex development is predominantly seen as an important step towards the realisation of gender self-determination for intersex people. Self-advocacy organisations of intersex people, however, also point out gaps in the regulations and circumventions which are not covered. The actual protective effect cannot yet be assessed. Inter people are confronted with considerable risks of discrimination in all areas of life from birth onwards, which restrict them in their social participation and in their right to free development of their personality.

Denial and rejection of gender diversity means that intersex people experience violence and marginalisation in relation to their gender expression and/or physical characteristics. However, it also leads to inter people experiencing discrimination and exclusion in medical care, which significantly affects their mental and physical health (see also Action Area 3).

2. What have we already implemented?

In recent years, the state government's work has focused on strengthening the self-organisation of trans people in addition to promoting services which contribute to the qualification and professionalisation of regular structures with regard to gender diversity. The development of counselling services has also been supported.

In addition to numerous individual projects such as specialist days and training events, the following funding programmes should be highlighted: the peer counselling project "Trans*ID" of AHF e. V. (Frankfurt) has been supported since 2017, the "Kompetenzzentrum Trans* und Diversität" (Trans and Diversity Competence Centre) of the Deutsche Gesellschaft für Trans* und Intergeschlechtlichkeit e. V. (dgti, German society for trans- and intergender) with offices in Frankfurt and Gießen since 2018, and the counselling service for parents of intersex children of VIVA Stiftung (VIVA foundation) since 2020. In addition, all LGBTIQ networks also provide support and networking for the regional TIN* communities, for trans*, inter* and non-binary people. The Rainbow Refugee Support Network (see Action Area 8) supports TIN* refugees. Broken Rainbow e. V. offers counselling for TIN* victims of violence with ist project "gewaltfreie leben" (violence-free living) and the Frauennotruf Marburg (Marburg women's emergency centre) with its "Vielfalt ermöglichen - vielfältig schützen!" (enable diversity - protect diversity) project.

A total of 9 projects totalling around € 950,000 were approved in the Action Area (2015-2024).

3. What do we want to achieve?

We will publish a brochure on the topic of gender diversity in schools, which will provide practical guidance for teachers and school administrators.

In cooperation with the Medical Service (MD) Hesse and with the help of community-based expertise, we will create further training opportunities for doctors and nursing staff who carry out assessments, which will help to raise awareness and provide training for the individual concerns of LGBTIQ people in the health and care sector.

We will work together with the clinics for child and adolescent psychiatry to undertake measures to improve psychiatric and psychotherapeutic care for trans children and adolescents in Hesse.

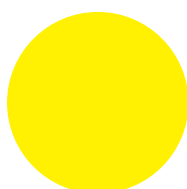
We will continue to support the development of target-group-orientated counselling and empowerment structures in the TIN* spectrum. To this end, we will continue to support the Competence Centre for Trans

and Diversity and also strengthen quality-assured trans peer counselling.

We will continue the model project to promote counselling for parents of intersex children and transfer it to other model regions. With this support, we aim to prevent unnecessary operations on people who are unable to consent and to reduce the potential for discrimination with which intersex people are already confronted at an early age. By funding pilot projects, we want to help provide comprehensive counselling to support parents of intersex children. In addition, awareness-raising and training programmes are to be implemented, primarily in educational and medical institutions. The long-term aim of this support is to achieve an accepting and professional approach to intersex people in mainstream institutions.

We also aim to work together with the self-organisation of intersex people to develop concepts for improving social participation for inter people in Hesse.

We will campaign at federal level for the creation of a legally guaranteed right to counselling, information and education on the subject of gender diversity.





4. Projects in Action Area 9

09.01 We will publish a brochure on the topic of gender diversity in schools, which will provide practical guidance for teachers and school administrators. HMSI HKM

09.02 **Further training for doctors and nursing staff carrying out assessments:** HMSI
In addition to the HMSI and the Hesse Medical Service (MD), further training opportunities are being created for doctors and nursing staff who carry out assessments, with the help of community-based expertise, to help raise awareness and provide qualifications for the special needs of LGBTIQ people in the health and care sector.

09.03 **Funding of the Trans and Diversity Competence Centre:** HMSI
Funding for the Competence Centre for Trans and Diversity will be continued.

09.04 **Strengthening consultation and empowerment structures:** HMSI
The setup of target-group-orientated consultation and empowerment structures in the TIN* spectrum will be continued. Quality-assured trans peer consultation improves the range of support available, especially in rural areas.

09.05 **Continuation and expansion of the pilot project to promote consultation for parents of intersex children:** HMSI
We will continue the model project to promote counselling for parents of intersex children and transfer it to other model regions. The aim is to ensure nationwide professionalised consultation in order to prevent medically unnecessary operations on people who are unable to give consent and to support families throughout the child's life.

09.06 **Development of concepts to improve the social participation of intersex people:** HMSI
We also aim to work together with the self-organisation of intersex people to develop concepts for improving social participation for inter people in Hesse.

09.07 **Support for efforts to create a legally guaranteed right to counselling:** HMSI
We will campaign at federal level for the creation of a legally guaranteed right to counselling, information and education on the subject of gender diversity.

IV ACTION AREA 10: CULTURE OF REMEMBRANCE, RESEARCH, CIVIC ENGAGEMENT AND DIALOGUE

IV ACTION AREA 10: CULTURE OF REMEMBRANCE, RESEARCH, CIVIC ENGAGEMENT AND DIALOGUE

1. What is this all about?

Sexual and gender diversity is not a new phenomenon, but has always been a part of social reality.

Historical research can clarify which historical strands continue to have a formative influence on social attitudes and thus also on the reality of LGBTIQ people's lives today. It can reveal the contexts in which ideologies of inequality emerge and, not least, makes an indispensable contribution to the reappraisal of historical injustice.

Social science researchers uncover the causes and dynamics of discrimination and make theory-based practical recommendations which can also guide public administration. In the past, APAV funds have been used to support pilot studies by independent researchers on important shortfalls in the services offered by regular structures. More extensive research projects have also been enabled in cooperation with universities. However, it will be fundamentally necessary to include the academic examination of the realities of LGBTIQ people's lives in the canon of university research and teaching in Hesse as well.

The social commitment of large parts of the LGBTIQ community makes a significant contribution to strengthening our democracy. For this reason, the state government has made its diversity and acceptance policy participatory. The community involvement in the development and revision of the APAV follows this principle.

A fundamental concern of all funding from the APAV is also to strengthen the self-organisation of LGBTIQ people and to allow their expertise to become effective in the regular structures. The establishment of LGBTIQ networks in particular has made an important contribution to the empowerment of regional communities. At the same time, they have emphasised the importance of local political action in strengthening acceptance and diversity. We aim to strengthen the commitment and thus the visibility of LGBTIQ in rural areas, particularly through low-threshold support (APAV Mini).



2. What have we already implemented?

Remembrance and historical reprocessing

The research project on the reappraisal of the persecution and repression of lesbian and gay lifestyles in Hesse between 1945 and 1985 has been completed. The research results were presented at a symposium at the Rhein Main University of Applied Sciences. The research report is available as a long and short version on the website of the Anti-Discrimination Agency at the Hessian Ministry for Social Affairs and Integration²¹.

To communicate the results, the travelling exhibition "Outrageous. Lesbian women and gay men in Hesse from 1945-1985" was organised by the Schwules Museum Berlin (SMU, Gay Museum Berlin). It opened on 22nd November 2017 in the Hessian State Parliament and was subsequently shown in Wiesbaden, Frankfurt, Groß-Gerau, Darmstadt, Giessen, Homberg (Efze), Hanau and Mörfelden-Waldorf. A "pocket exhibition" is available on the website of the Anti-Discrimination Agency.

Funding made it possible to install the interactive station on the history of the former Section 175 of the German Criminal Code "Forbidden Love" in the "Anne Frank. Tomorrow more." learning lab at the Anne Frank Educational Centre (Frankfurt).

<https://www.bs-anne-frank.de/ausstellungen/lernlabor-anne-frank-morgen-mehr>

In addition, individual projects, including storytelling cafés and queer archive work, were supported.

Engagement and civic dialogue

With the exception of the first year of the pandemic (2020), APAV round tables were held on an annual basis, always providing a space for dialogue and networking. In addition, numerous individual projects by associations and initiatives which contribute to strengthening civic queer engagement and association work in all regions of Hesse were promoted. Four regional LGBTIQ networks <https://lsbtiq-hessen.de/> have been providing important support for the regional communities since 2018.

Research

In addition to the funded research projects mentioned in Action Areas 1 and 9, the project "Acceptance and diversity in Fulda and the region" was implemented using APAV funding. Here, participation-orientated research on the living situation of LGBTIQ people in rural Eastern Hesse is combined with community empowerment approaches in the region in an innovative way. <https://akzeptanz-und-vielfalt-fulda.de/>

Approvals totalling around € 710,000 were granted for Action Area 10 (2015-2024). In addition, the four LGBTIQ networks have received funding totalling around €1.78 million since 2018.

²¹ cf.: <https://antidiskriminierung.hessen.de/publikationen/eigene-publikationen>



3. What do we want to achieve?

The state government will continue to use queer days of remembrance and action as an opportunity to promote the appreciation of sexual and gender diversity. We will continue to implement the APAV round tables. By establishing an advisory board for the APAV 2.0, we want to consolidate the dialogue on the implementation of the action plan and take it to a new level. Scientific evaluation of the implementation of the APAV 2.0 will also contribute to this.

The Hessischer Preis für lesbische Sichtbarkeit (Hessian Award for Lesbian Visibility) was awarded for the second time in 2022. The state government will continue to honour the commitment of lesbian women to acceptance and diversity with the award in the coming years²².

The <https://da-geht-noch-was.hessen.de/> anti-discrimination campaign, launched in 2022, takes an intersectional approach to all dimensions of the AGG and will address the topic of sexual and gender diversity in various contexts.



²² cf.: <https://antidiskriminierung.hessen.de/ausschreibungen/hessischer-preis-fuer-lesbische-sichtbarkeit>

4. Projects in Action Area 10

10.01	The APAV in state government committees: The new version of the Hessian Action Plan for Acceptance and Diversity will be publicised in committees departments, and state-wide bodies.	All STK
10.02	Hessian Award for Lesbian Visibility: The Hessian state government honours lesbian commitment to acceptance and diversity every two years with the Hessian Award for Lesbian Visibility. The prize has already been awarded twice. Further information can be found on the website of the Anti-Discrimination Agency at the HMSI.	HMSI
10.03	Hessen. Da geht noch was. (Hesse. There's still room for improvement.): The anti-discrimination campaign of the Anti-Discrimination Agency pursues an intersectional approach to all dimensions of the AGG and strengthens the topic of sexual and gender diversity.	HMSI

V. OUTLOOK AND THANKS

The second implementation cycle of the Hessian Action Plan for Acceptance and Diversity will not be the last. The APAV is an important guideline for our human-rights-based policy to strengthen an open, diverse and mutually respectful society in Hesse. It is in line with our targeted, participatory and intersectional anti-discrimination, integration and inclusion policy. In addition to the APAV, this policy also expressed in the Hessian Integration Plan, the Hessian Action Plan for the implementation of the UN Convention on the Rights of Persons with Disabilities, and the Hessian Anti-Discrimination Strategy in addition to other political concepts and guiding principles. We will ensure that the interests of LGBTQ people as part of an overarching task of state policy continue to be given appropriate consideration in the further development of its concepts and strategies in addition to the state government's public relations work.

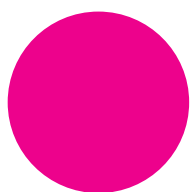
The second implementation cycle of the APAV is to be made even more dialogue-based through the establishment of a scientific advisory board with community participation. The scientific evaluation which will commence with the implementation of the APAV 2.0 will also contribute to this. As they have proofed their worth, we will continue to organise round tables on the APAV

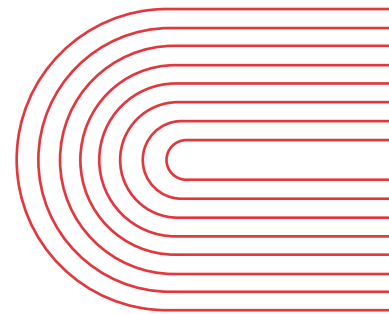
The implementation of the corresponding funding guideline continues to be of paramount importance for realising the APAV's superordinate objectives. It will continue to be an important basis for strengthening self-organisation and the transfer of community-based expertise to the regulatory structures.

We would like to thank all the participating organisations, associations, initiatives and individuals who have contributed to the implementation and revision of the APAV.

We would especially like to thank the many volunteers from the LGBTQ communities in all parts of Hesse, whose activism makes a valuable contribution to strengthening acceptance and diversity in our state.

We appreciate their active and constructively critical support of the state's work and look forward to continuing to work with them.



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EDITORIAL:

Anti-Discrimination Agency

OVERALL RESPONSIBILITY

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