

# 4 Policy achievements towards LGBTI+ equality in Germany

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This chapter provides a comprehensive overview of the extent to which policies critical to achieve LGBTI+ equality have been implemented in Germany, at both the federal and state levels. After clarifying what these policies are, the chapter investigates whether these policies are carried out. It concludes by discussing how LGBTI+ equality in Germany could be further improved through policies. This analysis reveals that German states have been successful in putting many of the good intentions expressed in their action plan into practice, including with the support of the federal government. That said, further actions are needed, especially with regards to preventive policies aimed at fostering a culture of equal treatment of LGBTI+ individuals at school, in the workplace, and in health care.

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## 4.1. Introduction and main findings

As of 2019, one-third of OECD countries, including Germany, had adopted a nationwide action plan aimed at carrying out policies to strengthen LGBTI+ equality, beyond passing the LGBTI+-inclusive laws described in Chapter 3 (OECD, 2020<sup>[1]</sup>). Chapter 4 provides a comprehensive overview of the extent to which policies critical to achieve LGBTI+ equality have been implemented in Germany, at both the federal and state levels. After clarifying what these policies are, the chapter investigates whether these policies are carried out. It concludes by discussing how LGBTI+ equality in Germany could be further improved through policies.

### Main findings

- Guidelines by international and national human rights stakeholders highlight several policies critical to achieve LGBTI+ equality:
  - Remedial policies aimed at enforcing laws that protect LGBTI+ individuals against discrimination and violence. They entail low-threshold legal and psychosocial support for LGBTI+ victims of discrimination and violence, actions to help these victims view the police as trustworthy, and guaranteeing the safety of LGBTI+ asylum seekers in reception facilities.
  - Preventive policies aimed at fostering a culture of equal treatment of LGBTI+ individuals in key areas, chief of which at school, in the workplace, and in health care.
- Germany offers an environment conducive to the implementation of the aforementioned LGBTI+-inclusive policies, thanks to active collaboration with LGBTI+ CSOs.
  - The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (*Bundesministerium für Familie, Senioren, Frauen und Jugend – BMFSFJ*) has established strong partnerships with several nationwide LGBTI+ CSOs that manage both federal- and state-level projects, for instance in the framework of the “Live Democracy!” initiative launched in 2015 by the BMFSFJ.
  - All 16 German states subsidise local LGBTI+ CSOs. With the exception of Bavaria, these partnerships are formalised by an ongoing state-wide action plan that covers both remedial and preventive policies.
- Policy achievements towards LGBTI+ equality have been significant, at both the federal and state levels.
  - Although implementation power lies primarily with the subnational level, the federal government has undertaken landmark initiatives in all areas of remedial and preventive policies to support states in their journey towards LGBTI+ equality.
  - German states have been successful in putting many of the good intentions expressed in their action plan into practice.
    - German states show high levels of policy-based LGBTI+ inclusivity, defined as the share of LGBTI+-inclusive policies that are implemented among the aforementioned set of policies. In 2021, policy-based LGBTI+-inclusivity is equal to 70%, with moderate variation by state: it ranges from 50% in Lower Saxony and Mecklenburg-Western Pomerania to 83% in Baden-Württemberg, Berlin, Bremen, North Rhine-Westphalia and Saxony-Anhalt.
    - German states are better at implementing remedial than preventive policies. More than 80% of remedial policies are carried out across German states, noting that this observation holds irrespective of the component considered. By contrast, this is the case

of only 54% of preventive policies, with strong variation by component: policies to foster a culture of equal treatment of LGBTI+ individuals are implemented at an average rate of 94% in education but 41% in the labour market and 28% in health care.

- Policy achievements towards LGBTI+ equality are associated with implementation of an action plan, suggesting that these plans are much more than words on paper.
  - Policy-based LGBTI+-inclusivity is positively correlated with existence of an action plan: it is equal to 58% in the only German state with no ongoing (nor past) action plan (Bavaria), 69% in the 13 states where a first action plan is ongoing and 83% in the two states (Berlin and North Rhine-Westphalia) where already a second action plan is ongoing – in Berlin, a third action plan is planned for launch in 2023.
  - The way the action plan is implemented matters. Notably, oversight from an advisory board composed of all stakeholders who meet regularly (at least once a year) to discuss progress turns out to be essential: the share of policies critical for LGBTI+ equality that have been implemented in states with such an advisory board is 10 percentage points higher (74% vs 64%) than in states with no advisory board.
- Both the federal and state governments could help improve LGBTI+ equality through policies.
  - Despite remarkable achievements, further actions are needed in the field of remedial policies.
    - Better advertising low-threshold legal and psychosocial support for LGBTI+ victims of discrimination and violence while ensuring that greater outreach go hand in hand with high-quality service delivery;
    - Combining the establishment of an LGBTI+ unit or of LGBTI+ liaison officers within the police with significant workload relief giving them time to fulfil the tasks associated with their role, on top of their regular policing activities;
    - Complementing protection plans aimed at ensuring the safety of LGBTI+ asylum seekers in reception facilities by detailed terms of reference for reception facility operators and regular inspection by an independent body;
  - Significant additional efforts should be devoted to implementing preventive policies.
    - LGBTI+-inclusive policies in education are characterised by low outreach. To push *all* schools to engage in LGBTI+-inclusive teacher and student training, especially those where homophobia and transphobia are pervasive, the federal and state levels of governance could join forces to devise and administer school climate surveys throughout the national territory. These surveys could be conducted on a regular basis among school staff and students in primary schools and in secondary general and vocational schools to monitor levels and trends in school bullying based on a set of protected grounds, including sexual orientation and gender identity.
    - Similarly, outreach is low with regards to preventive policies in the labour market, especially in the private sector. The federal and state governments could co-operate to make training on the *General Equal Treatment Act* and the set of grounds this Act protects compulsory for both public and private employers (such training is mandatory in France, for instance). To help employers fulfil their training obligations in an effective way, public authorities could devise detailed terms of reference for training providers based on results flowing from rigorous impact evaluation on what works to counter discriminatory attitudes and behaviours in the workplace. In addition, to avoid imposing a financial burden to employers, public authorities could develop and give access to free-of-charge e-learning modules complying with these terms of reference.

- In health care, efforts to make the curriculum for the training of nurses more LGBTI+-inclusive could be expanded to the training of personal care workers and doctors. To foster compliance, action could be taken to increase the demand of inpatient care facilities and outpatient care services for staff duly trained on dealing with LGBTI+ patients, which entails improving their buy-in of the certification programme “Diversity as a Place to Live – Seal of quality” (*Lebensort Vielfalt – Qualitätssiegel*). This objective could be achieved by broadening the scope of this certification programme to ensure it is not viewed as only focused on the well-being of LGBTI+ patients, and by advertising this change among health care facilities and beyond throughout the national territory.

## 4.2. Which policies should be implemented to advance LGBTI+ equality, beyond passing LGBTI+-inclusive laws?

Guidelines by international and national human rights stakeholders highlight several policy goals critical to achieve LGBTI+ equality that can be decomposed into two categories of policies (OECD, 2020<sup>[1]</sup>): (i) *remedial* policies to enforce laws that protect LGBTI+ individuals against discrimination and violence; and (ii) *preventive* policies to foster a culture of equal treatment of LGBTI+ individuals in key areas, i.e. at school, in the workplace, and in the health care system.

### 4.2.1. Remedial policies

Remedial policies aim to effectively assist LGBTI+ victims of discrimination and violence in enforcing their rights to protection, should their persecution have occurred on the national territory or abroad. By establishing a culture with zero-tolerance for anti-LGBTI+ bullying and harassment, they limit the risk that discrimination and violence against sexual and gender minorities be repeated.

#### *Policies to ensure low-threshold legal and psychosocial support for LGBTI+ victims of discrimination and violence*

Passing laws prohibiting discrimination and violence against LGBTI+ individuals is not sufficient to protect sexual and gender minorities against persecution. For their deterring effect to be real, one must also ensure that LGBTI+ victims take action to seek redress from their offenders. Yet, non-reporting is the default response of LGBTI+ victims of discrimination and violence. In 2019, only 7% of LGBTI individuals in Germany reported the last incident of discrimination they faced to any entity (the police, an LGBTI+ organisation, etc.) – as compared to 9% EU-wide. Moreover, less than one-fifth (19%) did so concerning the last incident of hate-motivated physical or sexual attack they were confronted to – it was 21% EU-wide (European Union Agency for Fundamental Rights, 2020<sup>[2]</sup>).

Combatting under-reporting entails ensuring *low-threshold* legal support for LGBTI+ victims of discrimination and violence, meaning that this legal support should satisfy the following three conditions (CoE European Commission against Racism and Intolerance, 2021<sup>[3]</sup>; Gonan and Jaklin, 2018<sup>[4]</sup>)

- It is free of charge thanks to public funding.
- It is responsive, i.e. given shortly after request, via in-person counselling (through local counselling centres), counselling over the phone, or online counselling (e.g. email, live chat, or video consultation).
- It is provided by organisations that are clearly identified as allies by the LGBTI+ population – a prerequisite for LGBTI+ victims of discrimination and violence to trust that they will be taken seriously.

Combatting under-reporting also implies that the low-threshold legal support be associated with a recognised expertise in psychosocial counselling so that victims of anti-LGBTI+ discrimination and violence have confidence that their trauma will be properly addressed (Dulak and Świeruszcz, 2013<sup>[5]</sup>).

*Policies to ensure that the police are viewed as trustworthy by LGBTI+ victims of discrimination and violence*

Failure to appropriately prosecute crimes motivated by hatred against LGBTI+ individuals creates a sense of impunity among perpetrators and can result in increasing levels of violence against sexual and gender minorities. Yet, while the police are at the frontline of the criminal justice system, only 13% of LGBTI Germans (as compared to 14% EU-wide) decided to report to the police the last incident of hate-motivated physical or sexual attack they underwent – hence only two-thirds of the already small minority of individuals who reported such incident to any entity (European Union Agency for Fundamental Rights, 2020<sup>[2]</sup>). The presumed reluctance and/or incapacity of police officers to deal with such violence is the main reason why LGBTI Germans refuse to report abuse: 21% explicitly state that they do not trust the police (as compared to 24% EU-wide), 40% stress that they do not think the police would or could do anything (same as on average in other EU countries), and 23% that they feared homophobic and/or transphobic reaction from the police (as compared to 25% EU-wide). In other words, even if they have access to low-threshold legal support that advises them to make a victim statement at the police station, it is unlikely that LGBTI+ victims of discrimination and/or violence will follow this recommendation in large number.

Against this backdrop, it is critical to implement policies aiming to ensure that the police are viewed as trustworthy by LGBTI+ victims of discrimination and violence. This entails establishing LGBTI+ liaison officers or a LGBTI+ unit within the police to counter prejudices, stereotypes and potential misbehaviours towards LGBTI+ individuals.

As recommended by the European LGBT Police,<sup>1</sup> such units' mission should be threefold (CoE, 2017<sup>[6]</sup>; Palmer and Kutateladze, 2021<sup>[7]</sup>).

- First, it should work as a complaint office for both external and internal stakeholders, i.e. for LGBTI+ citizens wishing to report misconduct by individual police officers and for police officers wishing to bring experiences of anti-LGBTI+ discrimination to its attention, either as a victim or as a witness.
- Second, it should contribute to the initial and further training of police officers. More precisely, this training generally includes mandatory modules on recognising when a criminal offence is a hate crime, which is a prerequisite for further investigation and prosecution. But these modules often lack a specific focus on criminal offences motivated by bias against the actual or perceived sexual orientation, gender identity or sex characteristics of the victim.<sup>2</sup> The LGBTI+ liaison officer(s) or unit should help fill this gap by educating police officers on identifying factors that reveal anti-LGBTI+ bias, e.g. whether the victim was holding hands of a same-sex partner at the time of the event, whether the attacker failed to display any financial or other motive when committing the offence, etc. (CoE, 2017<sup>[6]</sup>). Moreover, the LGBTI+ liaison officer(s) or unit is expected to train police officers on creating a welcoming environment at the police station, not only to convince LGBTI+ victims to report the violence they underwent, but also to do so in the most open manner to gather the best evidence possible. Indeed, the victim statement is the point where key information is provided. Depending on how it is conducted, this statement can make or break a criminal case. For instance, posters stressing the police's commitment to a fair implementation of national hate crime laws, including when the criminal offence is targeted at LGBTI+ individuals, can greatly contribute to the comfort of LGBTI+ victims once at the police station.
- Finally, the LGBTI+ liaison officer(s) or unit should devote time to reminding police officers and the general public about their existence and actions. This entails that their contact details can be easily found online, included by individuals outside the police, and that they organise regular information campaigns, both internally and externally. To get the message through to sexual and gender minorities, it is important that close partnerships be established with LGBTI+ organisations.

### *Policies to ensure the safety of LGBTI+ asylum seekers fleeing persecution abroad in reception facilities*

Explicitly enshrining in law that persecution (or a well-founded fear of persecution) based on sexual orientation, gender identity or sex characteristics constitutes a valid ground for granting asylum is essential to protect LGBTI+ individuals living in one of the 69 countries where same-sex conduct is still criminalised (ILGA, 2020<sup>[8]</sup>). However, to guarantee their full protection, this legal requirement should be accompanied by policies to ensure the safety of LGBTI+ asylum seekers in reception facilities while they await decisions on their asylum application, as stressed by EU Directive 2013/33/EU laying down standards for the reception of applicants for international protection. This safety objective is particularly important in the case of LGBTI+ asylum seekers since they typically fled their country of origin alone and thus rarely benefit from the support of family members or from a network of fellow expatriates. Quite the contrary, LGBTI+ individuals face unique risks and challenges in reception facilities where they often occupy the bottom of the informal hierarchy that characterises places of incarceration and are therefore disproportionately exposed to violence, notably by their countrymen/-women (UNHCR, 2012<sup>[9]</sup>).

In this setting, concrete actions should be taken to avoid that LGBTI+ asylum seekers who fled persecution abroad be exposed again to violence in reception facilities. This objective entails undertaking both remedial and preventive measures:

- Remedial measures include:
  - Providing separate accommodation areas for LGBTI+ asylum seekers in case they are bullied by other residents;
  - Informing LGBTI+ asylum seekers on the support they can get in case of bullying, for instance through flyers in different languages.
- Preventive measures include:
  - Informing asylum seekers about their rights and duties (including the sanctions they will be exposed to if they engage in anti-LGBTI+ violence), within the reception facilities and in Germany should they be granted a refugee status;
  - Training staff in the reception facility on the vulnerability of LGBTI+ asylum seekers to ensure they pay particular attention to their situation.

#### **4.2.2. Preventive policies**

It is unlikely that efforts to enforce laws that protect LGBTI+ individuals against discrimination and violence will be enough to achieve LGBTI+ equality. To reach this objective, it is essential to complement remedial policies by preventive policies aimed at educating people to control their bias against LGBTI+ individuals (OECD, 2019<sup>[10]</sup>). Consciously or not, people tend to be biased in favour of their in-group (the social group with which they identify as being a member) and/or to be biased against their out-group (the social group with which they do not identify) (Kahneman, 2013<sup>[11]</sup>). This bias leads them to judge positively, even before they get to know them, people who are similar to them, and to “prejudge” negatively the others. This bias also largely accounts for stereotypes’ inaccuracy. Individuals tend to overestimate the weaknesses of dissimilar others and to underestimate their strengths, while they are prone to the opposite in face of similar others. Overall, in-group and out-group bias contributes to minority groups, LGBTI+ people included, being discriminated against by the majority.

Although education, employment and health care are viewed by the International Bill of Human Rights as critical for individuals to flourish,<sup>3</sup> these fields are fraught by discrimination against LGBTI+ individuals. Preventive policies should therefore focus on fostering a culture of equal treatment of LGBTI+ individuals primarily in these key areas, i.e. at school, in the workplace, and in health care.

### *Policies to foster a culture of equal treatment of LGBTI+ individuals at school*

LGBTI+-phobic bullying at school is a worldwide problem (UNESCO, 2016<sup>[12]</sup>). The victimisation of LGBT students ranges from the interference of homophobic and transphobic discourse in everyday interactions (e.g. the use of “dyke”, “faggot” or “tranny” as generalised derogatory comments among teenagers) to verbal harassment, physical violence or cyberbullying – noting that these wrongdoings are not only committed by peers, but can also involve the school staff. Germany is no exception: in 2019, 63% of LGBTI Germans declare they have hidden being LGBTI at school (as compared to 57% EU-wide), and 4 in 10 report having always or often experienced negative comments or conduct in the school setting because of being L, G, B, T or I – same share as on average in other EU countries (European Union Agency for Fundamental Rights, 2020<sup>[21]</sup>). Hostile school settings are detrimental to the mental and physical health of LGBTI+ children and youth and negatively affect educational attainment, including lower participation in class or school activities, poorer academic performance and lower rates of attendance, or dropping out of school entirely (OECD, 2019<sup>[10]</sup>; Sansone, 2019<sup>[13]</sup>). Ultimately, school environments where children and youth are subject to LGBTI+-phobic behaviour are factors that contribute to high rates of social exclusion and lack of higher education and employment prospects, adversely impacting LGBTI+ persons and society at large.

Fostering a culture of equal treatment of LGBTI+ individuals at school entails implementing two main policies:

- Making respect for all individuals, including regardless of their sexual orientation, gender identity and/or sex characteristics/intersex status, an explicit objective of the school curriculum from primary school onwards, either in the framework of a specific mandatory school subject (e.g. “sexuality education” (OECD, 2020<sup>[14]</sup>) or as a cross-cutting educational objective – for instance, children in primary schools could be taught about the diversity of families (single parent families, families with LGBTI+ parents including two-dad and two-mum, families headed by grandparents, adoptive parents, foster parents, etc.) and thus be inculcated respect for all these families to the extent that they are all characterised by love and care.
- Training teachers on fostering acceptance of LGBTI+ individuals in the classroom, notably by equipping them with the capacity to challenge LGBTI+-phobic language and behaviour.

Focusing on educational settings presents a double advantage for any government aiming to achieve LGBTI+ equality: on top of addressing LGBTI+-phobic bullying at school, this approach is conducive to a cultural shift in society at large, since it allows to durably influence and shape individuals’ values and attitudes, known to get formed in the first years of life and to be highly resistant to change later in life.

### *Policies to foster a culture of equal treatment of LGBTI+ individuals in the workplace*

Chapter 2 has demonstrated the pervasiveness of discrimination against LGBTI+ job seekers and employees, including in Germany: in 2019, one in five LGBTI Germans declare they hide being LGBTI at work (a similar share as on average in other EU countries), noting that one in four report having felt discriminated against when at work or when looking for a job because of being L, G, B, T or I – as compared to one in five EU-wide (European Union Agency for Fundamental Rights, 2020<sup>[21]</sup>).

Governments have a responsibility to foster a culture of equal treatment of LGBTI+ individuals in the workplace, which entails taking action in both the public and private sector, chief of which:

- Training HR staff, managers and all other interested employees in the public sector on levelling the playing field for LGBTI+ job candidates and employees;
- Providing significant support to employers in the private sector to help them create an inclusive environment for LGBTI+ individuals.

### *Policies to foster a culture of equal treatment of LGBTI+ individuals in health care*

Legally prohibiting discrimination on the grounds of sexual orientation, gender identity and sex characteristics in health care, barring conversion therapies on LGBTI+ minors, banning medical mandates for legal gender recognition, postponing medically unnecessary sex-normalising treatment or surgery on intersex babies until they can provide informed consent, are all actions that contribute to ingraining a culture of equal treatment in health care settings. But these legal steps should be complemented by policies to increase LGBTI+ patients' confidence that they will be treated in a professional and respectful way.

In fact, a large share of LGBTI+ individuals do not disclose their sexual orientation, gender identity and/or sex characteristics in health care settings for fear of language that is perceived as offensive, i.e. at worst judgmental and at best reflecting that all patients are viewed as heterosexual, cisgender and non-intersex (Health4LGBTI, 2017<sup>[15]</sup>). For instance, in 2019, 36% of LGBTI Germans declare they have hidden being L, G, B, T or I in the health care system (as compared to 46% EU-wide) and 18% (hence 2 percentage points more than on average in other EU countries) report having felt discriminated against when using health care services (European Union Agency for Fundamental Rights, 2020<sup>[2]</sup>). This situation suggests not only that LGBTI+ individuals may seek to avoid health care services, but also that they are not provided with the best quality care when they do rely on those services. Indeed, LGBTI+ individuals show specific health needs (OECD, 2020<sup>[1]</sup>) that can't be properly addressed if they are not out to care and medical professionals. That said, creating an environment that is welcoming enough for LGBTI+ patients to disclose their minority status may not be sufficient to guarantee their case is properly handled. Focus groups conducted across the EU reveal that, even when out, LGBTI+ patients identify a lack of knowledge of their health needs (Health4LGBTI, 2017<sup>[15]</sup>).

To ensure that the many health inequalities faced by LGBTI+ individuals are properly addressed, it is critical to train health care professionals on the specific health needs of LGBTI+ people and on how to approach them in an inclusive way (as in the training developed in the framework of the EU-funded Health4LGBTI project (Health4LGBTI, 2018<sup>[16]</sup>)).<sup>4</sup> This training should be directed at the two main categories of health care professionals, that is at both care professionals (nurses and personal care workers) and medical professionals (doctors).

### **4.3. Are policies fostering LGBTI+ equality implemented in Germany?**

After presenting the partnerships that prevail between public authorities and LGBTI+ civil society organisations (CSOs) at both the federal and state levels, Section 4.3 provides an overview of policy achievements towards LGBTI+ equality for each level. It concludes by investigating the extent to which policy efforts to achieve LGBTI+ equality are associated with implementation of an action plan.

#### **4.3.1. An overview of partnerships between public authorities and LGBTI+ CSOs**

Germany offers an environment conducive to the implementation of the set of policies described in Section 4.2. thanks to the development of active partnerships between public authorities and LGBTI+ CSOs.

#### *Partnerships initiated by the federal government*

The fight against homophobia and transphobia in Germany took off in the mid-2010s. In 2013, the coalition agreement between the CDU/CSU (Christlich-Demokratische Union Deutschlands/Christlich-Soziale Union in Bayern) and SPD (Sozialdemokratische Partei Deutschlands) agreed to revise the "National Action Plan to fight racism, xenophobia, anti-Semitism and related intolerance" launched in 2008 in order to explicitly include homophobia and transphobia among the group-focused enmities to be combatted. The



revised version called “National Action Plan against racism” was published in 2017, with the term “racism” being used in a generic way to designate “ideologies of inequality”, i.e. ideologies that oppose the fundamental principle of equality of all people. As such, the 2017 National Action Plan formalises the federal government’s objective to combat “anti-Semitism”, “antigypsyism”, “islamophobia”, “racism against black people”, as well as “homophobia and transphobia”. The federal government is currently working on a national action plan that specifically focuses on acceptance and protection of sexual and gender minorities that is planned for launch in Fall 2022 (Box 4.1).

#### **Box 4.1. “Queer life!” – Federal Government Action Plan for the Acceptance and Protection of Sexual and Gender Diversity**

The national LGBTI+-inclusive action plan that the federal government will launch in Fall 2022 covers six fields of action.

##### **Legal recognition**

For the 20th legislative period, the federal government plans to include the prohibition of discrimination against LGBTI+ individuals in the *Basic Law* and to replace the *Transsexual Act* with a *Self-Determination Act*.

##### **Participation**

The federal government aims to strengthen the rights and participation of LGBTI+ individuals and promote the visibility and acceptance of same-sex lifestyles and gender diversity in a wide range of areas, including sport, the labour market and care for the elderly.

##### **Security**

The federal government aims to protect LGBTI+ individuals from violence, assaults and hostility, both on and offline, through better recording of those acts and greater support for victims.

##### **Health**

The federal government aims to improve data collection on the health of LGBTI+ individuals and on the way their needs are addressed by health care systems.

##### **Strengthening counselling**

The federal government aims to join forces with state governments to enhance the coverage and funding of counselling centres that provide support for LGBTI+ victims of discrimination and violence.

##### **International**

The federal government aims to give full consideration to LGBTI+ human rights in the framework of foreign policy and development assistance, including by supporting civil society organisations outside Germany that work locally, regionally, supranationally or internationally to foster LGBTI+ equality.

The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (*Bundesministerium für Familie, Senioren, Frauen und Jugend – BMFSFJ*) is the public entity in charge of policies aimed at fostering LGBTI+ equality at the federal level.<sup>5</sup> It has established strong partnerships with several nationwide LGBTI+ CSOs that manage both federal- and state-level projects, for instance in the framework of the “Live Democracy!” initiative launched in 2015 by the BMFSFJ (Box 4.2).

### Box 4.2. Main federally subsidised LGBTI+ CSOs that help the BMFSFJ foster LGBTI+ equality

The BMFSFJ subsidises the Lesbian and Gay Association in Germany (*Lesben- und Schwulenverband in Deutschland – LSVD*), the largest LGBTI+ CSO in Germany that aims to represent the interests and voice the concerns of lesbian, gay, bisexual, transgender and intersex people altogether. It is composed of both a federal association and local chapters present in all German states – sometimes as a joint partnership for two neighbouring states.<sup>1</sup>

The BMFSFJ also supports CSOs that seek to address the challenges faced by specific subgroups of the LGBTI+ population, and notably:

- Transgender individuals via the funding of the “Federal Association Trans\*” (*Bundesverband Trans\**).<sup>2</sup>
- Intersex individuals via the funding of the association “Intersex People” (*Intergeschlechtliche Menschen – IMeV*).<sup>3</sup>
- LGBTI+ youth via the funding of “Lambda Federal Association” (*Lambda Bundesverband*).<sup>4</sup>
- Elderly LGB individuals via the funding of
  - The “Federal interest group of gay seniors” (*Bundesinteressenvertretung schwuler Senioren – BISS*).<sup>5</sup>
  - The association “Lesbians and age” (*Lesben und Alter – LUA*).<sup>6</sup>

The BMFSFJ provides part of its financial support in the framework of specific programs such as the “Live Democracy!” (*“Demokratie Leben!”*) initiative<sup>7</sup> that the BMFSFJ launched in 2015 in order to pursue three objectives:

- Promoting democracy: strengthening the understanding of democracy by supporting children, adolescents and young adults in exercising their rights as citizens;
- Shaping diversity: enabling all people in Germany to lead a life shielded from discrimination and violence by notably fighting against all group-focused enmities;
- Preventing extremism: combating right-wing extremism, left-wing extremism and Islamist extremism by seeking to interrupt radicalisation processes at an early stage.

<sup>1</sup> See <https://www.lsvd.de>.

<sup>2</sup> See <https://www.bundesverband-trans.de/>

<sup>3</sup> See <https://im-ev.de/>

<sup>4</sup> See <https://www.lambda-online.de/>

<sup>5</sup> See <https://schwuleundalter.de/>

<sup>6</sup> See <https://www.lesbenundalter.de/>

<sup>7</sup> See <https://www.demokratie-leben.de/>

#### *Partnerships initiated by state governments*

All 16 German states have established partnerships with local LGBTI+ CSOs that they subsidise to foster LGBTI+ equality – see Annex Table 4.A.1 for the list of stakeholders by state. With the exception of Bavaria where substantial collaboration around LGBTI+ inclusion with civil society organisations started only recently (in 2021), these partnerships are formalised by an ongoing state-wide action plan that typically covers both the remedial and preventive policies presented in Section 4.2 – see Annex Table 4.A.2 for a detailed overview of these action plans. In two states, Berlin and North Rhine-Westphalia, the current action plan is already the second implemented, noting that a third action plan is planned for launch in Berlin

in 2023. In the other 13 states, the ongoing action plan is unprecedented, with start years varying between 2013 (Rhineland-Palatinate) and 2020 (Saarland) – see Table 4.1.

**Table 4.1. All but one of the 16 German states have an ongoing action plan to foster LGBTI+ equality**

Overview of whether an action plan to foster LGBTI+ equality is ongoing at the German state level as of 2021

States with no ongoing (nor past) action plan	States who have an ongoing action plan	
	States where a first action plan is ongoing (start year of the ongoing action plan between parentheses)	States where a second action plan is ongoing (start year of the ongoing action plan between parentheses)
Bavaria	Baden-Württemberg (2015) Brandenburg (2017) Bremen (2015) Hamburg (2017) Hesse (2017) Lower Saxony (2014) Mecklenburg-Western Pomerania (2015) Rhineland-Palatinate (2013) Saarland (2020) Saxony (2017) Saxony-Anhalt (2015) Schleswig-Holstein (2014) Thuringia (2018)	Berlin (2019 – the previous action plan covered the period 2010-19) North Rhine-Westphalia (2020 – the previous action plan covered the period 2012-20)

Source: OECD questionnaire on LGBTI+-inclusive policies at the German state level (2021) and desk research conducted by the OECD.

### 4.3.2. Policy achievements towards LGBTI+ equality at the federal and state levels

All the policies presented in Section 4.2 are under German states' purview. However, the federal government is instrumental in creating a positive momentum among states. It does so by providing guidelines or training, either directly (while leaving states responsible for implementation) or indirectly (via the funding of nationwide CSOs and networks).

#### *Policy achievements towards LGBTI+ equality at the federal level*

The federal government has undertaken several initiatives that support states in their journey towards LGBTI+ equality and provide them with good practice examples. Its main achievements are detailed below, for all six components of LGBTI+-inclusive policies.

#### **Low-threshold legal and psychosocial support for LGBTI+ victims of discrimination and violence**

Since 2019, a free hotline is operated by the “Federal interest group of gay seniors” (*Bundesinteressenvertretung schwuler Senioren – BISS*) with funding from the BMFSFJ and from the Federal Ministry of Justice (*Bundesministerium der Justiz – BMJ*). Under the number 0800 – 1752017, this hotline advises individuals who were persecuted for consensual same-sex conduct after World War II (mainly under former Paragraph 175 of the German Criminal Code) on how to get reparation. This initiative followed enactment in 2017 of the “Law on the Criminal Rehabilitation of Persons Convicted of Consensual Homosexual Acts after 8 May 1945”.<sup>6</sup>

On top of this low-threshold legal and psychosocial support for LGBTI+ (former) victims of discrimination and violence, all the main federally subsidised LGBTI+ CSOs presented in Box 4.2 provide online guidance

to LGBTI+ individuals to help them navigate the legislation. This assistance spans a wide range of issues beyond legal protection against discrimination and violence, from converting a Registered Life Partnership into civil marriage, to implementing a legal change of the gender marker in the civil registry, to enforcing the prohibition of medically unnecessary sex-normalising treatment or surgery on intersex minors until they can provide informed consent. Moreover, some of the federally subsidised LGBTI+ CSOs also provide psychosocial counselling, although not exclusively focused on LGBTI+ victims of discrimination and violence. For instance, in the framework of the project “In&Out”, the “Lambda Federal Association” (*Lambda Bundesverband*) supports queer teenagers and young adults up to the age of 27 who wonder about their sexual orientation and gender identity.<sup>7</sup>

The low-threshold legal and psychosocial support provided by federally subsidised LGBTI+ CSOs is complemented by the more general assistance of the Federal Anti-Discrimination Agency (*Antidiskriminierungsstelle des Bundes*). This independent body provides first legal counselling for everyone who believes they were victims of discrimination and violence, including based on their sexual orientation, gender identity and sex characteristics/intersex status. It does so through a well-designed interactive website that reminds individuals of their rights in plain language, via an intelligible account of what constitutes a discrimination in the framework of the *General Act on Equal Treatment (Allgemeines Gleichbehandlungsgesetz – AGG)* and informative case studies. Moreover, assuming the discrimination case is substantiated enough, the Federal Anti-Discrimination Agency provides insights on possible further actions (contacting the presumed discriminators with the aim of reaching an amicable settlement, bringing the case to court, etc.) and refers users willing to take those actions to more specialised bodies and experts (CSOs and legal professionals focused on anti-LGBTI+ discrimination, etc.). The Federal Anti-Discrimination Agency successfully expanded this general counselling on the AGG to the state-level via the Coalition against discrimination (Box 4.3).

#### **Box 4.3. The Coalition against discrimination and its influence on German states**

The Coalition against discrimination was set up in 2011 by the German Federal Anti-Discrimination Agency. It is composed of German states who signed a letter of intent that formalises their commitment “to offer the best possible counselling to people affected by discrimination” and “to appoint central contact persons for the topic of discrimination”.

As of 2021, 12 German states have joined the Coalition against discrimination: Baden-Württemberg, Berlin, Brandenburg, Bremen, Hamburg, Hesse, Lower Saxony, North Rhine-Westphalia, Rhineland-Palatinate, Saxony, Schleswig-Holstein and Thuringia.

Coalition membership seems to have boosted the emergence of State Antidiscrimination Offices (*Landesantidiskriminierungsstellen*) in charge of informing individuals about the *General Act on Equal Treatment*. While such entity was created in only one (Saxony-Anhalt) of the four states who did not join the coalition, a state antidiscrimination office is operating in nearly 60% (7) of the 12 states who signed the letter of intent: Baden-Württemberg, Berlin, Brandenburg, Hesse, Rhineland-Palatinate, Schleswig-Holstein, Thuringia.

#### **Existence of one (or several) LGBTI+ liaison officer(s) or of a LGBTI+ unit within the police**

Since 2013, at least five LGBTI+ liaison officers have been appointed within the German federal police. Their mission is twofold. First, they aim to ensure a work environment for LGBTI+ staff that is free of discrimination and violence. Second, in a context where the federal police are primarily responsible for border protection as well as railroad and air security, they sensitise their colleagues to deal with LGBTI+ individuals *outside* the police in a human rights compliant way, notably in the course of body searches (Bremer, 2021<sup>[17]</sup>).

### Safety measures for LGBTI+ asylum seekers in reception facilities

Although the implementation of policies advocated by the EU Directive 2013/33/EU to ensure the safety of LGBTI+ asylum seekers in reception facilities falls under the responsibility of German states, the federal government devised guidelines to help them develop their own « Violence protection framework » (*Gewaltschutzkonzept*). More precisely, in 2016, the BMFSFJ and UNICEF launched the federal initiative “Protection of asylum seekers in refugee accommodation” (*Schutz von geflüchteten Menschen in Flüchtlingsunterkünften*).<sup>8</sup> This initiative led to the publication of « Minimum standards for the protection of asylum seekers in refugee accommodation » whose 4th edition was released in 2021 (BMFSFJ, 2021<sup>[18]</sup>). These minimum standards include several annexes that provide advice on how to implement these requirements to specific groups, including LGBTI+ asylum seekers (in Annex 1 of this document). To offer further practical guidance to reception facilities, the Lesbian and Gay Association in Germany (LSVD) published in 2020 a set of recommendations presented as ready-to-use checklists, with financial support from the BMFSFJ (LSVD, 2020<sup>[19]</sup>).

In addition, the Federal Government Commissioner for Migration, Refugees and Integration (*Beauftragte der Bundesregierung für Migration, Flüchtlinge und Integration*) funds the project “Queer Refugees Deutschland” implemented by the LSVD in order to connect and back local LGBTI+ CSOs aiming to assist LGBTI+ asylum seekers and refugees, from helping them navigate the asylum procedure, to supporting them in case they are bullied in reception centres, to fostering their integration in the German society once their refugee status is granted.<sup>9</sup>

### Fostering a culture of equal treatment in education

According to the *German Basic Law*, primary, secondary and higher education are within the purview of German states: “the entire school system shall be under the supervision of the state” – Article 7 (“School system”) of Chapter 1 (“Basic Rights”). However, the federal level does influence everyday life in schools. It contributes to shape curricula and their implementation in three ways.

- First, a recent amendment brought to the Eight Book of the Social Code devoted to “Child and Youth Welfare” pushes German states to strengthen the sections of their school curriculum that deal with acceptance of transgender and intersex individuals. More precisely, in June 2021, an LGBTI+-inclusive mention was introduced in Paragraph 9 of the First chapter on “General Rules”. Following this change, education services are urged to “take into account the different life situations of girls, boys and transgender, non-binary and intersex young people, to reduce disadvantages and to promote gender equality”.
- Second, to help school staff implement LGBTI+-inclusive state curricula, the BMFSFJ has developed a wide range of educational materials and trainings, notably in the framework of the project “Competence network to reduce homophobia and trans\*phobia” (*Kompetenznetzwerk zum Abbau von Homosexuellen- und Trans\*feindlichkeit*) that is funded as part of the “Live Democracy!” initiative.<sup>10</sup> The training is provided by the *Waldschlösschen Academy*,<sup>11</sup> a nationwide adult education institution located in Lower Saxony, through instructor-led in-class or virtual courses, seminars, and workshops. The underlying educational material is devised with the help of the Lesbian and Gay Association in Germany (LSVD), the “Federal Association Trans\*” and the association “Intersex People”. Part of this material for everyday work in day care centres and schools is provided free of charge by the *Waldschlösschen Academy* (Waldschlösschen Academy, 2018<sup>[20]</sup>; 2018<sup>[21]</sup>; 2020<sup>[22]</sup>). Complementary guidelines are also available on the Regenbogen portal,<sup>12</sup> an online platform maintained by the BMFSFJ that provides critical information to LGBTI+ individuals and allies to foster the inclusion of sexual and gender minorities in Germany.<sup>13</sup>
- Third, the BMFSFJ supports the nationwide network “Queer Education” (*Queere Bildung*)<sup>14</sup> that connects local LGBTI+ CSOs who have developed expertise on training students to prevent anti-

LGBTI+ violence and foster acceptance of sexual and gender minorities, in the framework of short school-based interventions. Funding from the BMFSFJ permitted two major achievements:

- The expansion of the network to areas with no educational offer from queer organisations (a process that started in 2020 in the framework of the project “Closing educational gaps – development, qualification and strengthening of queer educational projects in structurally weak regions nationwide” (*Bildungs\_lücken schließen – Aufbau, Qualifizierung und Stärkung queerer Bildungsprojekte in strukturschwachen Regionen bundesweit*) that is funded as part of the “Live Democracy!” initiative;
- The publication in 2021 of the augmented second edition of “Quality standards for work with school classes and in extracurricular youth work” (Queere Bildung, 2021<sup>[23]</sup>) that is binding to all members of the network (first edition published in 2017).

### **Fostering a culture of equal treatment in the workplace**

The Diversity Charter (*Charta der Vielfalt*), an employer initiative launched in 2006, constitutes a key instrument to promote LGBTI+ inclusion in the German labour market: by allowing employers to publicly commit to value every job candidate and employees, including regardless of their sexual orientation and gender/gender identity,<sup>15</sup> the Charter creates a moral obligation among signatories to act in accordance with their declaration of intent. As of 2021, more than 4 000 employers have signed the Charter, representing a total of more than 14 million employees. The federal government has played a key role in securing this outreach by showcasing its support. First, it exemplified and generated peer pressure in the public sector, including at the state level,<sup>16</sup> by having all its 14 ministries sign the Charter. Moreover, since the creation in 2011 of the non-profit association Diversity Charter e. V. in charge of promoting the Charter among employers, the Federal Government Commissioner for Migration, Refugees and Integration holds a permanent seat on the association’s board.

Meanwhile, federal bodies endeavoured to provide employers with guidelines and training on creating a discrimination-free environment for LGBTI+ job candidates and employees.

- The BMJ and the BMFSFJ funded the publication of recommendations to promote inclusion in the workplace of lesbians as well as transgender and intersex individuals respectively (Graml et al., 2020<sup>[24]</sup>) (BMFSFJ, 2017<sup>[25]</sup>).
- Moreover, the Federal Antidiscrimination Agency is planning to write a comprehensive practical guide in co-operation with federations of employers, following several studies commissioned by the Agency showing significant labour market disadvantage for homosexuals, bisexuals, transgender and intersex individuals (Antidiskriminierungsstelle, 2017<sup>[26]</sup>; 2020<sup>[27]</sup>; 2021<sup>[28]</sup>).
- As for training, the Waldschlösschen Academy proposes every year a three-day non-discrimination workshop directed at HR staff, with financial support from the BMFSFJ.<sup>17</sup>
- In addition, federal bodies subsidise a few state-based institutions that provide private and public employers with anti-discrimination training covering all the grounds protected by the AGG. Such are for instance the association “ADA-Anti-discrimination in the world of work” (*ADA-Antidiskriminierung in der Arbeitswelt*) in Bremen which is supported by the Federal Ministry of Labor and Social Affairs – BMAS,<sup>18</sup> or the Schleswig-Holstein Anti-Discrimination Association (*Antidiskriminierungsverband Schleswig-Holstein – ADVSH*) that receives assistance from the Federal Antidiscrimination Agency.<sup>19</sup>

### **Fostering a culture of equal treatment in health care**

The federal government has been very active in funding guidelines and training directed at care and medical professionals to inform them on the specific health needs of LGBTI+ people and on how to approach them in an inclusive way.

- Notably, in 2020, the Waldschlösschen Academy published a guide entitled “Maintaining healthy diversity – On dealing with sexual and gender diversity in health, care and medicine” (*Gesunde Vielfalt pflegen – Zum Umgang mit sexueller und geschlechtlicher Vielfalt in Gesundheit, Pflege und Medizin*) and has been organising several training events on this issue ever since, thanks to support from the BMFSFJ (Waldschlösschen Academy, 2020<sup>[29]</sup>).
- The federal government also pays due attention to the enhanced vulnerability of transgender and intersex individuals who must fight every day for their gender identity to be recognised and respected (Pöge et al., 2020<sup>[30]</sup>). For instance, the BMFSFJ financially supported the production of a short video to raise awareness among care and medical professionals on what being transgender and intersex means and on related challenges.<sup>20</sup> In addition, the Federal Ministry of Health (*Bundesministerium für Gesundheit – BMG*) is funding the project “InTraHealth” that aims to develop, test and implement by 2022 an e-learning platform to equip health care professionals with the skills to deal with transgender and intersex patients in an informed and non-discriminatory way.<sup>21</sup>
- Finally, the federal government contributes to improving the interactions of health care professionals with elderly LGBTI+ people who face multiple challenges: they not only have greater health needs than LGBTI+ youth but are also more likely to retreat back to the closet in health care settings (at least in those where staff is not sensitised), having spent lives marked by histories of greater marginalisation, discrimination and even persecution. Notably, in the framework of the project “Queer im Alter”<sup>22</sup> supported by the BMFSFJ, the “Workers’ Welfare Association” (*Arbeiterwohlfahrt – AWO*) published a practice guide to help elderly care facilities be LGBTI+-inclusive (AWO, 2021<sup>[31]</sup>). This offer comes in addition to the e-learning course “Diversity in care” (*Vielfalt in der Pflege*) devised by the “Federal interest group of gay seniors” (*Bundesinteressenvertretung schwuler Senioren – BISS*).<sup>23</sup>

Last but not least, the federal government has devoted efforts to ensure that the optional aforementioned guidance reach out to as many possible care and medical professionals across the national territory. It did so in two ways.

- First, by supporting the launch of the certification programme “Diversity as a Place to Live – Seal of quality” (*Lebensort Vielfalt – Qualitätssiegel*),<sup>24</sup> the federal government contributed to increase the demand of inpatient care facilities and outpatient care services for staff duly trained on dealing with LGBTI+ patients (Box 4.4).
- Second, the federal government recently induced German states to adopt LGBTI+-inclusive curricula for the training of nurses for which states are responsible. More precisely, following enactment in 2017 of the new federal law *Nursing Professions Act*,<sup>25</sup> the Federal Institute for Vocational Education and Training commissioned an expert committee tasked with designing (in co-operation with voluntary states) a curriculum consistent with the new law, including the requirement that nurses be respectful of “the social, cultural and religious background, the *sexual orientation* as well as the life phase of the people to be cared for”. In 2020, the expert committee issued a comprehensive practical training plan with detailed content on making health care more LGBTI+ inclusive that was then used by several states as an example to make their own nursing curriculum compliant with the law and thus more sensitive to LGBTI+ patients’ needs (BIBB, 2020<sup>[32]</sup>) – see next section on policy achievements towards LGBTI+ equality at the state level for further details.

#### Box 4.4. The certification programme “Diversity as a Place to Live – Seal of quality”

Launched in 2017 by the Gay Advice Center Berlin (*Schwulenberatung Berlin*) with financial support from the BMFSFJ, the “Diversity as a Place to Live – Seal of quality” is a voluntary certification awarded nationwide to inpatient care facilities and outpatient care services.

In order to receive the seal, health care institutions must undergo a “diversity check”, i.e. a preliminary assessment which analyses the status quo in relation to LGBTI+ inclusion. Five key areas are examined: (i) corporate policy and communication; (ii) human resources management; (iii) transparency and safety; (iv) care and health; and (v) housing and living environments.

The Gay Advice Center Berlin then offers a free consultation on which measures to implement in order to improve the situation for LGBTI+ people in the facility. When all the necessary qualification steps have been completed, a final assessment is conducted. If at least 80% of the criteria are met, the seal is awarded for a period of three years, after which a follow-up assessment can be carried out upon request.

Based on the quality seal’s first years of existence, the Gay Advice Center published in 2020, thanks to funding from the BMFSFJ, a practical guide on a variety of tried-and-tested strategies for introducing, implementing and maintaining LGBTI+-sensitive care (*Schwulenberatung Berlin, 2020*<sup>[33]</sup>). Since then, the certification programme is funded by the Association of Private Health Insurance (*Verband der Privaten Krankenversicherung – PKV-Verband*) and by the German Aids Foundation (*Deutsche Aidsstiftung*).

#### *Policy achievements towards LGBTI+ equality at the state level*

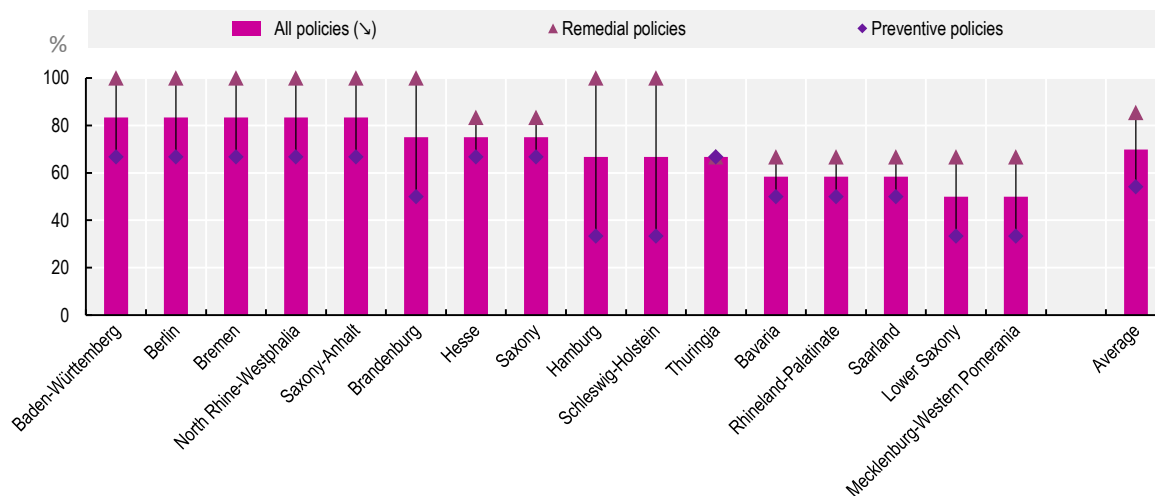
Policy-based LGBTI+ inclusivity is defined as the share of LGBTI+-inclusive policies that are implemented among the set of policies introduced in Section 4.2. It is calculated based on the “OECD questionnaire on LGBTI+-inclusive policies at the German state level” that investigates policy achievements in German states as of June 2021 (Annex 4.B). Responses were provided by state ministries in charge of LGBTI+ inclusion and cross-checked (and completed in case of partial or missing responses) by the OECD – see Annex 4.C for a methodological note on how responses to the questionnaire were compiled to measure policy-based LGBTI+ inclusivity in each state.

German states show a remarkable capacity to put the good intentions expressed in their action plan into practice. In 2021, policy-based LGBTI+-inclusivity is equal to 70%, with moderate variation by state: it ranges from 50% in Lower Saxony and Mecklenburg-Western Pomerania to 83% in Baden-Württemberg, Berlin, Bremen, North Rhine-Westphalia and Saxony-Anhalt (Figure 4.1).



### Figure 4.1. German states have been successful in putting many of the good intentions expressed in their action plan into practice

Policy-based LGBTI+-inclusivity in 2021, by German state (all policies, remedial policies and preventive policies)



Source: OECD questionnaire on LGBTI+-inclusive policies at the German state level (2021) and desk research conducted by the OECD.

That said, German states are better at implementing remedial than preventive policies (Figure 4.2 – see Annex 4.D and Annex 4.E for a detailed analysis of these policies, by state). More than 80% of remedial policies are carried out across German states, noting that this observation holds irrespective of the component considered. By contrast, this is the case of only 54% of preventive policies, with strong variation by component: policies to foster a culture of equal treatment of LGBTI+ individuals are implemented at an average rate of 94% in education but 41% in the labour market and 28% in health care.

## Figure 4.2. German states are better at implementing remedial than preventive policies

Policy-based LGBTI+-inclusivity across the 16 German states as of 2021, by component

Policy-based LGBTI+ inclusivity 2021 level: 70% (min: 50%; max: 83%)		
<b>Remedial policies (1/2 wgt)</b> 2021 level: 85% (min: 67%; max: 100%)	<b>Preventive policies (1/2 wgt)</b> 2021 level: 54% (min: 33%; max: 67%)	
Low-threshold legal and psychosocial support for LGBTI+ victims of discrimination <i>and</i> violence (1/6 wgt)	Fostering a culture of equal treatment of LGBTI+ individuals at school (1/6 wgt) 2021 level: 94% (min: 50%; max: 100%)	
2021 level: 81%  <b>Up:</b> effective in 12 states <b>Down:</b> partly or not effective in 4 states: HE (p), NI (ne), RP (ne) and SN (p)	LGBTI+-inclusion is an explicit objective of the state school curriculum in primary and secondary education (1/12 wgt)  2021 level: 94% <b>Up:</b> effective in 15 states <b>Down:</b> not effective in 1 state: SH	Fostering acceptance of LGBTI+ individuals in the classroom is part of the teacher training offer (1/12 wgt)  2021 level: 94% <b>Up:</b> effective in 15 states <b>Down:</b> not effective in 1 state: MV
LGBTI+ liaison officer(s) or LGBTI+ unit within the police (1/6 wgt)	Fostering a culture of equal treatment of LGBTI+ individuals in the workplace (1/6 wgt) 2021 level: 41% (min: 0%; max: 100%)	
2021 level: 88%  <b>Up:</b> effective in 14 states <b>Down:</b> not effective in 2 states: BY and TH	LGBTI+-inclusion is part of the training offer for HR staff, managers and all other interested employees in the public sector (1/12 wgt)  2021 level: 69% <b>Up:</b> effective in 11 states <b>Down:</b> not effective in 5 states: SH, HH, NI, SL and SH	Support and/or incentives are given to employers in the private sector to help them create an inclusive environment for LGBTI+ individuals (1/12 wgt)  2021 level: 13% <b>Up:</b> effective in 2 states: BE and NW <b>Down:</b> not effective in 14 states
Safety measures for LGBTI+ asylum seekers in reception facilities (1/6 wgt)	Fostering a culture of equal treatment of LGBTI+ individuals in healthcare (1/6 wgt) 2021 level: 28% (min: 0%; max: 50%)	
2021 level: 88%  <b>Up:</b> effective in 14 states <b>Down:</b> not effective in 2 states: MV and SL	LGBTI+-inclusion is part of the training of care professionals, i.e. nurses and personal care workers (1/12 wgt)  2021 level: 56% <b>Up:</b> effective in 9 states <b>Down:</b> not effective in 7 states: BE, BB, HH, NI, MV, NW and RP	LGBTI+-inclusion is part of the training of medical professionals, i.e. doctors (1/12 wgt)  2021 level: 0%  This policy is effective in none of the 16 German states

Note: The abbreviation “wgt” in the figure refers to “weight”. It recalls that remedial and preventive policies are given equal weight when computing the average level of policy-based LGBTI+-inclusivity associated with all 16 German states.

Germany state codes are defined as follows: Baden-Württemberg: BW; Bavaria: BY; Berlin: BE; Brandenburg: BB; Bremen: HB; Hamburg: HH; Hesse: HE; Lower Saxony: NI; Mecklenburg-Western Pomerania: MV; North Rhine-Westphalia: NW; Rhineland-Palatinate: RP; Saarland: SL; Saxony: SN; Saxony-Anhalt: ST; Schleswig-Holstein: SH; Thuringia: TH.

Concerning the component “Low-threshold legal and psychosocial support for LGBTI+ victims of discrimination *and* violence”, “(p)” stands for “partly effective” and “(ne)” stands for “not effective”.

Source: OECD questionnaire on LGBTI+-inclusive policies at the German state level (2021) and desk research conducted by the OECD.

More precisely (Figure 4.2):

- Regarding education, LGBTI+ inclusion has become an integral component of school curriculum and teacher training offer. In all but one German state:
  - respect for all individuals, including regardless of their sexual orientation, gender identity and/or sex characteristics/intersex status, is an explicit objective of the state school curriculum in primary and secondary education;
  - modules on fostering acceptance of LGBTI+ individuals in the classroom are part of the state’s teacher training offer.

- Regarding the labour market, while progress to create an inclusive environment for LGBTI+ job candidates and employees in the public sector has been significant, much remains to be done to help private employers be more LGBTI+-friendly:
  - In a majority of states (11 or 69%), levelling the playing field for LGBTI+ individuals is part of the training offer directed at HR staff, managers and all other interested employees in the public sector;
  - Only 2 states provide significant support to employers in the private sector to create a welcoming environment for LGBTI+ individuals.
- Regarding health care, efforts to train care and medical professionals on the specific health needs of LGBTI+ people and on how to approach them in an inclusive way have been modest, noting that these efforts focus only on nurses or personal care workers, leaving doctors unaffected:
  - In a majority of states (9 or 56%), the curriculum for the training of care professionals is LGBTI+ inclusive, although only for one subgroup of care professionals (nurses in 8 states, personal care workers in 1 state);
  - No German state has made guidelines regulating the further training of doctors LGBTI+-inclusive (the federally regulated curriculum for the initial training of medical professionals does not contain any LGBTI+-inclusive mention either).

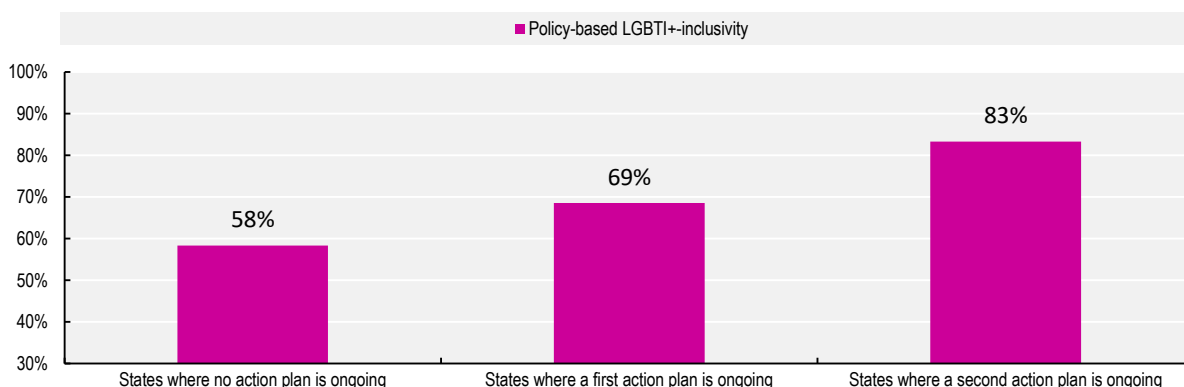
As a complement (or sometimes substitute) to the substantive preventive policies mentioned above, several states have published guidelines and provided one-off trainings, seminars or workshops to foster LGBTI+ inclusion at school, in the workplace or in health care, often via the local LGBTI+ CSO(s) they subsidise (see Annex 4.E for a detailed overview).

#### ***4.3.3. Are policy achievements towards LGBTI+ equality associated with implementation of an action plan?***

By establishing concrete goals and clear timelines, action plans should help public authorities make significant progress towards LGBTI+ equality (Wittenius, 2022<sup>[34]</sup>). Figure 4.3 confirms that policy-based LGBTI+-inclusivity is positively associated with implementation of an action plan: it is equal to 58% in the only German state with no ongoing (nor past) action plan (Bavaria), 69% in the 13 states where a first action plan is ongoing and 83% in the two states (Berlin and North Rhine-Westphalia) where already a second action plan is ongoing – in Berlin, a third action plan is planned for launch in 2023. Implementation of a second action plan not only helps deepen initiatives undertaken under the previous one, but also provides an opportunity to cover issues that this previous action plan failed to address (Schürer, 2018<sup>[35]</sup>)

**Figure 4.3. Policy-based LGBTI+-inclusivity is positively associated with the number of state-wide action plans implemented**

Policy-based LGBTI+-inclusivity in German states as of 2021, by number of state-wide action plans implemented

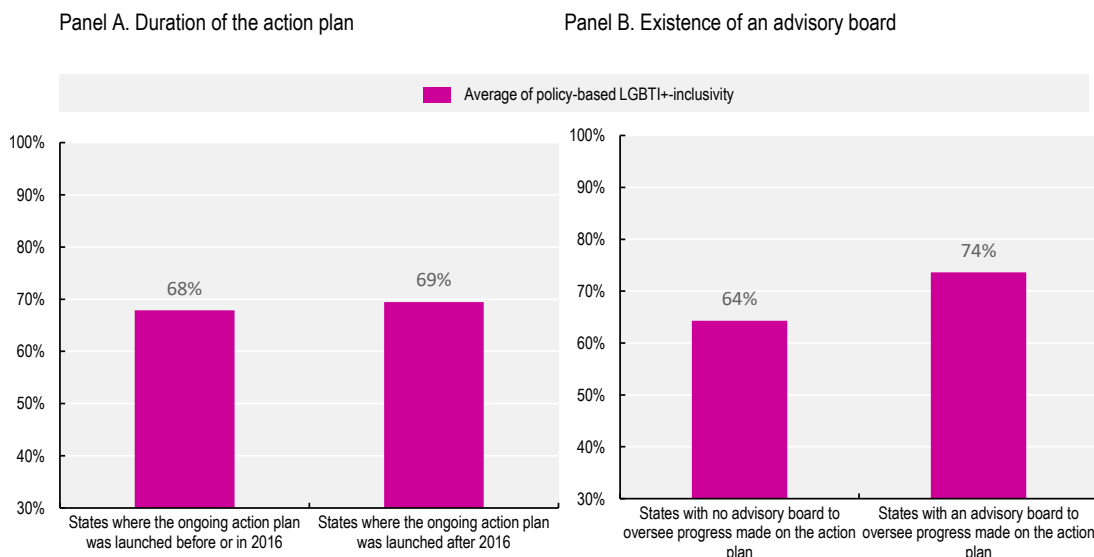


Source: OECD questionnaire on LGBTI+-inclusive policies at the German state level (2021) and desk research conducted by the OECD.

Zooming in on the 13 states where a first action plan is ongoing, it appears that the time elapsed since the launch of the action plan is not correlated with greater policy achievements (Panel A of Figure 4.4). The way the action plan is implemented does seem to matter however (Panel B of Figure 4.4). Oversight from an advisory board composed of all stakeholders who meet regularly (at least once a year) to discuss progress made turns out essential (Wittenius, 2022<sup>[34]</sup>): the share of policies critical for LGBTI+ equality that have been implemented in states with such advisory board is 10 percentage points higher (74% vs 64%) than in states with no advisory board (see Annex Table 4.A.2 for a detailed overview of these advisory boards).

**Figure 4.4. While the duration of an ongoing action plan is unrelated to policy achievements towards LGBTI+ equality, oversight from an advisory board does matter**

Policy-based LGBTI+-inclusivity in German states where a first action plan is ongoing, as of 2021



Note: 2016 is the average year when the action plan was launched in states where a first action plan is ongoing. It is thus used as a cut-off point in Panel A.

Source: OECD questionnaire on LGBTI+-inclusive policies at the German state level (2021) and desk research conducted by the OECD.

## 4.4. How could LGBTI+ equality in Germany be further improved through policies?

Improving LGBTI+ equality in Germany obviously entails implementing the critical policies emphasised in Section 4.2. that haven't been undertaken yet. But more is needed. Action must be taken to ensure not only that these policies are implemented, but that they are so on a large scale while meeting high-quality standards. Section 4.4 discusses the way forward regarding both remedial and preventive policies.

### 4.4.1. Remedial policies

Although most German states have performed well with respect to implementing remedial policies, challenges remain that call for further actions. Section 4.4.1 provides insights on possible next steps that both federal and state governments could help achieve (see Table 4.2 for a summary).

**Table 4.2. Despite remarkable achievements, further actions are needed in the field of remedial policies**

Achievements, challenges and possible next steps regarding the implementation of remedial policies in Germany, as of 2021

	Achievements	Challenges	Possible next steps that both federal and state governments could help achieve
Low-threshold legal and psychosocial support for LGBTI+ victims of discrimination and violence	Implemented in 12 German states.	Low visibility among the general public and thus potential users.	Creating and advertising a mobile app similar to AnDi, the Berlin antidiscrimination app. Ensuring high quality service delivery through the publication of quality standards, increased funding for CSOs involved, and the possibility for users to rate the service they receive.
Existence of one (or several) LGBTI+ liaison officer(s) or of a LGBTI+ unit within the police	Implemented in 14 German states.	Lack of proper funding.	Establishing a stand-alone LGBTI+ unit within the police or appointing a LGBTI+ liaison officer relieved of at least 50% of their workload in each regional police headquarter. Subsidising Velspol, the network of LGBTI+ employees in the police, judiciary and customs.
Policies to ensure the safety of LGBTI+ asylum seekers in reception facilities	Implemented in 14 German states.	Lack of support and incentives to ensure compliance.	Issuing detailed terms of reference for reception facility operators. Organising regular inspections by an independent state body to ensure compliance.

Source: OECD questionnaire on LGBTI+-inclusive policies at the German state level (2021) and desk research conducted by the OECD.

#### *Low-threshold legal and psychosocial support for LGBTI+ victims of discrimination and violence*

Low-threshold legal and psychosocial support for LGBTI+ victims of discrimination and violence is provided in 12 German states. However, this service lacks visibility and is thus at risk of remaining unknown by a wide range of potential users. For instance, although this service usually relies on a well-designed online portal (which is itself often linked to a social media account, e.g. Facebook, Instagram and/or Twitter), state antidiscrimination offices (Box 4.3) rarely refer to this specialised support on their website. More effort could be made by state public authorities to advertise this portal's existence (see Annex Table 4.D.1 for a detailed overview of the current offer).

One option to raise awareness would be to create a mobile app maintained by a relevant state public body to provide victims of discrimination *and* violence with quick access to specialised legal and psychosocial counselling, depending on the ground on which they are/were persecuted. Given its scope (all grounds protected by anti-discrimination and hate crime laws), this app would be conducive to regular large-scale information campaigns promoting the wide range of specialist services it offers. In this regard, AnDi, the Berlin anti-discrimination app, stands out as a good practice example (Box 4.5).

#### Box 4.5. AnDi, the Berlin anti-discrimination app

The AnDi app<sup>1</sup> is an initiative of the Berlin State Office for Equal Treatment and against Discrimination (*Berliner Landesstelle für Gleichbehandlung – gegen Diskriminierung*) to enforce the state anti-discrimination law (LADG) discussed in Chapter 3. This app aims to encourage people to report the discrimination they face by: (i) explaining in plain language what discrimination is; (ii) clarifying why shining a light on discrimination (either personally experienced or witnessed) is critical for change to happen; (iii) directing victims of discrimination to low-threshold counselling centres, depending on the grounds on which they were discriminated against – all the grounds protected by the LADG are taken into consideration.

<sup>1</sup> The app is downloadable here: <https://play.google.com/store/apps/details?id=de.berlin.andi&hl=fr&gl=US>.

To ensure that this greater outreach go hand in hand with high-quality service delivery and thus with enhanced reporting of discrimination and violence, it seems important to accompany the app's creation with the following two measures:

- Making at least part of the public funding aimed to support the legal and psychosocial counselling activities of CSOs and other institutions that are referred to in the app dependent on the requests they receive;
- Further helping CSOs and other institutions referred to in the app maintain a high-quality service thanks to guidance (e.g. the publication of quality standards for legal and psychosocial counselling) and incentives (e.g. inviting users to rate the counselling they receive), as it is the case in Baden-Württemberg (Box 4.6) – Berlin was the first German state to issue in 2012 quality standards for legal and psychosocial counselling (“Qualified counselling work for lesbian, gay, bisexual, transgender and intersex people (LGBTI)” – *Qualifizierte Beratungsarbeit für Lesben, Schwule, Bisexuelle, trans- und intergeschlechtliche (LSBTI)*).

#### Box 4.6. Efforts to provide high-quality legal and psychosocial counselling to LGBTI+-victims of discrimination and violence in Baden-Württemberg

Baden-Württemberg is an example of state where the publicly funded “Network LGBTTIQ Baden-Württemberg” shows constant concern for improving its counselling offer. In 2017, the Network published comprehensive quality standards for psychosocial counselling for LGBTI+ individuals, with support from the Ministry of Social Affairs and Integration: “Standards and quality assurance for psychosocial counselling services for LGBTTIQ people” (*Standards und Qualitätssicherung für psychosoziale Beratungsangebote für LSBTTIQ Menschen*). Moreover, to ensure continuous monitoring of the quality of counselling services provided, the Network encourages users to fill out a feedback form on their online portal, and even provide them with the possibility to complain about the Network’s advisory services, either by contacting a representative of the Network or an external body (see <https://www.beratung-lsbttiq.net/standards-feedback>).

*Existence of one (or several) LGBTI+ liaison officer(s) or of a LGBTI+ unit within the police*

There is one (or several) LGBTI+ liaison officer(s) or a LGBTI+ unit within the police of 14 German states. However, in one-third of those states, these stakeholders benefit from insignificant to no workload reliefs, which precludes them from freeing time to implement the tasks described in Section 4.2, on top of their regular policing activities (see Annex Table 4.D.2 for a detailed overview). Proper funding appears as a key ingredient for building trust and partnerships with LGBTI+ CSOs and thus increasing the chances that LGBTI+ victims not only report the discrimination or violence they undergo but also remain engaged throughout the criminal investigation (Box 4.7).

**Box 4.7. Properly funded LGBTI+ units or LGBTI+ police officers within the police help build trusting relationships with the LGBTI+ population**

Several states have established a stand-alone LGBTI+ unit within the police or have appointed a LGBTI+ liaison officer relieved of at least 50% of their workload in each regional police headquarter (noting that an additional LGBTI+ liaison officer is sometimes tasked with overseeing this network's action, in which case he/she is granted a full discharge).

These states are characterised by strong trusting relationships between the police and LGBTI+ CSOs, which notably materialise through:

- Posters at the police station stressing the police's commitment to a fair enforcement of Article 1 of the *Basic Law* that proclaims "All persons shall be equal before the law". In Rhineland-Palatinate for instance, all 175 police stations show posters featuring the diversity of people whose equal treatment should be ensured by the police, including LGBTI+ people (referred to through the drawing of a lesbian couple). This achievement is duly praised and advertised on the website of the state-subsidised LGBTI+ network "Queernet-RLP".<sup>1</sup>
- Flyers and/or websites co-developed by the state police and the state-subsidised LGBTI+ network to urge LGBTI+ victims to report the violence they were exposed to by filing a criminal complaint, either at a police station or online. Such is for instance:
  - In Hamburg, the flyer "We inform. Contact persons of the Hamburg police for LGBTI+" (*Wir informieren. Ansprechpersonen der Polizei Hamburg für LSBTI+*) which presents the two full-time LGBTI+ liaison officers Petra Marzian and Marco Burmester-Krüger in a way that makes them very accessible (not only their email but also their mobile phone numbers are specified, etc.);
  - In North Rhine-Westphalia: the flyer "Homo- and Transphobic Violence – Information for Those Affected" (*Homo- und transphobe Gewalt – Informationen für Betroffene*) and the related website "I report this" (*Ich zeige das an*)<sup>2</sup> that includes a direct link to the online portal of the state police devoted to complaint filing;
  - In Saxony: the flyer "Zero tolerance with hate-motivated violence: Contact points for LGBTTIQ victims in Saxony" (*Keine Chance für Hassgewalt: Anlaufstellen für von Hasskriminalität betroffene LSBTTIQ\* in Sachsen*);
  - In Saxony-Anhalt: the central office for the registration of discrimination and violence against LGBTIQ\* in Saxony-Anhalt "DimSA" (*Diskriminierungs-Meldestelle in Sachsen-Anhalt*)<sup>3</sup> that, like in North Rhine-Westphalia, includes a direct link to the online portal of the state police devoted to complaint filing.

- A monitoring of homo- and transphobic violence. For instance, in the framework of a collaboration between the Berlin police and counselling centres specialised in anti-LGBTI+ violence, Berlin launched in 2019 the “Berlin Monitoring of Trans- and Homophobic Violence” (*Berliner Monitoring trans- und homophobe Gewalt*). The first report flowing from this initiative was published in 2020. It provides statistics on hate crimes directed at the presumed sexual orientation and/or gender identity of the victim since 2010, with a focus on violence against lesbians.<sup>4</sup>

<sup>1</sup> See <https://www.queernet-rlp.de/allgemein/plakat-aktion-der-polizei-rlp>.

<sup>2</sup> See <https://www.ich-zeige-das-an.de/>.

<sup>3</sup> See <https://dimsa.lgbt/>.

<sup>4</sup> See <https://www.lsbti-monitoring.berlin/de/monitoring/>.

It therefore seems important that German states not only establish LGBTI+ unit and/or appoint LGBTI+ liaison officers within their police, but that they do so while devoting sufficient resources to ensure their fair functioning. Additionally, the federal and/or state levels could consider subsidising Velspol, the network of LGBTI+ employees in the police, judiciary and customs composed of both a federal association and local chapters in 11 states.<sup>26</sup> This financial support could help Velspol broaden its network and develop material to facilitate the work of LGBTI+ liaison officers, such as e-learning modules to sensitise future and current police officers to the vulnerability of LGBTI+ individuals. These steps seem particularly relevant now that transgender and intersex individuals are allowed to work as police officers, following the decision in 2021 of the state Ministers of the Interior to amend the Police Service Regulation (*Polizeidienstvorschrift 300 – PDV 300*).

#### *Policies to ensure the safety of LGBTI+ asylum seekers in reception facilities*

With the exception of Mecklenburg-Western Pomerania and Saarland, all German states have issued a *Gewaltschutzkonzept* (or equivalent) to ensure the safety in reception centres of LGBTI+ asylum seekers fleeing persecution abroad (see Annex Table 4.D.3 for a detailed overview). To enforce these and other protection plans aimed at shielding vulnerable groups of asylum seekers from harassment, it is critical that these plans be completed by detailed terms of reference for reception facility operators and regular inspections by an independent state body to guarantee compliance. In Berlin for instance, the State Office for Health and Social Affairs proceeds to inspections of reception facilities on a yearly basis.<sup>27</sup> In that regard, the ready-to-use checklists developed in 2020 by the Lesbian and Gay Association in Germany (LSVD) with financial support from the BMFSFJ (LSVD, 2020<sub>[19]</sub>) could help German states devise their own quality criteria for inspection.

#### **4.4.2. Preventive policies**

Only a minority of preventive policies in the labour market and health care have been implemented across German states. Moreover, although most states have undertaken LGBTI+-inclusive policies in education, their outreach remains limited. Section 4.4.2 discusses the way forward (see Table 4.3 for a summary).



**Table 4.3. Significant additional efforts should be devoted to implementing preventive policies**

Achievements, challenges and possible next steps regarding the implementation of preventive policies in Germany, as of 2021

	Achievements	Challenges	Possible next steps that both federal and state governments could help achieve
Fostering a culture of equal treatment in education	Implemented in 15 German states.	Low outreach.	Conducting regular school climate surveys in all primary and secondary schools to monitor levels and trends in bullying based on a set of prohibited grounds, including sexual orientation and gender identity.
Fostering a culture of equal treatment in the labour market	Implemented in 11 German states concerning public employers.	Low outreach among public employers. Implemented in only 2 states concerning private employers.	Making training on the <i>General Equal Treatment Act (AGG)</i> and the set of grounds this Act protects compulsory for both public and private employers. Issuing detailed terms of reference for training providers based on results flowing from rigorous impact evaluation on what works to counter discriminatory attitudes and behaviours in the workplace. Giving access to free-of-charge e-learning modules complying with these terms of reference.
Fostering a culture of equal treatment in health care	Implemented in 9 German states concerning the training of care professionals.	Lack of strong enough incentives to ensure compliance concerning the training of care professionals. No sensitisation to the specific health needs of LGBTI+ patients in curricula for the training of medical professionals (i.e. doctors), whether at the federal or at the state level.	Broadening the scope of the certification programme “Diversity as a Place to Live – Seal of quality” ( <i>Lebensort Vielfalt – Qualitätssiegel</i> ) to ensure it is not viewed as only focused on the well-being of LGBTI+ patients. Advertising this change among health care facilities to increase their demand for staff duly trained on dealing with LGBTI+ patients (among other requirements to be awarded the certification).

Source: OECD questionnaire on LGBTI+-inclusive policies at the German state level (2021) and desk research conducted by the OECD.

### *Fostering a culture of equal treatment in education*

All German states have adopted either of the two policies critical to foster a culture of equal treatment in education, i.e. introducing LGBTI+ inclusion as an explicit educational objective in school curricula, and developing training modules to help future and current teachers promote acceptance of LGBTI+ individuals. Moreover, most state-subsidised LGBTI+ CSOs belong to the nationwide initiative “Queer Education” (*Queere Bildung*) described in Section 4.3.2. As such, they offer trainings directed at students to prevent anti-LGBTI+ violence in the framework of short school-based interventions (see Annex Table 4.E.1 for a detailed overview).

However, the share of students in primary and secondary schools who are exposed to sensitisation aimed at helping them counter their prejudiced and stereotypical representations of sexual and gender minorities is low. Indeed, LGBTI+-inclusive school curricula are not binding. Moreover, training to help teachers improve acceptance of sexual and gender minorities at school and beyond is not compulsory. Although teachers in all states have an obligation to fulfil a certain number of in-service training days at regular intervals, they are free to select the modules that best suit their interest and perceived needs. Yet, few choose trainings with a LGBTI+-specific content (see (Bayerischer Landtag, 2020<sup>[36]</sup>) for evidence from Bavaria). In addition, in the few higher education institutions that propose courses on LGBTI+ inclusion as part of teacher initial training, these events are optional. Finally, due to a lack of funding, LGBTI+ networks have a limited capacity to intervene in schools.

Low outreach of LGBTI+-inclusive policies in education is worrisome in a context of widespread homophobic and transphobic bullying at school (Section 4.2.2 and (Deutsches Jugendinstitut, 2015<sub>[37]</sub>). More efforts should be devoted to incentivising schools to play an active role against this bullying. The label “School of Diversity” is an important step forward but this initiative may fail to reach out to schools where at least part of the school staff is not already sensitised to LGBTI+ inclusion (Box 4.8). To push *all* schools to engage in LGBTI+-inclusive teacher and student training, especially those where homophobia and transphobia are pervasive, the federal and the state levels of governance could join forces to devise and administer school climate surveys throughout the national territory. These surveys would be conducted on a regular basis among school staff and students in every primary school and in every secondary general and vocational school to monitor levels and trends in school bullying based on a set of protected grounds, including sexual orientation and gender identity. A few states have already made progress in this direction. Schleswig-Holstein launched in 2018 the database “Violence monitoring in school” (*Datenbank GEWaltMONitoring an Schulen – GEMON*) that allows schools to report incidents of violence motivated by various group-focused enmities. In Hesse, the teacher academy provides schools wishing to measure the prevalence of bullying in their midst with school climate survey templates.

#### **Box 4.8. School of Diversity (*Schule der Vielfalt*)**

Founded in 2008 in North Rhine-Westphalia, the School of Diversity project<sup>1</sup> is now a nationwide initiative with a contact person or CSO in almost every German state. This project supports schools in fostering a culture of equal treatment for LGBTI+ students and in reducing bullying and discrimination based on sexual orientation and gender identity.

In order to be part of the network, schools must comply with a set of quality standards that include:

- Naming at least one contact person within the school community, such as a teacher or a member of the parents’ association, for participation in the network’s annual meetings;
- Signing a Declaration of Commitment that should be duly advertised by the school;
- Organising LGBTI+-inclusive teacher and student trainings, including workshops led by LGBTI+ CSOs, at least once a year.

The network allows schools to exchange good practices and receive feedbacks on their undertakings.

<sup>1</sup> See <https://schule-der-vielfalt.de/>

#### *Fostering a culture of equal treatment in the labour market*

Although a majority of states (11) have introduced LGBTI+ inclusion among the training offer directed at HR staff, managers and all other interested employees in the public sector, this training remains optional and small-scale. Moreover, with the exception of Berlin and North Rhine-Westphalia (Box 4.9), no state provides significant support to employers in the private sector to help them create an inclusive environment for LGBTI+ individuals (see Annex Table 4.E.2 for a detailed overview).

### Box 4.9. The project “Company diversity” (*Unternehmen Vielfalt*) in North Rhine-Westphalia

Since 2021, the state of North Rhine-Westphalia has been funding the project “Company Diversity”,<sup>1</sup> aimed at helping small and medium sized enterprises (SMEs) implement diversity management with a special focus on LGBTI+ inclusion.

The free-of-charge offer includes consulting services, workshops and trainings intended for HR staff and managers, and information exchange between companies of the network through a forum (*Denkwerkstatt*) or through “tandems”, i.e. a collaboration between two companies (one that is already advanced in terms of diversity management, the other that is taking its first steps in the field).

Funding from the Ministry for Children, Family, Refugees and Integration allows the publication of a wide range of essential guidelines that rely on good practices. Such is the comprehensive handout on the “Implementation of diversity management with a focus on LGBTIQ\* in SMEs” (*Umsetzung von Diversity Management mit dem Fokus LSBTIQ\* in KMU*) that addresses critical questions such as “Why is diversity management with a focus on LGBTIQ\* important?” or “How do I implement diversity management in my own company?”.

<sup>1</sup> See <https://www.unternehmen-vielfalt.nrw/>

Against this backdrop, the federal and state levels of governance could co-operate to make training on the *General Equal Treatment Act* (AGG) and the whole set of grounds this Act protects compulsory for both public and private employers – in France for instance, antidiscrimination training is mandatory for people in charge of recruitment in firms with more than 300 employees, noting that a lowering of this threshold is being considered. This training would aim to equip HR staff and managers with the expertise to recruit and manage individuals based on their skills, not based on irrelevant characteristics such as their sexual orientation or gender identity. To help employers fulfil their training obligations in an effective way, public authorities could devise detailed terms of reference for training providers based on results flowing from rigorous impact evaluation on what works to counter discriminatory attitudes and behaviours in the workplace (see (OECD, 2020<sub>[11]</sub>) for a preliminary analysis). In addition, to ensure this training obligation does not impose a financial burden to employers, public authorities could develop and give access to free-of-charge e-learning modules complying with these terms of reference.

#### *Fostering a culture of equal treatment in health care*

Following Berlin which has been active in this field for more than 30 years, several German states are engaged in improving the interactions of health care professionals with elderly LGBTI+ people. But more is needed to ensure that both care professionals (nurses and personal care workers) and medical professionals (doctors) are properly trained on the specific health needs of LGBTI+ people, irrespective of their age, and on how to approach them in an inclusive way.

In a majority of states (9), the curriculum for the training of care professionals is LGBTI+ inclusive (see Annex Table 4.E.3 for a detailed overview). However, this achievement which mainly occurred after the reform of the nursing profession managed at the federal level (Section 4.3.2) is driven by changes in the training for *nurses*, not personal care workers. In this context, a reform of the personal care worker profession similar to the one implemented for the nursing profession would be welcome. Moreover, no German state has made guidelines regulating the further training of doctors LGBTI+-inclusive. One way to create a positive momentum would be to amend the federally regulated curriculum for the initial training of medical professionals so that it sensitises them on the specific health needs of LGBTI+ patients and on how to approach them in a respectful way.

Yet, introducing LGBTI+ inclusion in the curriculum for the training of care and medical professionals is no guarantee that this LGBTI+-specific content will actually be taught by training institutions. To foster their compliance, more efforts should be devoted to increase the demand of inpatient care facilities and outpatient care services for staff duly trained on dealing with LGBTI+ patients, which entails their greater buy-in of the certification programme “Diversity as a Place to Live – Seal of quality” (*Lebensort Vielfalt – Qualitätssiegel*). This objective could be achieved by broadening the scope of this certification programme to ensure it is not viewed as only focused on the well-being of LGBTI+ patients, and by advertising this change among health care facilities and beyond throughout the national territory.

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## Annex 4.A. Overview of partnerships between state public authorities and LGBTI+ CSOs at the German state level

### Ministries and CSOs in charge of implementing policies to foster LGBTI+ equality at the state level

All 16 states subsidise CSOs that help state public authorities implement policies to foster LGBTI+ equality. Annex Table 4.A.1 provides the list of relevant state ministries in charge of LGBTI+ policies and of the main state-subsidised LGBTI+ CSOs.

#### Annex Table 4.A.1. All German states have an ongoing partnership between state public authorities and LGBTI+ CSOs

Overview of the state ministries in charge of LGBTI+ policies and of their main partner CSOs in all 16 German states, as of 2021

	Name of the state ministry(ies) in charge of policies to foster LGBTI+ equality	Name of the main state-subsidised LGBTI+ CSOs that help state public authorities implement policies to foster LGBTI+ equality
Baden-Württemberg	<p>Ministry of Social Affairs, Health and Integration (<i>Ministerium für Soziales, Gesundheit und Integration Baden-Württemberg</i>)</p> <p>Its website hosts a webpage devoted to “Openness and acceptance. Breaking down prejudices together and creating acceptance for diversity” (<i>Offenheit und Akzeptanz. Gemeinsam Vorurteile abbauen und Akzeptanz für Vielfalt schaffen</i>).</p> <p>See <a href="https://sozialministerium.baden-wuerttemberg.de/de/soziales/akzeptanz-gleiche-rechte/">https://sozialministerium.baden-wuerttemberg.de/de/soziales/akzeptanz-gleiche-rechte/</a></p>	<p>Network LBTTIQ Baden-Württemberg (<i>Netzwerk LSBTTIQ Baden-Württemberg</i>)</p> <p>See <a href="https://www.netzwerk-lsbttiq.net/">https://www.netzwerk-lsbttiq.net/</a></p>
Bavaria	<p>Ministry of Family, Labour and Social Affairs (<i>Bayerisches Staatsministerium für Familie, Arbeit und Soziales</i>)</p> <p>Its website hosts a webpage devoted to “Same-sex lifestyles and gender diversity (LGBTIQ)” (<i>Gleichgeschlechtliche Lebensweisen und geschlechtliche Vielfalt (LSBTIQ)</i>) under the section “Women, Equality and Gender Diversity” (<i>Frauen, Gleichstellung und geschlechtliche Vielfalt</i>).</p> <p>See <a href="https://www.stmas.bayern.de/lgbtiq-geschlechtliche-vielfalt/index.php">https://www.stmas.bayern.de/lgbtiq-geschlechtliche-vielfalt/index.php</a></p>	<p>LGBTIQ Network in Bavaria (<i>LSBTIQ-Netzwerk in Bayern</i>)</p> <p>This newly created network is state-subsidised since 2021.</p> <p>See <a href="https://www.stmas.bayern.de/lgbtiq-geschlechtliche-vielfalt/index.php">https://www.stmas.bayern.de/lgbtiq-geschlechtliche-vielfalt/index.php</a></p>
Berlin	<p>Senate Department for Justice, Diversity and Anti-Discrimination (<i>Senatsverwaltung für Justiz, Vielfalt und Antidiskriminierung</i>)</p> <p>Its website hosts a webpage devoted to “LGBTI” (<i>LSBTI</i>). Formerly under the Senate Department for Labour, Integration and Women’s Issues, the topic of LGBTI has now been moved to the State Office for Equal Treatment against Discrimination (<i>Landesstelle für Gleichbehandlung gegen Diskriminierung</i>).</p> <p>See <a href="https://www.berlin.de/sen/lads/schwerpunkte/lgbti/">https://www.berlin.de/sen/lads/schwerpunkte/lgbti/</a></p>	<p>LGBTI+ Network in Berlin (<i>LSBTI Berlin</i>)</p> <p>See <a href="http://www.lsbti-berlin.de/">http://www.lsbti-berlin.de/</a></p>

	Name of the state ministry(ies) in charge of policies to foster LGBTI+ equality	Name of the main state-subsidised LGBTI+ CSOs that help state public authorities implement policies to foster LGBTI+ equality
Brandenburg	<p>Ministry of Social Affairs, Health, Integration and Consumer Protection (<i>Ministerium für Soziales, Gesundheit, Integration und Verbraucherschutz</i>)</p> <p>Its website hosts a webpage devoted to “Same-sex lifestyles, lesbian, gay, bisexual, trans *, inter * and queer people (LGBTTIQ *)” (<i>Gleichgeschlechtliche Lebensweisen, Lesbische, schwule, bisexuelle, trans*, inter* und queere Menschen (LSBTIQ*)</i>) under the section “Family” (<i>Familie</i>)</p> <p>See <a href="https://msgiv.brandenburg.de/msgiv/de/themen/familie/gleichgeschlechtliche-lebensweisen-lsbtiq/">https://msgiv.brandenburg.de/msgiv/de/themen/familie/gleichgeschlechtliche-lebensweisen-lsbtiq/</a></p>	<p>The “LGBT+ state co-ordination office” (<i>Landeskoordinierungsstelle für LesBiSchwule &amp; Trans* Belange – LSBT* LKS</i>)</p> <p>See <a href="http://www.queeres-brandenburg.info/">http://www.queeres-brandenburg.info/</a></p> <p>This state co-ordination office is operated since 2020 by the LGBTI+ organisation “Katte” (<i>Kommunale Arbeitsgemeinschaft Tolerantes Brandenburg</i>)</p> <p>See <a href="http://katte.eu/">http://katte.eu/</a></p> <p>Previously, this co-ordination office was operated by the LGBTI+ organisation “AndersARTIG” (whose website is no longer active: <a href="http://www.andersartig.info/">http://www.andersartig.info/</a>)</p>
Bremen	<p>Senator for Social Affairs, Youth, Integration and Sport (<i>Senatorin für Soziales, Jugend, Integration und Sport</i>)</p> <p>Its website hosts a webpage devoted to “Policy for LGBTIQ*-people” (<i>Politik für LSBTIQ*-Personen</i>).</p> <p>See <a href="https://www.soziales.bremen.de/jugend-familie/lbatiq-73328">https://www.soziales.bremen.de/jugend-familie/lbatiq-73328</a></p>	<p>Advice &amp; Action Centre for Queer Life (<i>Rat&amp;Tat – Zentrum für queeres Leben</i>)</p> <p>See <a href="https://www.ratundtat-bremen.de/">https://www.ratundtat-bremen.de/</a></p>
Hamburg	<p>The Authority for Science, Research, Equality and Districts (<i>Behörde für Wissenschaft, Forschung, Gleichstellung und Bezirke</i>)</p> <p>Its website hosts a webpage devoted to “Gender equality and anti-discrimination: Anti-discrimination and LGBTI*” (<i>Gleichstellung der Geschlechter und Antidiskriminierung und LSBTI*</i>).</p> <p>See <a href="https://www.hamburg.de/bwfgb/antidiskriminierung-und-lsbtiq/">https://www.hamburg.de/bwfgb/antidiskriminierung-und-lsbtiq/</a></p>	<p>The “State Working Group for Lesbians and Gays in Hamburg” (<i>Landesarbeitsgemeinschaft Lesben und Schwule Hamburg</i>) is a gathering of the following non-profit organisations: LSVD Hamburg, <i>Hein &amp; Fiete</i>, <i>Magnus-Hirschfeld-Zentrum</i> and <i>Lesbenverein Intervention</i>.</p> <p>One of the most prominent LGBTI+ organisations within this network is the <i>Magnus Hirschfeld Centre</i></p> <p>See <a href="https://www.mhc-hh.de/">https://www.mhc-hh.de/</a></p>
Hesse	<p>Hessian Ministry for Social Affairs and Integration (<i>Hessisches Ministerium für Soziales und Integration</i>)</p> <p>Its website hosts a webpage devoted to “Family: Same-sex lifestyle” (<i>Familie: Gleichgeschlechtliche Lebensweise</i>)</p> <p>See <a href="https://soziales.hessen.de/Familie/Gleichgeschlechtliche-Lebensweise">https://soziales.hessen.de/Familie/Gleichgeschlechtliche-Lebensweise</a></p>	<p>LGBT*IQ Networks Hesse (<i>Netzwerke LSBT*IQ Hessen</i>)</p> <p>See <a href="https://lsbtiq-hessen.de/">https://lsbtiq-hessen.de/</a></p>
Lower Saxony	<p>Ministry for Social Affairs, Health and Equal Opportunities (<i>Niedersächsisches Ministerium für Soziales, Gesundheit und Gleichstellung</i>)</p> <p>Its website hosts a webpage devoted to “Gender and Sexual Diversity” (<i>Geschlechtliche und sexuelle Vielfalt</i>)</p> <p>See <a href="https://www.ms.niedersachsen.de/startseite/jugend_familie/familien_kinder_und_jugendliche/familien/geschlechtliche_und_sexuelle_vielfalt/geschlechtliche-und-sexuelle-vielfalt-13779.html">https://www.ms.niedersachsen.de/startseite/jugend_familie/familien_kinder_und_jugendliche/familien/geschlechtliche_und_sexuelle_vielfalt/geschlechtliche-und-sexuelle-vielfalt-13779.html</a></p>	<p>Queer Network Lower Saxony (<i>Queeres Netzwerk Niedersachsen</i>)</p> <p><a href="https://qnn.de/">https://qnn.de/</a></p>
Mecklenburg-Western Pomerania	<p>Ministry of Social Affairs, Health and Sport (<i>Ministerium für Soziales, Gesundheit und Sport</i>)</p> <p>Its website hosts a webpage devoted to “Equality of Sexual and Gender Diversity” (<i>Gleichstellung sexueller und geschlechtlicher Vielfalt</i>)</p> <p>See <a href="https://www.regierung-mv.de/Landesregierung/sm/Familie/Familie/Gleichstellung-und-Akzeptanz/">https://www.regierung-mv.de/Landesregierung/sm/Familie/Familie/Gleichstellung-und-Akzeptanz/</a></p>	<p>The “Network for LGBTIQ* associations, groups and individuals in MV” (<i>Netzwerk für LSBTIQ* Vereine, Gruppen und Einzelpersonen in MV</i>) is operated by the local chapter of LSVD (<i>Lesben- und Schwulenverband in Deutschland</i>)</p> <p>See <a href="https://queer-mv.de/">https://queer-mv.de/</a></p>

	Name of the state ministry(ies) in charge of policies to foster LGBTI+ equality	Name of the main state-subsidised LGBTI+ CSOs that help state public authorities implement policies to foster LGBTI+ equality
North Rhine-Westphalia	<p>Ministry for Children, Family, Refugees and Integration (<i>Ministerium für Kinder, Familie, Flüchtlinge und Integration</i>)</p> <p>Its website hosts a webpage devoted to "LGBTIQ*" (LSBTIQ*) See <a href="https://www.mkffi.nrw/">https://www.mkffi.nrw/</a></p> <p>The ministry also supports the information website "Different &amp; Equal" (<i>Anders &amp; Gleich</i>). See <a href="https://www.aug.nrw/">https://www.aug.nrw/</a></p>	<p>The "State Co-ordination of Anti-Violence Work for Lesbians, Gays and Trans**" (<i>Landeskoordination der Anti-Gewalt-Arbeit für Lesben, Schwule &amp; Trans* in NRW</i>) is operated by the state-subsidised LGBTI+ organisation Rubicon See <a href="https://vielfalt-statt-gewalt.de/gewalt/">https://vielfalt-statt-gewalt.de/gewalt/</a> and <a href="https://rubicon-koeln.de/">https://rubicon-koeln.de/</a></p>
Rhineland-Palatinate	<p>Ministry for Family, Women, Culture and Integration (<i>Ministerium für Familie, Frauen, Kultur und Integration</i>)</p> <p>Its website hosts a webpage devoted to "Rhineland-Palatinate under the rainbow" (<i>Rheinland-Pfalz unterm Regenbogen</i>) See <a href="https://mffki.rlp.de/de/themen/vielfalt/rheinland-pfalz-unterm-regenbogen/">https://mffki.rlp.de/de/themen/vielfalt/rheinland-pfalz-unterm-regenbogen/</a></p>	<p>QueerNet Rhineland-Palatinate (<i>QueerNet Rheinland-Pfalz</i>) See <a href="https://www.queernet-rlp.de/">https://www.queernet-rlp.de/</a></p>
Saarland	<p>Ministry of Social Affairs, Health, Women and the Family (<i>Ministerium für Soziales, Gesundheit, Frauen und Familie</i>)</p> <p>Its website hosts a webpage devoted to "LGBTI* – *Lesbian, gay, bisexual, transgender, transgender and intersex people" (<i>LSBTI* – *Lesben, Schwule, Bisexuelle, Transsexuelle, Transgender und Intersexuelle</i>) See <a href="https://www.saarland.de/msgff/DE/portale/familiegleichstellung/famileistung_enaz/lbti/lbti_node.html">https://www.saarland.de/msgff/DE/portale/familiegleichstellung/famileistung_enaz/lbti/lbti_node.html</a></p>	<p>LSVD Saar See <a href="https://www.saar.lsvd.de/lsvd-saar-gev-saarbruecken">https://www.saar.lsvd.de/lsvd-saar-gev-saarbruecken</a></p>
Saxony	<p>Ministry of Justice and for Democracy, Europe and Equality (<i>Staatsministerium der Justiz und für Demokratie, Europa und Gleichstellung</i>)</p> <p>Its website hosts a webpage devoted to diversity See <a href="https://www.vielfalt.sachsen.de/index.html">https://www.vielfalt.sachsen.de/index.html</a></p>	<p>The state working group Queer Network Saxony (<i>Landesarbeitsgemeinschaft Queeres Netzwerk Sachsen</i>) See <a href="https://www.queeres-netzwerk-sachsen.de/">https://www.queeres-netzwerk-sachsen.de/</a></p>
Saxony-Anhalt	<p>Ministry of Justice and Equality (<i>Ministerium für Justiz und Verbraucherschutz</i>)</p> <p>Ministry of Labour, Social Affairs, Health and Equality (<i>Ministerium für Arbeit, Soziales, Gesundheit und Gleichstellung</i>)</p> <p>Their action is presented by the Headquarters for women's and equality policy (<i>Leitstelle für Frauen- und Gleichstellungspolitik</i>) that hosts a webpage devoted to "Gender and Sexual Diversity" (<i>Geschlechtlich-sexuelle Vielfalt</i>) See <a href="https://leitstelle-frauen-geschlechtergleichstellung.sachsen-anhalt.de/geschlechtlich-sexuelle-vielfalt/">https://leitstelle-frauen-geschlechtergleichstellung.sachsen-anhalt.de/geschlechtlich-sexuelle-vielfalt/</a></p>	<p>The "LGBTI+ state co-ordination office" (<i>LSBTI*-Landeskoordinierungsstelle Sachsen-Anhalt</i>) is operated by two LGBTI+ organisations:</p> <ul style="list-style-type: none"> <li>– one for the Northern part of Saxony-Anhalt (based in Magdeburg), i.e. the local chapter of LSVD (<i>Lesben- und Schwulenverband in Deutschland</i>). See <a href="https://lsvd-lsa.de/">https://lsvd-lsa.de/</a></li> <li>– one for the Southern part of Saxony-Anhalt (based in Halle), i.e. the LGBTI+ organisation "BBZ (<i>Begegnungs- und Beratungszentrum lebensart</i>)". See <a href="http://www.bbz-lebensart.de/CMS/">http://www.bbz-lebensart.de/CMS/</a></li> </ul>
Schleswig-Holstein	<p>Ministry of Social Affairs, Health, Youth, Family and Senior Citizens (<i>Ministerium für Soziales, Gesundheit, Jugend, Familie und Senioren</i>)</p>	<p>The LGBTI+ Network in Schleswig-Holstein, i.e. Real Diversity Office (<i>Geschäftsstelle Echte Vielfalt</i>) See <a href="https://echte-vielfalt.de/">https://echte-vielfalt.de/</a></p>
Thuringia	<p>State Chancellery (<i>Thüringer Staatskanzlei</i>)</p> <p>Its website hosts a webpage devoted to the "Thuringian State Program for Acceptance and Diversity" (<i>Thüringer Landesprogramm für Akzeptanz und Vielfalt</i>) See <a href="https://www.staatskanzlei-thueringen.de/arbeitsfelder/akzeptanz-und-vielfalt">https://www.staatskanzlei-thueringen.de/arbeitsfelder/akzeptanz-und-vielfalt</a></p>	<p>The LGBTI+ state co-ordination office, i.e. "Living Diversity – Queerway in Thuringia" (<i>Vielfalt Leben – QueerWeg Verein für Thüringen</i>) See <a href="https://www.queerweg.de">https://www.queerweg.de</a></p>

Source: OECD questionnaire on LGBTI+-inclusive policies at the German state level (2021) and desk research conducted by the OECD.

## Action plans aimed at fostering LGBTI+ equality at the state level

Bavaria is the only state that has not yet implemented an action plan in order to formalise the partnership between state public authorities and LGBTI+ CSOs. In other states, implementation of the ongoing action plan is sometimes overseen by an advisory board that gathers all stakeholders and meets on a regular basis. Annex Table 4.A.2 provides an overview of ongoing state action plans and of the advisory boards that supervise them where applicable.

### Annex Table 4.A.2. In all but one of the 16 German states an action plan aimed at fostering LGBTI+ equality is ongoing

Overview of whether a state action plan is ongoing and of whether it is supervised by an advisory board, as of 2021

	The partnership between state public authorities and LGBTI+ CSOs is formalised by an ongoing action plan aimed at fostering LGBTI+ equality	Implementation of the ongoing action plan is overseen by an advisory board that gathers all stakeholders and meets on a regular basis
Baden-Württemberg	YES Action plan for acceptance & equal rights Baden-Württemberg ( <i>Aktionsplan „Für Akzeptanz &amp; gleiche Rechte Baden-Württemberg“</i> ) 2015-25 See <a href="https://sozialministerium.baden-wuerttemberg.de/de/soziales/akzeptanz-gleiche-rechte/aktionsplan-fuer-akzeptanz-und-gleiche-rechte/landesweiter-aktionsplan/">https://sozialministerium.baden-wuerttemberg.de/de/soziales/akzeptanz-gleiche-rechte/aktionsplan-fuer-akzeptanz-und-gleiche-rechte/landesweiter-aktionsplan/</a> Remark: A progress report was issued in 2019. See <a href="https://www.lsvd.de/media/doc/424/baden-wuerttemberg-umsetzung-zukunftsperspektive-aktionsplan-2019.pdf">https://www.lsvd.de/media/doc/424/baden-wuerttemberg-umsetzung-zukunftsperspektive-aktionsplan-2019.pdf</a>	YES An advisory board was established in 2015 and meets twice a year.
Bavaria	NO	N/A
Berlin	YES Berlin stands up for self-determination and acceptance of gender and sexual diversity ( <i>Berlin tritt ein für Selbstbestimmung und Akzeptanz geschlechtlicher und sexueller Vielfalt</i> ) 2019- See <a href="https://www.berlin.de/sen/lads/schwerpunkte/lbsbti/igsv/">https://www.berlin.de/sen/lads/schwerpunkte/lbsbti/igsv/</a> Remark: Two progress reports were issued: one in 2020 (see <a href="https://www.lsvd.de/media/doc/424/berlin_2020_einsch_tzung_staatssekret_rinnen_arbeitsstand_igsv.pdf">https://www.lsvd.de/media/doc/424/berlin_2020_einsch_tzung_staatssekret_rinnen_arbeitsstand_igsv.pdf</a> ), the other in 2021 (see <a href="https://www.berlin.de/sen/lads/schwerpunkte/lbsbti/igsv/#umsetzungsbericht">https://www.berlin.de/sen/lads/schwerpunkte/lbsbti/igsv/#umsetzungsbericht</a> )	YES An advisory board was established in 2019. It is in charge of supervising the implementation of a subproject of the Action Plan called "Monitoring of homophobic and transphobic violence in Berlin", in the framework of regular meetings.
Brandenburg	YES Action plan for acceptance of gender and sexual diversity, for self-determination and against homophobia and transphobia in Brandenburg ( <i>Aktionsplan für Akzeptanz von geschlechtlicher und sexueller Vielfalt, für Selbstbestimmung und gegen Homo- und Transphobie in Brandenburg</i> ) 2017- See <a href="https://www.lsvd.de/media/doc/424/brandenburg_2016_aktionsplan_f_r_akzeptanz_von_geschlechtlicher_sexueller_vielfalt.pdf">https://www.lsvd.de/media/doc/424/brandenburg_2016_aktionsplan_f_r_akzeptanz_von_geschlechtlicher_sexueller_vielfalt.pdf</a> Remark: A progress report was issued in 2019. See <a href="https://www.parlamentsdokumentation.brandenburg.de/starweb/LBB/ELVIS/parladoku/w6/drs/ab_11400/11476.pdf">https://www.parlamentsdokumentation.brandenburg.de/starweb/LBB/ELVIS/parladoku/w6/drs/ab_11400/11476.pdf</a>	NO
Bremen	YES State action plan against homophobia, transphobia and interphobia ( <i>Landesaktionsplan gegen Homo-, Trans- und Interphobie</i> ) 2015- See <a href="https://www.soziales.bremen.de/sixcms/media.php/13/Aktionsplan_2015%20%28barrierefrei%29.pdf">https://www.soziales.bremen.de/sixcms/media.php/13/Aktionsplan_2015%20%28barrierefrei%29.pdf</a> Remark: A progress report was issued in 2018. See <a href="https://www.soziales.bremen.de/sixcms/media.php/13/2018%2002%2027%20BerichtAktionsplan.pdf">https://www.soziales.bremen.de/sixcms/media.php/13/2018%2002%2027%20BerichtAktionsplan.pdf</a>	YES An advisory board was established in 2019 and meets four times a year.

	The partnership between state public authorities and LGBTI+ CSOs is formalised by an ongoing action plan aimed at fostering LGBTI+ equality	Implementation of the ongoing action plan is overseen by an advisory board that gathers all stakeholders and meets on a regular basis
Hamburg	<p>YES</p> <p>Action Plan of the Senate of the Free and Hanseatic City of Hamburg for Acceptance of Gender and Sexual Diversity (<i>Aktionsplan des Senats der Freien und Hansestadt Hamburg für Akzeptanz geschlechtlicher und sexueller Vielfalt</i>) 2017- See <a href="https://www.lsvd.de/media/doc/424/hamburg_2017_aktionsplan_akzeptanz_geschlechtlicher_sexueller_vielfalt.pdf">https://www.lsvd.de/media/doc/424/hamburg_2017_aktionsplan_akzeptanz_geschlechtlicher_sexueller_vielfalt.pdf</a></p> <p>Remark: Although not a progress report, recommendations and new measures for the action plan were developed in 2021 during three workshop days that gathered all stakeholders. See the "Downloads" section of <a href="https://www.hamburg.de/bwfgb/aktionsplan-akzeptanz-geschlechtliche-sexuelle-vielfalt/">https://www.hamburg.de/bwfgb/aktionsplan-akzeptanz-geschlechtliche-sexuelle-vielfalt/</a></p>	NO
Hesse	<p>YES</p> <p>Hessian Action Plan for Acceptance and Diversity (<i>Hessischer Aktionsplan für Akzeptanz und Vielfalt</i>) 2017- See <a href="https://antidiskriminierung.hessen.de/default-title/hessischer-aktionsplan-fuer-akzeptanz-und-vielfalt">https://antidiskriminierung.hessen.de/default-title/hessischer-aktionsplan-fuer-akzeptanz-und-vielfalt</a></p> <p>Remark: No progress report was issued</p>	YES The "Roundtable of Hessian Lesbian and Gay Groups" meets annually in the framework of the ongoing action plan, noting that, from 1997 to 2016, this Roundtable was also in charge of supervising all LGBTI+-related state-wide initiatives.
Lower Saxony	<p>YES</p> <p>Together for Diversity in Lower Saxony (<i>Gemeinsam für Vielfalt in Niedersachsen</i>) 2014- See <a href="https://www.ms.niedersachsen.de/startseite/jugend_familie/familien_kinder_und_jugendliche/familien/geschlechtliche_und_sexuelle_vielfalt/geschlechtliche-und-sexuelle-vielfalt-13779.html">https://www.ms.niedersachsen.de/startseite/jugend_familie/familien_kinder_und_jugendliche/familien/geschlechtliche_und_sexuelle_vielfalt/geschlechtliche-und-sexuelle-vielfalt-13779.html</a></p> <p>Remark: A progress report was issued in 2016. See <a href="https://www.lsvd.de/media/doc/424/niedersachsen_2014_kampagne_gemeinsam_fur_vielfalt.pdf">https://www.lsvd.de/media/doc/424/niedersachsen_2014_kampagne_gemeinsam_fur_vielfalt.pdf</a></p>	NO
Mecklenburg-Western Pomerania	<p>YES</p> <p>State action plan for equality and acceptance of sexual and gender diversity in Mecklenburg-Western Pomerania (<i>Landesaktionsplan für die Gleichstellung und Akzeptanz sexueller und geschlechtlicher Vielfalt in Mecklenburg-Vorpommern</i>) 2015- See <a href="https://www.regierung-mv.de/Landesregierung/sm/Familie/Familie/Gleichstellung-und-Akzeptanz/">https://www.regierung-mv.de/Landesregierung/sm/Familie/Familie/Gleichstellung-und-Akzeptanz/</a></p> <p>Remark: A progress report was issued in 2019. See <a href="https://www.regierung-mv.de/static/Regierungsportal/Ministerium%20percentageC3%BCr%20Soziales.%20Integration%20und%20Gleichstellung/Dateien/Dateien/SM_Queer_Bericht3_DRUCK_210316.pdf">https://www.regierung-mv.de/static/Regierungsportal/Ministerium%20percentageC3%BCr%20Soziales.%20Integration%20und%20Gleichstellung/Dateien/Dateien/SM_Queer_Bericht3_DRUCK_210316.pdf</a></p>	NO
North Rhine-Westphalia	<p>YES</p> <p>Impulse 2020 – for queer life in NRW (<i>Impulse 2020 – für queeres Leben in NRW</i>) 2020- See <a href="https://www.mkffi.nrw/aktionsplan-impulse-2020-fuer-queeres-leben-nrw">https://www.mkffi.nrw/aktionsplan-impulse-2020-fuer-queeres-leben-nrw</a></p> <p>Remark: A progress report was issued in 2021. See <a href="https://www.mkffi.nrw/aktionsplan-impulse-2020-fuer-queeres-leben-nrw">https://www.mkffi.nrw/aktionsplan-impulse-2020-fuer-queeres-leben-nrw</a></p>	NO

	The partnership between state public authorities and LGBTI+ CSOs is formalised by an ongoing action plan aimed at fostering LGBTI+ equality	Implementation of the ongoing action plan is overseen by an advisory board that gathers all stakeholders and meets on a regular basis
Rhineland-Palatinate	YES Rhineland-Palatinate under the rainbow – Acceptance for queer lifestyles ( <i>Rheinland-Pfalz unterm Regenbogen – Akzeptanz für queere Lebensweisen</i> ) 2013- See <a href="https://mffki.rlp.de/de/themen/vielfalt/rheinland-pfalz-unterm-regenbogen/">https://mffki.rlp.de/de/themen/vielfalt/rheinland-pfalz-unterm-regenbogen/</a> Remark: Two progress reports were issued: one in 2015 (see <a href="https://mffki.rlp.de/fileadmin/MFFJIV/Vielfalt/Bericht_Regenbogen.pdf">https://mffki.rlp.de/fileadmin/MFFJIV/Vielfalt/Bericht_Regenbogen.pdf</a> ), the other in 2020 (see <a href="https://mffki.rlp.de/fileadmin/MFFJIV/Vielfalt/RLP_unterm_Regenbogen/LAP_Regenbogen_2020.pdf">https://mffki.rlp.de/fileadmin/MFFJIV/Vielfalt/RLP_unterm_Regenbogen/LAP_Regenbogen_2020.pdf</a> )	YES A roundtable was established in 2013 and meets once a year.
Saarland	YES Accepting diversity of sexual and gender identity – against homophobia and transphobia ( <i>Vielfalt sexueller und geschlechtlicher Identität akzeptieren – gegen Homo- und Transfeindlichkeit</i> ) 2020- See <a href="https://www.saarland.de/msgff/DE/service/publikationen/publikationen_msgff_einzel/landesaktionsplan_sexuelleVielfalt.html">https://www.saarland.de/msgff/DE/service/publikationen/publikationen_msgff_einzel/landesaktionsplan_sexuelleVielfalt.html</a> Remark: No progress report was issued	NO
Saxony	YES State action plan for the acceptance of the diversity of life plans ( <i>Landesaktionsplan zur Akzeptanz der Vielfalt von Lebensentwürfen</i> ) 2017- See <a href="https://www.vielfalt.sachsen.de/landesaktionsplan-3988.html">https://www.vielfalt.sachsen.de/landesaktionsplan-3988.html</a> Remark: No progress report was issued	YES An advisory board was established in 2017 and meets at least once a year.
Saxony-Anhalt	YES Action Program for the Acceptance of Lesbian, Gay, Bisexual, Transgender, Transgender and Intersex People (LGBTTI) ( <i>Aktionsprogramm für die Akzeptanz von Lesben, Schwulen, Bisexuellen, Transgendern, Transsexuellen und intergeschlechtlichen Menschen (LSBTTI)</i> ) 2015- See <a href="https://leitstelle-frauen-geschlechtergleichstellung.sachsen-anhalt.de/geschlechtlich-sexuelle-vielfalt/aktionsprogramm-fuer-die-akzeptanz-von-lsbtti/">https://leitstelle-frauen-geschlechtergleichstellung.sachsen-anhalt.de/geschlechtlich-sexuelle-vielfalt/aktionsprogramm-fuer-die-akzeptanz-von-lsbtti/</a> Remark: No progress report was issued	NO
Schleswig-Holstein	YES Action Plan for the Acceptance of Diverse Sexual Identities of the State of Schleswig-Holstein ( <i>Aktionsplan für Akzeptanz vielfältiger sexueller Identitäten des Landes Schleswig-Holstein</i> ) 2014- See <a href="https://echte-vielfalt.de/wp-content/uploads/2014/06/Imageflyer.pdf">https://echte-vielfalt.de/wp-content/uploads/2014/06/Imageflyer.pdf</a> Remark: A progress report was issued in 2019 See <a href="https://www.lsvd.de/media/doc/424/schleswig_holstein_2019_studie_befragung_lebenssituation_lsbtig.pdf">https://www.lsvd.de/media/doc/424/schleswig_holstein_2019_studie_befragung_lebenssituation_lsbtig.pdf</a>	YES A roundtable was established in 2015 and meets at least once a year.
Thuringia	YES Thuringian State Program for Acceptance and Diversity ( <i>Thüringer Landesprogramm für Akzeptanz und Vielfalt</i> ) 2018- See <a href="https://www.staatskanzlei-thueringen.de/arbeitsfelder/akzeptanz-und-vielfalt">https://www.staatskanzlei-thueringen.de/arbeitsfelder/akzeptanz-und-vielfalt</a> Remark: No progress report was issued	NO

Source: OECD questionnaire on LGBTI+-inclusive policies at the German state level (2021) and desk research conducted by the OECD.

## Annex 4.B. The OECD questionnaire on LGBTI+-inclusive policies at the German state level

Consistent with Section 4.2, the OECD questionnaire on LGBTI+-inclusive policies at the German state level allows collecting information on the implementation of both remedial and preventive policies.

The section devoted to remedial policies identifies whether:

- *Component 1*: LGBTI+ victims of discrimination *and* violence benefit from state-wide low-threshold legal and psychosocial support thanks to state funding;
- *Component 2*: There is one (or several) LGBTI+ liaison officers or a LGBTI+ unit within the state police to counter prejudices, stereotypes and potential misbehaviours towards LGBTI+ individuals;
- *Component 3*: Measures are undertaken in state reception facilities to ensure the safety of LGBTI+ asylum seekers fleeing persecution abroad through remedial and/or preventive measures.

The section devoted to preventive policies identifies whether efforts are undertaken to foster a culture of equal treatment of LGBTI+ individuals at school, in the workplace, and in health care.

More precisely, this section investigates whether:

- *Component 1* (school policies):
  - Respect for all individuals, including regardless of their sexual orientation, gender identity and/or sex characteristics/intersex status, is an explicit objective of the state school curriculum in primary and secondary education;
  - Modules on fostering acceptance of LGBTI+ individuals in the classroom are part of the state's teacher training offer.
- *Component 2* (workplace policies):
  - Levelling the playing field for LGBTI+ job candidates and employees is part of the training offer directed at HR staff, managers and all other interested employees in the public sector;
  - The state provides significant support to employers in the private sector to help them create an inclusive environment for LGBTI+ individuals.
- *Component 3* (health care policies):
  - Training on the specific health needs of LGBTI+ people and on how to approach them in an inclusive way is part of the state-regulated guidelines for the training of care professionals, i.e. nurses and personal care workers;
  - Training on the specific health needs of LGBTI+ people and on how to approach them in an inclusive way is part of the state-regulated guidelines for the (further) training of medical professionals, i.e. doctors (noting that LGBTI+ inclusion is absent from the federally regulated curriculum for the initial training of medical professionals).

## Annex 4.C. Compiling responses to the OECD questionnaire on LGBTI+-inclusive policies at the German state level

The level of policy-based LGBTI+ inclusivity associated with each of the three components of remedial policies (Annex 4.B) is equal to: (i) 0% in case the answer to the question attached to each component is “No”; and (ii) 100% in case the answer is “Yes”. However, in the case of component 1, the level of policy-based LGBTI+ inclusivity can also be equal to 50% provided the low-threshold legal and psychosocial support is provided either in instance of discrimination or in instance of violence, but not in both instances.

The level of policy-based LGBTI+ inclusivity associated with each of the three components of preventive policies (Annex 4.B) is equal to: (i) 0% in case the answer is “No” to both questions attached to each component; (ii) 50% in case the answer is “No” to one of these questions and “Yes” to the other; and (iii) 100% in case the answer is “Yes” to both questions.

For a given German state, are called:

- R1, R2 and R3 the level of policy-based LGBTI+ inclusivity associated with each of the three components of remedial policies;
- P1, P2 and P3 the level of policy-based LGBTI+ inclusivity associated with each of the three components of preventive policies.

$R_m$  is the level of policy-based LGBTI+ inclusivity associated with remedial policies and is computed as the arithmetic average of R1, R2 and R3:

$$R_m = 1/3(R_1 + R_2 + R_3).$$

Similarly,  $P_m$  is the level of policy-based LGBTI+ inclusivity associated with preventive policies and is computed as the arithmetic average of P1, P2 and P3:

$$P_m = 1/3(P_1 + P_2 + P_3).$$

The overall level of policy-based LGBTI+ inclusivity, i.e. the one attached to both remedial and preventive policies, is merely the arithmetic average of  $R_m$  and  $P_m$ , meaning that all 6 components R1, R2, R3, P1, P2 and P3 are given equal weight when computing this overall level.



## Annex 4.D. German states' efforts to implement LGBTI+-inclusive remedial policies

### Policies to ensure low threshold legal and psychosocial support for LGBTI+ victims of discrimination and violence

Annex Table 4.D.1 provides an overview of state policies to ensure low-threshold legal and psychosocial support for LGBTI+ victims of discrimination and violence.

#### Annex Table 4.D.1. Three-quarters of German states provide LGBTI+ victims of discrimination and violence with low-threshold legal and psychosocial support

Overview of whether German states provide state-wide low-threshold legal and psychosocial support for LGBTI+ victims of discrimination and violence, as of 2021

	LGBTI+ victims of discrimination and violence benefit from state-wide low-threshold legal and psychosocial support
Baden-Württemberg	<p>YES</p> <p>The “Network LGBTTIQ Baden-Württemberg” (<i>Netzwerk LSBTTIQ Baden-Württemberg</i>) provides free and responsive legal and psychosocial support in case of anti-LGBTI+ discrimination and violence, via in-person counselling (through local counselling centres), counselling over the phone, or online counselling (e.g. by email, live chat, or video consultation). See <a href="https://www.beratung-lsbttiq.net/">https://www.beratung-lsbttiq.net/</a></p> <p>This Network is subsidised by the state in the framework of the “Action Plan for Acceptance and Equal Rights” that was launched in 2015.</p> <p><i>Remark:</i> This specialised support comes in addition to the more general support of the state Antidiscrimination Office (<i>Antidiskriminierungsstelle</i>) that was created in 2018. This Office notably aims to inform users about their rights, in particular based on the <i>General Act on Equal Treatment</i> (<i>Allgemeines Gleichbehandlungsgesetz – AGG</i>), and to refer users willing to take further actions to competent bodies and experts (e.g. local or online counselling centres, legal professionals, etc.).</p>
Bavaria	<p>YES</p> <p>The “LGBTIQ Network in Bavaria” (<i>LSBTIQ-Netzwerk in Bayern</i>) provides free and responsive legal and psychosocial support in case of anti-LGBTI+ discrimination and violence through “Strong!”, the “LGBTIQ* specialist agency against discrimination and violence” (<i>LGBTIQ* Fachstelle gegen Diskriminierung und Gewalt</i>), via counselling over the phone or online counselling (e.g. by email, live chat, or video consultation). See <a href="https://strong-community.de/">https://strong-community.de/</a></p> <p>This Network has been state-subsidised since 2021 (“Strong!” is the former “Anti-Violence Project (AGP) for gay, bisexual and queer men”, which had been ongoing without state funding since the early 1990s).</p> <p><i>Remark:</i> There is no state Antidiscrimination Office. However, Bavaria operates a “Control Center for Equality between Women and Men” (<i>Leitstelle für die Gleichstellung von Frauen und Männern</i>) in charge of promoting equal opportunities for all genders, which includes women, men, as well as non-binary individuals.</p>

	LGBTI+ victims of discrimination and violence benefit from state-wide low-threshold legal and psychosocial support	
Berlin	<p>The LGBTI+ Network in Berlin (<i>LSBTI Berlin</i>) provides free and responsive legal and psychosocial support in case of anti-LGBTI+ discrimination and violence, via in-person counselling (through counselling centres in Berlin), counselling over the phone or online counselling (e.g. by email, live chat, or video consultation). See <a href="http://www.lsbti-berlin.de/">http://www.lsbti-berlin.de/</a> and <a href="https://www.berlin.de/sen/lads/sensibilisierung/kampagnen/lsbti-support/">https://www.berlin.de/sen/lads/sensibilisierung/kampagnen/lsbti-support/</a></p> <p>This Network is subsidised by the state in the framework of the several state action plans towards LGBTI+ equality that have been launched since 2010.</p> <p><i>Remark:</i> This specialised support comes in addition to the more general support of the state Antidiscrimination Office (“State Office for Equal Treatment – against Discrimination”- <i>Landesstelle für Gleichbehandlung – gegen Diskriminierung</i>) that was created in 2007. This Office notably aims to inform users about their rights, in particular based on the <i>General Act on Equal Treatment</i> (Allgemeines Gleichbehandlungsgesetz – AGG), and to refer users willing to take further actions to competent bodies and experts (e.g. local or online counselling centres, legal professionals, etc.).</p>	YES
Brandenburg	<p>The LGBTI+ organisation “Katte” (<i>Kommunale Arbeitsgemeinschaft Tolerantes Brandenburg</i>) provides free and responsive legal and psychosocial support in case of anti-LGBTI+ discrimination and violence through the “AGNES initiative”, via in-person counselling (through two local counselling centres – one in Potsdam, the other in Cottbus), counselling over the phone, or online counselling (e.g. by email, live chat, or video consultation). See <a href="http://katte.eu/index.php/startseite-mainmenu-1/gewalt">http://katte.eu/index.php/startseite-mainmenu-1/gewalt</a></p> <p>Katte has been state-subsidised since 2020 as the operator of the “LGBT+ state co-ordination office” (<i>Landeskoordinierungsstelle für LesBiSchwule &amp; Trans* Belange – LSBT* LKS</i>) that has been active since 2017, when the “Action Plan for Acceptance of Gender and Sexual Diversity, for Self-Determination and against Homophobia and Transphobia in Brandenburg” was launched (previously, the “LGBT+ state co-ordination office” was operated by the LGBTI+ organisation “AndersARTiG”).</p> <p><i>Remark:</i> This specialised support comes in addition to the more general support of the state Antidiscrimination Office (“State Office for Equal Opportunities and Anti-Discrimination”- <i>Landesstelle für Chancengleichheit und Antidiskriminierung</i>) that was created in 2017. This Office notably aims to inform users about their rights, in particular based on the <i>General Act on Equal Treatment</i> (Allgemeines Gleichbehandlungsgesetz – AGG), and to refer users willing to take further actions to competent bodies and experts (e.g. local or online counselling centres, legal professionals, etc.).</p>	YES
Bremen	<p>The LGBTI+ organisation “Advice &amp; Action Centre for Queer Life” (<i>Rat &amp; Tat Zentrum für queeres Leben</i>) provides free and responsive legal and psychosocial support in case of anti-LGBTI+ discrimination and violence, via in-person counselling (through a counselling centre in Bremen), counselling over the phone, or online counselling (e.g. by email, live chat, or video consultation). See <a href="https://www.ratundtat-bremen.de/Beratung/">https://www.ratundtat-bremen.de/Beratung/</a></p> <p>The Advice &amp; Action Centre for Queer Life is subsidised by the state as one of the main LGBTI+ organisations involved in the implementation of the “State Action Plan against Homophobia, Transphobia and Interphobia” that was launched in 2015.</p> <p><i>Remark:</i> There is no state Antidiscrimination Office.</p>	YES
Hamburg	<p>The organisation “Basis&amp;Woge” provides free and responsive legal support specifically in case of anti-LGBTI+ discrimination through the “Read” initiative, via in-person counselling (through a counselling centre in Hamburg), counselling over the phone, or online counselling (e.g. by email, live chat, or video consultation). See <a href="http://adb-hamburg.de/read/">http://adb-hamburg.de/read/</a></p> <p>Moreover, the LGBTI+ organisation “Magnus Hirschfeld Centre” (<i>Magnus Hirschfeld Centre – mhC</i>) provides free legal and psychosocial support in case of anti-LGBTI+ discrimination and violence, via in-person counselling (through a counselling centre in Hamburg), counselling over the phone, or online counselling (e.g. by contact form, email, live chat, or video consultation). See <a href="https://www.mhc-hh.de/beratungsstelle/">https://www.mhc-hh.de/beratungsstelle/</a></p> <p>Basis&amp;Woge and the Magnus Hirschfeld Centre are subsidised by the state as two of the main organisations involved in the implementation of the “Action Plan for the acceptance of gender and sexual diversity” that was launched in 2017.</p> <p><i>Remark:</i> There is no state Antidiscrimination Office.</p>	YES

	LGBTI+ victims of discrimination and violence benefit from state-wide low-threshold legal and psychosocial support
Hesse	<p>YES for anti-LGBTI+ discrimination, NO for anti-LGBTI+ violence</p> <p>The state-subsidised organisation “ADiBe” (<i>Antidiskriminierungsberatung</i>) provides free and responsive legal support including in case of anti-LGBTI+ discrimination, via in-person counselling (through local counselling centres in Frankfurt, Kassel and Marburg), counselling over the phone, or online counselling (e.g. by email, live chat, or video consultation). See <a href="https://adibe-hessen.de/de">https://adibe-hessen.de/de</a></p> <p>However, the state-subsidised LGBT*IQ Networks Hesse (<i>Netzwerke LSBT*IQ Hessen</i>) does not officially provide free legal and psychosocial support in case of anti-LGBTI+ violence. See <a href="https://lsbtiq-hessen.de/">https://lsbtiq-hessen.de/</a></p> <p><i>Remark:</i> This specialised support for anti-LGBTI+ discrimination comes in addition to the more general support of the state Antidiscrimination Office (<i>Antidiskriminierungsstelle</i>) that was created in 2015. This Office notably aims to inform users about their rights, in particular based on the <i>General Act on Equal Treatment</i> (<i>Allgemeines Gleichbehandlungsgesetz – AGG</i>), and to refer users willing to take further actions to competent bodies and experts (e.g. local or online counselling centres, legal professionals, etc.).</p>
Lower Saxony	<p>NO</p> <p>Notably, the state-subsidised “Queer Network Lower Saxony” (<i>Queeres Netzwerk Niedersachsen – QNN</i>) does not officially provide free and responsive legal and psychosocial support in case of anti-LGBTI+ discrimination and violence. See <a href="https://qnn.de/">https://qnn.de/</a></p> <p><i>Remark:</i> There is no state Antidiscrimination Office.</p>
Mecklenburg-Western Pomerania	<p>YES</p> <p>The “Network for LGBTIQ* associations, groups and individuals in MV” (<i>Netzwerk für LSBTIQ* Vereine, Gruppen und Einzelpersonen in MV</i>), that is operated by the local chapter of LSVD (<i>Lesben- und Schwulenverband in Deutschland</i>), provides free and responsive legal and psychosocial support in case of anti-LGBTI+ discrimination and violence, via in-person counselling (through two counselling centres), counselling over the phone, or online counselling (e.g. by email, live chat, or video consultation). See <a href="https://queer-mv.de/koordinierungs-und-beratungsstelle">https://queer-mv.de/koordinierungs-und-beratungsstelle</a></p> <p>This Network is subsidised by the state in the framework of the “State Action Plan for Equality and Acceptance of Sexual and Gender Diversity in Mecklenburg-Western Pomerania” that was launched in 2015.</p> <p><i>Remark:</i> There is no state Antidiscrimination Office.</p>
North Rhine-Westphalia	<p>YES</p> <p>The “State Co-ordination of Anti-Violence Work for Lesbians, Gays and Trans**” (<i>Landeskoordination der Anti-Gewalt-Arbeit für Lesben, Schwule &amp; Trans* in NRW</i>), that is operated by the LGBTI+ organisation Rubicon, provides free and responsive legal and psychosocial support in case of anti-LGBTI+ discrimination and violence, via counselling over the phone or online counselling (e.g. by email, live chat, or video consultation). See <a href="https://vielfalt-statt-gewalt.de/gewalt/">https://vielfalt-statt-gewalt.de/gewalt/</a></p> <p>This Network is subsidised by the state in the framework of the several state action plans towards LGBTI+ equality that have been launched since 2012.</p> <p><i>Remark:</i> There is no state Antidiscrimination Office.</p>
Rhineland-Palatinate	<p>NO</p> <p>Notably, the state-subsidised “Queernet-RLP” does not officially provide free and responsive legal and psychosocial support in case of anti-LGBTI+ discrimination and violence. See <a href="https://www.queernet-rlp.de/">https://www.queernet-rlp.de/</a></p> <p><i>Remark:</i> There is a state Antidiscrimination Office (<i>Antidiskriminierungsstelle</i>) since 2012. This Office notably aims to inform users about their rights, in particular based on the <i>General Act on Equal Treatment</i> (<i>Allgemeines Gleichbehandlungsgesetz – AGG</i>), and to refer users willing to take further actions to competent bodies and experts (e.g. local or online counselling centres, legal professionals, etc.).</p>
Saarland	<p>YES</p> <p>The local chapter of LSVD (<i>Lesben- und Schwulenverband in Deutschland</i>) provides free and responsive legal and psychosocial support in case of anti-LGBTI+ discrimination and violence, via in-person counselling (through a counselling centre in Saarbrücken), counselling over the phone, or online counselling (e.g. by email, live chat, or video consultation). See <a href="https://lgbtberatungsaar.de/">https://lgbtberatungsaar.de/</a></p> <p>This local chapter is subsidised by the state in the framework of the State action plan “Accepting diversity of sexual and gender identity – against homophobia and transphobia” that was launched in 2020.</p> <p><i>Remark:</i> There is no state Antidiscrimination Office.</p>

	LGBTI+ victims of discrimination and violence benefit from state-wide low-threshold legal and psychosocial support
Saxony	<p>NO for anti-LGBTI+ discrimination, YES for anti-LGBTI+ violence</p> <p>The civil society organisation (CSO) “ADB” (<i>Antidiskriminierungsbüro Sachsen</i>) provides free and responsive legal support including in case of anti-LGBTI+ discrimination, via in-person counselling (through local counselling centres), counselling over the phone, or online counselling (e.g. by email, live chat, or video consultation). See <a href="https://www.adb-sachsen.de/de/kontakt">https://www.adb-sachsen.de/de/kontakt</a></p> <p>However, this CSO is not funded by the state.</p> <p>The “State Working Group Queer Network Saxony” (<i>Landesarbeitsgemeinschaft Queeres Netzwerk Sachsen</i>) provides free and responsive legal and psychosocial support in case of anti-LGBTI+ violence, via in-person counselling (through two counselling centres), counselling over the phone, or online counselling (e.g. by email, live chat, or video consultation). See <a href="https://www.queeres-netzwerk-sachsen.de/hasskriminalitaet-gegen-lsbttiq">https://www.queeres-netzwerk-sachsen.de/hasskriminalitaet-gegen-lsbttiq</a></p> <p>This Network is subsidised by the state in the framework of the “State Action Plan to Promote the Acceptance of Diversity” that was launched in 2017.</p> <p><i>Remark:</i> There is no state Antidiscrimination Office.</p>
Saxony-Anhalt	<p>YES</p> <p>The “LGBTI+ state co-ordination office” (<i>LSBTI*-Landeskoordinierungsstelle Sachsen-Anhalt</i>) provides free and responsive legal and psychosocial support in case of anti-LGBTI+ discrimination and violence, via in-person counselling (through local counselling centres), counselling over the phone, or online counselling (e.g. by email, live chat, or video consultation).</p> <p>More precisely, this support is provided by two LGBTI+ organisations in charge of operating the LGBTI+ state co-ordination office in the Northern part (Magdeburg) and in the Southern part (Halle) of Saxony-Anhalt: (i) the local chapter of LSVD (<i>Lesben- und Schwulenverband in Deutschland</i>) based in Magdeburg, through “DiMSA” (<i>Diskriminierungs-Meldestelle in Sachsen-Anhalt</i>) – see <a href="https://dimsa.lgbt/">https://dimsa.lgbt/</a>; (ii) the LGBTI+ organisation “BBZ (Begegnungs- und Beratungszentrum) lebensart” based in Halle – see <a href="http://www.bbz-lebensart.de/CMS/index.php?page=beratung">http://www.bbz-lebensart.de/CMS/index.php?page=beratung</a></p> <p>The LGBTI+ state co-ordination office is subsidised by the state in the framework of the “Action programme for the acceptance of Lesbian, Gay, Bisexual, Transgender, Transsexual and Intersex People (LSBTTI) in Saxony-Anhalt” that was launched in 2015.</p> <p><i>Remark:</i> This specialised support comes in addition to the more general support of the state Antidiscrimination Office (<i>Antidiskriminierungsstelle</i>) that was created in 2018. This Office notably aims to inform users about their rights, in particular based on the <i>General Act on Equal Treatment</i> (Allgemeines Gleichbehandlungsgesetz – AGG), and to refer users willing to take further actions to competent bodies and experts (e.g. local or online counselling centres, legal professionals, etc.).</p>
Schleswig-Holstein	<p>YES</p> <p>The LGBTI+ Network in Schleswig-Holstein, i.e. the “Real Diversity Office” (<i>Geschäftsstelle Echte Vielfalt</i>), provides free and responsive legal and psychosocial support in case of anti-LGBTI+ discrimination and violence, via in-person counselling (through local counselling centres), counselling over the phone, or online counselling (e.g. by email, live chat, or video consultation). See <a href="https://echte-vielfalt.de/beratung-und-recht/beratungsangebote/">https://echte-vielfalt.de/beratung-und-recht/beratungsangebote/</a></p> <p>This Network is subsidised by the state in the framework of the “Action Plan for the Acceptance of Diverse Sexual Identities Schleswig-Holstein” that was launched in 2014.</p> <p><i>Remark:</i> This specialised support comes in addition to the more general support of the state Antidiscrimination Office (<i>Antidiskriminierungsstelle</i>) that was created in 2013. This Office notably aims to inform users about their rights, in particular based on the <i>General Act on Equal Treatment</i> (Allgemeines Gleichbehandlungsgesetz – AGG), and to refer users willing to take further actions to competent bodies and experts (e.g. local or online counselling centres, legal professionals, etc.).</p>
Thuringia	<p>YES</p> <p>The LGBTI+ state co-ordination office, i.e. “Living Diversity – Queerway in Thuringia” (<i>Vielfalt Leben – QueerWeg Verein für Thüringen</i>), provides free and responsive legal and psychosocial support in case of anti-LGBTI+ discrimination and violence, via counselling over the phone or online counselling (e.g. by email, live chat, or video consultation). See <a href="https://www.queerweg.de/beratung">https://www.queerweg.de/beratung</a></p> <p>The LGBTI+ state co-ordination office is subsidised by the state in the framework of the “Thuringian State Programme for Acceptance and Diversity” that was launched in 2014.</p> <p><i>Remark:</i> This specialised support comes in addition to the more general support of the state Antidiscrimination Office (<i>Antidiskriminierungsstelle</i>) that was created in 2018. This Office notably aims to inform users about their rights, in particular based on the <i>General Act on Equal Treatment</i> (Allgemeines Gleichbehandlungsgesetz – AGG), and to refer users willing to take further actions to competent bodies and experts (e.g. local or online counselling centres, legal professionals, etc.).</p>

Source: OECD questionnaire on LGBTI+-inclusive policies at the German state level (2021) and desk research conducted by the OECD.

## Policies to ensure that the police are viewed as trustworthy by LGBTI+ victims of discrimination and violence

Annex Table 4.D.2 provides an overview of state policies to ensure that the police are viewed as trustworthy by LGBTI+ victims of discrimination and violence.

### Annex Table 4.D.2. All but two of the 16 German states have established one or several LGBTI+ liaison officers or a LGBTI+ unit within the state police

Overview of whether German states have established one (or several) LGBTI+ liaison officers or a LGBTI+ unit within the state police, as of 2021

	There is one (or several) LGBTI+ liaison officers or a LGBTI+ unit within the state police to counter prejudices, stereotypes and potential misbehaviours towards LGBTI+ individuals
Baden-Württemberg	<p>YES (BUT)</p> <p>Since the mid-2010s, all police headquarters in Baden-Württemberg have LGBTI+ liaison officers (18 in total) whose contact details can be easily found online.</p> <p><i>However</i>, these officers do not seem to benefit from a workload relief giving them time to implement their tasks as LGBTI+ liaison officers, on top of their regular policing activities.</p> <p><i>Remark</i>: Baden-Württemberg is a member of Velspol but the website of VelsPol Süd (VelsPol South), the regional chapter resulting from the merger in 2021 of VelsPol Baden-Württemberg and VelsPol Bavaria, is still inactive. See <a href="https://www.velspolsued.de/">https://www.velspolsued.de/</a></p>
Bavaria	<p>NO</p> <p>(despite local LGBTI+ CSOs repeatedly advocating for LGBTI+ contact persons to be appointed in the state police).</p> <p><i>Remark</i>: Bavaria is a member of Velspol but the website of VelsPol Süd (VelsPol South), the regional chapter resulting from the merger in 2021 of VelsPol Baden-Württemberg and VelsPol Bavaria, is still inactive. See <a href="https://www.velspolsued.de/">https://www.velspolsued.de/</a></p>
Berlin	<p>YES</p> <p>There are two LGBTI+ liaison officers (a man since 1992 and a woman since 2006) whose contact details can be easily found online.</p> <p>These officers are relieved of 100% of their workload to allow them to fully focus on their tasks as LGBTI+ liaison staff.</p> <p>Moreover, in addition to these two full-time contact persons, the Berlin Police has an agency-wide network of part-time LGBTI+ contact persons.</p> <p>It is worthwhile noting that Berlin was the first state to appoint in 2012 an LGBTI+ contact person at the public prosecutor's office (<i>Ansprechpersonen bei der Staatsanwaltschaft</i>) to enhance the capacity of the judiciary to process proceedings involving anti-LGBTI+ hate crime, notably by maintaining low-threshold contact with LGBTI+ victims of violence and the NGOs in charge of supporting them.</p> <p><i>Remark</i>: Berlin is a member of Velspol through the Berlin-Brandenburg Velspol chapter. See <a href="https://bb.velspol.de/">https://bb.velspol.de/</a></p>
Brandenburg	<p>YES (BUT)</p> <p>Since the mid-2010s, there is one LGBTI+ liaison officer based in Potsdam whose contact details can be easily found online.</p> <p><i>However</i>, this officer does not benefit from any workload relief to help them free time to implement their tasks as LGBTI+ liaison officer, on top of their regular policing activities.</p> <p><i>Remark</i>: Brandenburg is a member of Velspol through the Berlin-Brandenburg Velspol chapter. See <a href="https://bb.velspol.de/">https://bb.velspol.de/</a></p>
Bremen	<p>YES (BUT)</p> <p>Since the mid-2010s, there is one LGBTI+ liaison officer, noting that this officer is relieved of 25% of their workload to help them free time to implement their tasks as LGBTI+ liaison officer, on top of their regular policing activities.</p> <p><i>However</i>, this position has no visibility (no contact details can be found online).</p> <p><i>Remark</i>: Bremen is a member of Velspol through the Velspol Nordwest (North West) chapter that gathers Bremen, Hamburg and Lower Saxony. See <a href="https://velspol-nordwest.de/">https://velspol-nordwest.de/</a></p>

	There is one (or several) LGBTI+ liaison officers or a LGBTI+ unit within the state police to counter prejudices, stereotypes and potential misbehaviours towards LGBTI+ individuals	
Hamburg	<p>Since the mid-2010s, there are two LGBTI+ liaison officers whose contact details can be easily found online (see <a href="https://www.polizei.hamburg/lsbti">https://www.polizei.hamburg/lsbti</a>).</p> <p>Moreover, these officers are relieved of 100% of their workload to allow them to fully focus on their tasks as LGBTI+ liaison staff.</p> <p><i>Remark:</i> Hamburg is a member of Velspol through the Velspol Nordwest (North West) chapter that gathers Bremen, Hamburg and Lower Saxony. See <a href="https://velspol-nordwest.de/">https://velspol-nordwest.de/</a></p>	YES
Hesse	<p>Since the mid-2010s, all regional police headquarters in Hesse have LGBTI+ liaison officers (7 in total) whose contact details can be easily found online.</p> <p>Moreover, these officers are relieved of up to 50% of their workload to help them free time to implement their tasks as LGBTI+ liaison officers, on top of their regular policing activities.</p> <p><i>Remark:</i> Hesse is a member of Velspol. See <a href="http://www.velspol-hessen.de">http://www.velspol-hessen.de</a></p>	YES
Lower Saxony	<p>Since the mid-2010s, all police headquarters in Lower Saxony have LGBTI+ liaison officers (12 in total) whose contact details can be easily found online.</p> <p>Moreover, these officers are relieved of 50% of their workload to help them free time to implement their tasks as LGBTI+ liaison officers, on top of their regular policing activities (noting that one of these officers enjoys a 100% workload relief for co-ordination purposes).</p> <p><i>Remark:</i> Lower Saxony is a member of Velspol through the Velspol Nordwest (North West) chapter that gathers Bremen, Hamburg and Lower Saxony. See <a href="https://velspol-nordwest.de/">https://velspol-nordwest.de/</a></p>	YES
Mecklenburg-Western Pomerania	<p>Since the mid-2010s, there are two LGBTI+ liaison officers whose contact details can be easily found online.</p> <p>Moreover, these officers are relieved of up to 50% of their workload to help them free time to implement their tasks as LGBTI+ liaison officers, on top of their regular policing activities.</p> <p><i>Remark:</i> Mecklenburg-Western Pomerania is a member of Velspol. See <a href="https://www.velspol-mv.de/">https://www.velspol-mv.de/</a></p>	YES
North Rhine-Westphalia	<p>Since at least the mid-2010s, there is a LGBTI+ unit within the State Criminal Police Office (Landeskriminalamt) that closely collaborates with the "State Co-ordination of Anti-Violence Work for Lesbians, Gays and Trans*" that is operated by the main state-subsidised LGBTI+ organisation Rubicon. Both entities are engaged in exemplary actions to improve the reporting of anti-LGBTI+ discrimination and violence to the police.</p> <p><i>Remark:</i> North Rhine-Westphalia is a member of Velspol. See <a href="https://www.velspol-nrw.de">https://www.velspol-nrw.de</a></p>	YES
Rhineland-Palatinate	<p>Since the mid-2010s, all regional police headquarters in Rhineland-Palatinate have LGBTI+ liaison officers. These police officers are co-ordinated by a police chief inspector whose contact details can be easily found online. At least the latter officer is relieved of part or all of their workload to help them free time to implement their co-ordinating activities, on top of their regular policing activities (if any).</p> <p><i>Remark:</i> Rhineland-Palatinate is a member of Velspol through Velspol-Rheinland Pfalz. See <a href="https://www.velspol-rp.de">https://www.velspol-rp.de</a></p>	YES
Saarland	<p>Since the mid-2010s, there is one LGBTI+ liaison officer.</p> <p>HOWEVER, this position has no visibility (no contact details can be found online). Moreover, this officer does not seem to benefit from any workload relief to help them free time to implement their tasks as LGBTI+ liaison officer, on top of their regular policing activities.</p> <p><i>Remark:</i> Saarland is not a member of Velspol</p>	YES (BUT)
Saxony	<p>Since the late 2010s, there is a LGBTI+ unit within the state police that collaborates with the state-subsidised "State Working Group Queer Network Saxony" in order to improve the reporting of anti-LGBTI+ discrimination and violence to the police.</p> <p><i>Remark:</i> Saxony is not a member of Velspol</p>	YES

	There is one (or several) LGBTI+ liaison officers or a LGBTI+ unit within the state police to counter prejudices, stereotypes and potential misbehaviours towards LGBTI+ individuals	
Saxony-Anhalt	<p>Since the mid-2010s, all regional police headquarters in Saxony-Anhalt have LGBTI+ liaison officers (5 in total). These police officers are co-ordinated by a central LGBTI+ contact point whose contact details can be easily found online. Moreover, the former officers are relieved of 50% of their workload to help them free time to implement their tasks as LGBTI+ liaison officers, on top of their regular policing activities (noting that the latter officer enjoys a 100% workload relief for co-ordination purposes).</p> <p><i>Remark: Saxony-Anhalt is not a member of Velspol</i></p>	YES
Schleswig-Holstein	<p>Since the late 2010s, all regional police headquarters in Schleswig-Holstein have LGBTI+ liaison officers. These police officers are co-ordinated by a central LGBTI+ contact point whose contact details can be easily found online. At least the latter officer is relieved of part or all of their workload to help them free time to implement their co-ordinating activities, on top of their regular policing activities (if any).</p> <p><i>Remark: Schleswig-Holstein is not a member of Velspol</i></p>	YES
Thuringia	<p>(despite local LGBTI CSOs repeatedly advocating for LGBTI+ contact persons to be appointed in the state police).</p> <p><i>Remark: Thuringia is not a member of Velspol</i></p>	NO

Source: OECD questionnaire on LGBTI+-inclusive policies at the German state level (2021) and desk research conducted by the OECD.

## Policies to ensure the safety of LGBTI+ asylum seekers fleeing persecution abroad in reception facilities

Annex Table 4.D.3 provides an overview of state policies to ensure the safety of LGBTI+ asylum seekers in reception facilities.

### Annex Table 4.D.3. All but two of the 16 German states have implemented policies to ensure the safety of LGBTI+ asylum seekers in reception facilities

Overview of whether German states have undertaken measures to ensure the safety of LGBTI+ asylum seekers in reception facilities, as of 2021

	Measures are undertaken in state reception facilities to ensure the safety of LGBTI+ asylum seekers fleeing persecution abroad through (i) remedial policies (e.g. separate housing, flyers in different languages on support services for LGBTI+ asylum seekers) and/or (ii) preventive policies (e.g. information about the rights and duties of asylum seekers within the facility and in Germany, training of reception centres' staff)	
Baden-Württemberg	<p>No « Gewaltschutzkonzept » was published by state authorities but one (Karlsruhe) of the four (Freiburg, Karlsruhe, Stuttgart and Tübingen) state regional councils in charge of administering reception facilities operates a special "shelter" that is intended "for the accommodation of pregnant women, women who have recently given birth, the sick or people in life situations who have a higher need for care or space for other reasons" (which includes LGBTI+ asylum seekers).</p> <p><i>Remark: The state-subsidised "Network LGBTIQ Baden-Württemberg" provides advice and support to LGBTI+ asylum seekers and refugees, from helping them navigate the asylum procedure, to assisting them in case they are bullied in reception centres, to fostering their integration in the German society once their refugee status is granted. See <a href="https://www.netzwerk-lsbttiq.net/refugees">https://www.netzwerk-lsbttiq.net/refugees</a></i></p>	YES
Bavaria	<p>A « Gewaltschutzkonzept » was published in 2020 by state authorities that stresses the implementation of both remedial (separate housing, information on support services) and preventive policies (information on rights and duties, staff training).</p>	YES

	Measures are undertaken in state reception facilities to ensure the safety of LGBTI+ asylum seekers fleeing persecution abroad through (i) remedial policies (e.g. separate housing, flyers in different languages on support services for LGBTI+ asylum seekers) and/or (ii) preventive policies (e.g. information about the rights and duties of asylum seekers within the facility and in Germany, training of reception centres' staff)	
Berlin	<p>A "Care and integration concept for asylum seekers and refugees" and an "Information package for refugees" were published in 2015 and 2017 respectively by state authorities. These documents stress the implementation of both remedial (separate housing, information on support services) and preventive policies (information on rights and duties, staff training). Moreover, in 2018, the state of Berlin published "Guidelines for the identification of particularly vulnerable refugees for staff of the Social Services of the State Office for Refugees" (<i>Leitfaden zur Identifizierung von besonders schutzbedürftigen Geflüchteten in Berlin. Für Mitarbeiter*innen des Sozialdienstes des Landesamts für Flüchtlingsangelegenheiten – LAF</i>) to help them recognise special needs for protection during the personal counselling interview with asylum seekers, as a result of which the necessary care and/or adequate accommodation can be initiated.</p> <p>For more information on the Berlin Model to support LGBTI refugees, see: <a href="https://www.berlin.de/sen/lads/schwerpunkte/gefluechtete/lgbti-gefluechtete/">https://www.berlin.de/sen/lads/schwerpunkte/gefluechtete/lgbti-gefluechtete/</a></p> <p><i>Remark:</i> The state-subsidised LGBTI+ Network in Berlin (<i>LSBTI Berlin</i>) provides advice and support to LGBTI+ asylum seekers and refugees, from helping them navigate the asylum procedure, to assisting them in case they are bullied in reception centres, to fostering their integration in the German society once their refugee status is granted. The Network also provides training directed at reception centres' staff, notably via the LGBTI+ organisation "Schwulen Beratung Berlin". See <a href="https://schwulenberatungberlin.de/angebote/fortbildung/">https://schwulenberatungberlin.de/angebote/fortbildung/</a></p>	YES
Brandenburg	<p>A « Gewaltschutzkonzept » was published in 2018 by state authorities that stresses the implementation of both remedial (separate housing, information on support services) and preventive policies (information on rights and duties, staff training). However, these protection measures are restricted to female asylum seekers and refugees, meaning that they exclude gay men.</p> <p><i>Remark:</i> The state-subsidised LGBTI+ organisation "Katte" provides advice and support to LGBTI+ asylum seekers and refugees, from helping them navigate the asylum procedure, to assisting them in case they are bullied in reception centres, to fostering their integration in the German society once their refugee status is granted. See <a href="http://katte.eu/index.php/startseite-mainmenu-1/migration">http://katte.eu/index.php/startseite-mainmenu-1/migration</a></p>	YES (BUT)
Bremen	<p>A « Gewaltschutzkonzept » was published in 2016 by state authorities that stresses the implementation of both remedial (separate housing, information on support services) and preventive policies (information on rights and duties, staff training).</p> <p><i>Remark:</i> The state-subsidised LGBTI+ organisation "Advice &amp; Action Centre for Queer Life" (<i>Rat &amp; Tat Zentrum für queeres Leben</i>) has developed the free service "Café and advice for LGBTIQ* refugees, migrants and people of colour" (<i>Café und Beratung Für LSBTIQ*-Geflüchtete, Migrant_innen und People of Colour</i>) where, twice per month, people can chat, listen, support each other and develop ideas over coffee and tea.</p> <p>See <a href="https://www.ratundtat-bremen.de/PDF-Archiv/Downloads-Beratung/Refugee-Cafe_Folder_web.pdf?m=1507197393">https://www.ratundtat-bremen.de/PDF-Archiv/Downloads-Beratung/Refugee-Cafe_Folder_web.pdf?m=1507197393</a></p>	YES
Hamburg	<p>A « Gewaltschutzkonzept » was published in 2016 by state authorities that stresses the implementation of both remedial (separate housing, information on support services) and preventive policies (information on rights and duties, staff training).</p> <p><i>Remark:</i> The state of Hamburg has issued a "Welcome" flyer directed at asylum seekers and available in different languages to inform them about the values and norms that prevail in Germany. Notably, the flyer stresses that "No one may be discriminated against, insulted, or attacked because of his or her gender, religion, skin color or sexual orientation" and that "love between people of the same gender is allowed in Germany". See <a href="https://www.hamburg.de/politische-bildung/5955578/infos-fluechtlinge">https://www.hamburg.de/politische-bildung/5955578/infos-fluechtlinge</a></p> <p>Moreover, the state-subsidised LGBTI+ organisation "Magnus Hirschfeld Centre" provides advice and support to LGBTI+ asylum seekers and refugees, from helping them navigate the asylum procedure, to assisting them in case they are bullied in reception centres, to fostering their integration in the German society once their refugee status is granted. See <a href="https://www.mhc-hh.de/beratungsstelle/migration-und-flucht/">https://www.mhc-hh.de/beratungsstelle/migration-und-flucht/</a></p> <p>Other state-subsidised initiatives are provided in the framework of the programme "Queer Refugees Hamburg". See <a href="https://www.queer-refugees.hamburg/">https://www.queer-refugees.hamburg/</a></p>	YES
Hesse	<p>A « Gewaltschutzkonzept » was published in 2016 by state authorities that stresses the implementation of both remedial (separate housing, information on support services) and preventive policies (information on rights and duties, staff training).</p> <p><i>Remark:</i> The organisation "Aids-Hilfe Hessen" conducts the state-subsidised programme "Rainbow Refugee Support" that provides advice and support to LGBTI+ asylum seekers and refugees, from helping them navigate the asylum procedure, to assisting them in case they are bullied in reception centres, to fostering their integration in the German society once their refugee status is granted.</p> <p>See <a href="https://www.frankfurt-aidshilfe.de/en/rrs">https://www.frankfurt-aidshilfe.de/en/rrs</a></p>	YES



	Measures are undertaken in state reception facilities to ensure the safety of LGBTI+ asylum seekers fleeing persecution abroad through (i) remedial policies (e.g. separate housing, flyers in different languages on support services for LGBTI+ asylum seekers) and/or (ii) preventive policies (e.g. information about the rights and duties of asylum seekers within the facility and in Germany, training of reception centres' staff)	
Lower Saxony	A « Gewaltschutzkonzept » was published in 2019 by state authorities that stresses the implementation of both remedial (separate housing, information on support services) and preventive policies (information on rights and duties, staff training). <i>Remark:</i> In 2016, the state of Lower Saxony funded the creation of the “Lower Saxony network centre for the concerns of LGBTI* refugees” ( <i>Niedersächsische Vernetzungsstelle für die Belange der LSBTI* Flüchtlinge – NVBF</i> ) that provides (i) advice and support to LGBTI+ asylum seekers and refugees; (ii) training directed at reception centres' staff. See <a href="https://www.vnb.de/formate/projekte/projekte-aktuell/nvbf/">https://www.vnb.de/formate/projekte/projekte-aktuell/nvbf/</a>	YES
Mecklenburg-Western Pomerania	No « Gewaltschutzkonzept » was published by state authorities. Moreover, since 2017, the Refugee Council for Mecklenburg-Western Pomerania has repeatedly relayed calls from different organisations for more protection for particularly vulnerable groups of asylum seekers and refugees. In August 2021, a position paper drafted by 33 organisations notably advocated for separate housing for groups whose appropriate protection in reception centres' shared accommodation areas cannot be ensured.	NO
North Rhine-Westphalia	A « Gewaltschutzkonzept » was published in 2017 by state authorities that stresses the implementation of both remedial (separate housing, information on support services) and preventive policies (information on rights and duties, staff training). <i>Remark:</i> Since 2016, the State Co-ordination of Anti-Violence Work for Lesbians, Gays and Trans* provides training directed at reception centres' staff. See <a href="https://vielfalt-statt-gewalt.de/was-diskriminierung/">https://vielfalt-statt-gewalt.de/was-diskriminierung/</a> Several member organisations also provide advice and support to LGBTI+ asylum seekers and refugees.	YES
Rhineland-Palatinate	A « Gewaltschutzkonzept » was published in 2017 by state authorities that stresses the implementation of both remedial (separate housing, information on support services) and preventive policies (information on rights and duties, staff training). <i>Remark:</i> The state-subsidised “Queernet-RLP” provides (i) advice and support to LGBTI+ asylum seekers and refugees (see <a href="https://www.queernet-rlp.de/projekte/queere-gefuechtete/">https://www.queernet-rlp.de/projekte/queere-gefuechtete/</a> ); (ii) training directed at reception centres' staff (see the description in the flyer “Information for multipliers in the refugee aid” ( <i>Informationen für Multiplikator_innen in der Flüchtlingshilfe</i> )).	YES
Saarland	No « Gewaltschutzkonzept » was published by state authorities. Moreover, the 2020 state action plan “Accepting diversity of sexual and gender identity – against homophobia and transphobia” does not mention any intent to improve the protection of LGBTI+ asylum seekers in reception facilities.	NO
Saxony	A « Gewaltschutzkonzept » was published in 2017 by state authorities that stresses the implementation of both remedial (separate housing, information on support services) and preventive policies (information on rights and duties, staff training). <i>Remark:</i> The state-subsidised “State Working Group Queer Network Saxony” provides (i) advice and support to LGBTI+ asylum seekers and refugees; (ii) training directed at reception centres' staff. It does so via one of its member organisations “Rosalinde Leipzig”. See <a href="https://www.rosalinde-leipzig.de/de/beratung/queer-refugees-network/">https://www.rosalinde-leipzig.de/de/beratung/queer-refugees-network/</a>	YES
Saxony-Anhalt	“Guidelines for the Protection of Women and Children from Violence in Initial Reception Facilities in Saxony-Anhalt” were published in 2018 by state authorities. These guidelines were presented in 2020 by the Ministry of the Interior as also applying to LGBTI+ individuals in a written answer to the parliament. <i>Remark:</i> The two state-subsidised organisations in charge of operating the LGBTI+ state co-ordination office organise meeting points several times a month where LGBTI+ refugees and migrants can chat, listen, support each other and develop ideas. See <a href="https://lsvd-lsa.de/rbc/">https://lsvd-lsa.de/rbc/</a> (Northern part of Saxony-Anhalt) and <a href="http://www.bbz-lebensart.de/CMS/index.php?page=queere-gefuechtete">http://www.bbz-lebensart.de/CMS/index.php?page=queere-gefuechtete</a> (Southern part of Saxony-Anhalt).	YES
Schleswig-Holstein	A « Gewaltschutzkonzept » was published in 2017 by state authorities that stresses the implementation of both remedial (separate housing, information on support services) and preventive policies (information on rights and duties, staff training). <i>Remark:</i> The state-subsidised LGBTI+ Network “Real Diversity Office” provides advice and support to LGBTI+ asylum seekers, refugees and migrants, in the framework of the programme “QUREMI-Queer Refugees and Migrants” that is conducted by the LGBTI+ organisation HAKI. See <a href="https://haki-sh.de/gruppen-und-angebote/#quremi">https://haki-sh.de/gruppen-und-angebote/#quremi</a>	YES

	<p>Measures are undertaken in state reception facilities to ensure the safety of LGBTI+ asylum seekers fleeing persecution abroad through (i) remedial policies (e.g. separate housing, flyers in different languages on support services for LGBTI+ asylum seekers) and/or (ii) preventive policies (e.g. information about the rights and duties of asylum seekers within the facility and in Germany, training of reception centres' staff)</p>	
Thuringia	<p>The "Thuringian ordinance on minimum conditions for the operation of community accommodation and social care and advice for refugees and asylum seekers" was published in 2018 by state authorities. This ordinance states the obligation for each shared accommodation to issue and implement a protection plan to ensure the safety of vulnerable groups such as LGBTI+ individuals.</p> <p><i>Remark:</i> In the framework of the "QuestTH" project, the LGBTI+ state co-ordination office "Living Diversity – Queerway in Thuringia" provides (i) advice and support to LGBTI+ asylum seekers and refugees; (ii) training directed at reception centres' staff. See <a href="https://www.queerweg.de/projekte/questh">https://www.queerweg.de/projekte/questh</a></p>	YES

Source: OECD questionnaire on LGBTI+-inclusive policies at the German state level (2021) and desk research conducted by the OECD.

## Annex 4.E. German states' efforts to implement policies to foster a culture of equal treatment of LGBTI+ individuals

### Policies to foster a culture of equal treatment of LGBTI+ individuals at school

Annex Table 4.E.1 provides an overview of state policies to foster a culture of equal treatment of LGBTI+ individuals at school.

#### Annex Table 4.E.1. All German states have adopted LGBTI+ inclusive policies at the school level

Overview of whether German states have established LGBTI+ inclusive school curricula and teacher training, as of 2021

	Respect for all individuals, including regardless of their sexual orientation, gender identity and/or sex characteristics/intersex status, is an explicit objective of the state school curriculum in primary and secondary education	Modules on fostering acceptance of LGBTI+ individuals in the classroom are part of the state's teacher training offer
Baden-Württemberg	<p>YES</p> <p>(in the framework of the general educational objective « Tolerance and acceptance of diversity » (<i>Bildung für Toleranz und Akzeptanz von Vielfalt</i>) that was launched in 2016)</p> <p><i>Remark:</i> SO-based discrimination is explicitly prohibited by law since the early 2010s in tertiary education, but this is not the case in primary and secondary education</p>	<p>YES</p> <p>(see the website « Teacher further training in Baden-Württemberg » (<i>Lehrerinnenfortbildung Baden-Württemberg</i>): <a href="https://lehrerfortbildung-bw.de/">https://lehrerfortbildung-bw.de/</a>)</p> <p><i>Remark:</i> In addition, in 2020, the Ministry of Culture, Youth and Sport published via the Centre for School Quality and Teacher Training a handout to help school psychologists and guidance counsellors create an LGBTI-inclusive school climate: "All colours in view!?! Counselling of those seeking advice by school psychology and counselling teachers with special regard to LGBTTIQ issues" (<i>Alle Farben im Blick?!? Beratung von Ratsuchenden durch Schulpsychologie und Beratungslehrkräfte unter besonderer Berücksichtigung des Themenkomplexes LSBTTIQ</i>)</p> <p>Moreover, also in 2020, the Ministry of Social Affairs, Health and Integration funded a guide directed at school staff on supporting transgender and non-binary students written by the Network LGBTTIQ Baden-Württemberg: "Gender diversity in schools. A guide for schools in Baden-Württemberg" (<i>Vielfalt von Geschlecht in der Schule. Ein Leitfaden für Schulen in Baden-Württemberg</i>)</p> <p>Finally, the state-subsidised "Network LGBTTIQ Baden-Württemberg" offers training directed at school staff and at classrooms. See <a href="https://www.netzwerk-lsbttiq.net/themen/bildungsarbeit">https://www.netzwerk-lsbttiq.net/themen/bildungsarbeit</a>. The network is also to be praised for its brochure directed at youth between 12 and 20: "Coming out – everything you should know!" (<i>Coming-Out – Alles was du wissen solltest!</i>) whose 1<sup>st</sup> edition was published in 2017 with the help of the Ministry of Social Affairs, Health and Integration (a 4<sup>th</sup> edition is in preparation). The objective is to make youth who do not feel exclusively heterosexual and cisgender comfortable with this feeling and to help those whose queer identity is more and more affirmed do their inner and outer coming out.</p>

	Respect for all individuals, including regardless of their sexual orientation, gender identity and/or sex characteristics/intersex status, is an explicit objective of the state school curriculum in primary and secondary education	Modules on fostering acceptance of LGBTI+ individuals in the classroom are part of the state's teacher training offer
Bavaria	<p>YES</p> <p>(the 2016 guidelines for « Family and sex education » insist that this school subject should aim to have students in year 1/2 « understand and exchange with respect about different family forms and ways of living together » and have students in year 9/10 : (i) « respect their own sexual orientation and the sexual orientation of others (hetero-, homo-, bisexuality) »; (ii) « respect and know about trans- and intersexuality »; (iii) « show tolerance and respect towards people regardless of their sexual identity »)</p> <p><i>Remark:</i> SOGISC-based discrimination is not explicitly prohibited by law, should it be in primary, secondary, or tertiary education</p>	<p>YES</p> <p>(see the website “Further training in Bavarian schools” (<i>FIBS-Fortbildung in bayerischen Schulen</i>): <a href="https://fibs.alp.dillingen.de/">https://fibs.alp.dillingen.de/</a>)</p> <p><i>Remark:</i> In addition, in 2019, the Ministry of Education and Culture published via the “Institute for School Quality and Educational Research” guidelines to help school staff teach “Family and sex education”: “Family and Sex education in Bavarian schools” (<i>Familien- und Sexualerziehung in den bayerischen Schulen</i>). The handout notably provides definitions of LGBTI+-related terms and recalls that LGBTI+ issues are viewed as highly sensitive by some pupils and parents (which entails addressing underlying prejudice and stereotypes with care and sensitivity while doing so without falling into complacency: “Concessions to religious-cultural traditions must not contradict constitutional principles and violate laws in force in Germany, such as forced marriage, discrimination against homosexuals, female genital mutilation”).</p> <p>Moreover, the newly-formed and state-subsidised “LGBTIQ Network in Bavaria” is expected to develop training activities, notably directed at school staff and/or classrooms.</p>
Berlin	<p>YES</p> <p>(in the framework of several educational objectives co-developed with the state of Brandenburg at least since the mid-2010s: “Education to the acceptance of diversity” which entails teaching “appreciation of social, gender, sexual, age, physical, mental, ethnic, linguistic, religious, and cultural diversity”; “Gender equality and gender mainstreaming” which includes teaching respect for “people with other gender identities [than male or female]; “Sex education” which implies teaching “the diversity of lifestyles, sexual orientations and genders”)</p> <p><i>Remark:</i> SOGI-based discrimination is explicitly prohibited by law since 2004 in primary and secondary education, and since 2007 in tertiary education</p>	<p>YES</p> <p>(see the website “Regional further training” (<i>Regionale Fortbildungen</i>): <a href="https://fibs.alp.dillingen.de/">https://fibs.alp.dillingen.de/</a>; see also the website “Berlin-Brandenburg education server training network” (<i>FortbildungsNetz Bildungsserver Berlin-Brandenburg</i>): <a href="https://tisonline.brandenburg.de/">https://tisonline.brandenburg.de/</a>)</p> <p><i>Remark:</i> In addition, since 2010, Queerformat’s Competence Centre for LGBTIQ* Education (<i>Queerformat Fachstelle Queere Bildung</i>) has been the specialist agency of the State of Berlin for the implementation and quality assurance of educational work in the field of sexual and gender diversity. See <a href="https://www.queerformat.de/">https://www.queerformat.de/</a></p>

	Respect for all individuals, including regardless of their sexual orientation, gender identity and/or sex characteristics/intersex status, is an explicit objective of the state school curriculum in primary and secondary education	Modules on fostering acceptance of LGBTI+ individuals in the classroom are part of the state's teacher training offer
Brandenburg	<p>YES</p> <p>(in the framework of several educational objectives co-developed with the state of Berlin at least since the mid-2010s: "Education to the acceptance of diversity" which entails teaching "appreciation of social, gender, sexual, age, physical, mental, ethnic, linguistic, religious, and cultural diversity"; "Gender equality and gender mainstreaming" which includes teaching respect for "people with other gender identities [than male or female]; "Sex education" which implies teaching "the diversity of lifestyles, sexual orientations and genders")</p> <p><i>Remark:</i> SO-based discrimination is explicitly prohibited by law in primary and secondary education since 2002, and since 2005 in tertiary education</p>	<p>YES</p> <p>(see the website "Berlin-Brandenburg education server training network" (<i>FortbildungsNetz Bildungsserver Berlin-Brandenburg</i>): <a href="https://tisonline.brandenburg.de/">https://tisonline.brandenburg.de/</a>)</p> <p><i>Remark:</i> In addition, as early as 2008, the Ministry of Education published via the "Centre for teacher training and education research" and in partnership with the LGBTI+ CSO "AndersARTiG" detailed guidelines on familiarising pupils with the diversity of sexual orientations and lifestyles: "School under the Rainbow. HeteroHomoBiTrans lifestyles in the classroom at schools in the state of Brandenburg" (<i>Schule unterm Regenbogen. HeteroHomoBiTrans-Lebensweisen im Unterricht an den Schulen im Land Brandenburg</i>).</p> <p>Moreover, the state-subsidised LGBTI+ CSO "Katte" offers training directed at classrooms. See <a href="http://katte.eu/index.php/aufklaerungsprojekte">http://katte.eu/index.php/aufklaerungsprojekte</a></p> <p>This was also the case of the formerly state-subsidised LGBTI+ CSO "AndersARTiG" through its programme "Education under the Rainbow" (<i>Bildung unterm Regenbogen</i>) directed at students from 7<sup>th</sup> grade onwards. See <a href="http://www.queeres-brandenburg.info/index.php/bildungsexpress/geschlecht-identitaet/321-bildung-unterm-regenbogen">http://www.queeres-brandenburg.info/index.php/bildungsexpress/geschlecht-identitaet/321-bildung-unterm-regenbogen</a></p>
Bremen	<p>YES</p> <p>(starting familiarising pupils on "gender roles" (Year 1-4) and "homosexual and heterosexual lifestyles" (Year 3-4) has been part of the basic curriculum since 2007; moreover, since 2013, the "sex education" curriculum promotes acceptance for different sexual orientations)</p> <p><i>Remark:</i> SOGISC-based discrimination is not explicitly prohibited by law, should it be in primary, secondary, or tertiary education</p>	<p>YES</p> <p>(see the website "State Institute for schools Bremen advanced training" (<i>LIS-Landesinstitut für Schule Bremen Fortbildung</i>): <a href="https://fortbildung.lis.bremen.de/">https://fortbildung.lis.bremen.de/</a>)</p> <p><i>Remark:</i> In addition, the state-subsidised LGBTI+ organisation "Advice &amp; Action Centre for Queer Life" (<i>Rat &amp; Tat Zentrum für queeres Leben</i>) has created a "Media Suitcase KITA" (<i>Medienkoffer KITA</i>) that compiles a selection of children's books, handouts and reference books helpful for an inclusive and diverse pedagogical practice in day care centres (this suitcase can be borrowed from several locations in Bremen). See <a href="https://www.ratundtat-bremen.de/medienkoffer/">https://www.ratundtat-bremen.de/medienkoffer/</a></p>
Hamburg	<p>YES</p> <p>(acceptance of LGBTI+ identities is an aim of the "sex education" curriculum since 1996)</p> <p><i>Remark:</i> SOGISC-based discrimination is not explicitly prohibited by law, should it be in primary, secondary, or tertiary education</p>	<p>YES</p> <p>(see the website "State Institute for Teacher Training and School Development" (<i>LI-Landesinstitut für Lehrerbildung und Schulentwicklung</i>): <a href="https://tis.li-hamburg.de/">https://tis.li-hamburg.de/</a>)</p> <p><i>Remark:</i> In addition, the State Institute for Teacher Training and School Development hosts a "Gender and sexual diversity" working group open to school staff, youth workers, researchers, CSOs and parents. This working group meets several times a year to develop resources to introduce students to the diversity of sexual orientations and gender identities and create an inclusive environment in the school setting. See <a href="https://li.hamburg.de/vielfalt/">https://li.hamburg.de/vielfalt/</a></p> <p>Moreover, the state-subsidised LGBTI+ organisation "Magnus Hirschfeld Centre" (mhc) offers training directed at classrooms through the "Soorum" project. See <a href="https://www.mhc-hh.de/qualifizierung-und-aufklpercentageC3%A4rung/soorum-aufklpercentageC3%A4rungsprojekt/">https://www.mhc-hh.de/qualifizierung-und-aufklpercentageC3%A4rung/soorum-aufklpercentageC3%A4rungsprojekt/</a></p>

	Respect for all individuals, including regardless of their sexual orientation, gender identity and/or sex characteristics/intersex status, is an explicit objective of the state school curriculum in primary and secondary education	Modules on fostering acceptance of LGBTI+ individuals in the classroom are part of the state's teacher training offer
Hesse	<p>YES</p> <p>(since 2016, the "sex education" curriculum includes age-appropriate educational objectives in order to foster acceptance of LGBTI+ individuals: (i) for 6-10 year-olds, students should learn about "different family situations (e.g. single-parent families, foster families, same-sex partnerships)"; (ii) for 10-12 year-olds, students should learn about "different sexual orientations and gender identities (hetero-, bi-, homo- and transsexuality)"; (iii) for 13-16 year-olds, the curriculum includes "support for pupils coming out if necessary"; (iv) for 16-19 year-olds, topics such as "the right to sexual self-determination" or "desire for children, pregnancy, conception regulation, adoption, surrogacy, artificial insemination, foster care" are added)</p> <p><i>Remark:</i> SOGISC-based discrimination is not explicitly prohibited by law, should it be in primary, secondary, or tertiary education</p>	<p>YES</p> <p>(see the website "Teacher training in Hessen" (<i>Lehrerfortbildung in Hessen</i>): <a href="https://akkreditierung.hessen.de/catalog">https://akkreditierung.hessen.de/catalog</a>)</p> <p><i>Remark:</i> In addition, the state-subsidised "LGBT*IQ Networks Hessen" offers training directed at classrooms via the organisation SCHLAU Hessen, the local chapter of the SCHLAU network specialised in peer-to-peer (older youth to school-age youth) queer education. See <a href="http://www.schlau-hessen.de/">http://www.schlau-hessen.de/</a></p>
Lower Saxony	<p>YES</p> <p>(since the mid-2010s; for instance, presenting same-sex families as equal to other family forms is an educational objective in primary education)</p> <p><i>Remark:</i> SOGISC-based discrimination is not explicitly prohibited by law, should it be in primary, secondary, or tertiary education</p>	<p>YES</p> <p>(see the "Lower Saxony State Institute for School Quality Development" (<i>Niedersächsisches Landesinstitut für schulische Qualitätsentwicklung</i>): <a href="https://vedab.de/">https://vedab.de/</a>)</p> <p><i>Remark:</i> In addition, the state-subsidised "Queer Network Lower Saxony" offers training directed at classrooms via the organisation SCHLAU Niedersachsen, the local chapter of the SCHLAU network specialised in peer-to-peer (older youth to school-age youth) queer education. See <a href="https://schlau-nds.de/">https://schlau-nds.de/</a></p>
Mecklenburg-Western Pomerania	<p>YES</p> <p>(familiarising pupils on "homosexual and heterosexual lifestyles" (Year 3-4) has been part of the basic curriculum for primary education since the mid-2000s; moreover, the handout "Recommendations for teachers on sexual education and upbringing" (<i>Empfehlungen für Lehrkräfte zur sexuellen Bildung und Erziehung</i>) that was published in 2019 by the Ministerium for Education, Science and Culture contains a class activity to foster acceptance of family and sexual diversity, despite the fact that there is otherwise no explicit mention of LGBTI+ inclusion in the curriculum for secondary education)</p> <p><i>Remark:</i> SO-based discrimination is explicitly prohibited by law since 2019 in tertiary education, but this is not the case in primary and secondary education</p>	<p>NO</p> <p>(see the website "Education server Mecklenburg-Western Pomerania" (<i>Bildungsserver Mecklenburg-Vorpommern</i>): <a href="https://www.bildung-mv.de/">https://www.bildung-mv.de/</a>)</p>

	Respect for all individuals, including regardless of their sexual orientation, gender identity and/or sex characteristics/intersex status, is an explicit objective of the state school curriculum in primary and secondary education	Modules on fostering acceptance of LGBTI+ individuals in the classroom are part of the state's teacher training offer
North Rhine-Westphalia	YES (since 1999, the guidelines on sex education that apply to years 1 through 13 state that "sexuality education serves to educate and promote mutual acceptance among all people, regardless of their sexual orientation and identity and the relationships and lifestyles associated with them"). <i>Remark:</i> SOGISC-based discrimination is not explicitly prohibited by law, should it be in primary, secondary, or tertiary education	YES (see the website "Search – Further training for teachers in North Rhine-Westphalia" ( <i>Suche – Fortbildung für Lehrerinnen und Lehrer in Nordrhein-Westfalen</i> ): <a href="https://suche.lehrerfortbildung.schulministerium.nrw.de/">https://suche.lehrerfortbildung.schulministerium.nrw.de/</a> ) <i>Remark:</i> In addition, the state-subsidised "Queer Network NRW" offers training directed at classrooms via the organisation SCHLAU NRW, the local chapter of the SCHLAU network specialised in peer-to-peer (older youth to school-age youth) queer education. See <a href="http://www.schlau.nrw">www.schlau.nrw</a> Moreover, the state-subsidised website on intersexuality contains a wide range of guidance and teaching material directed at school staff. See <a href="https://inter-nrw.de/category/educators/">https://inter-nrw.de/category/educators/</a>
Rhineland-Palatinate	YES (acceptance of LGBTI+ individuals is anchored in the sex education curriculum for primary and secondary education since 2009) <i>Remark:</i> SO-based discrimination is explicitly prohibited by law in primary and secondary education since 2004, and since 2020 in tertiary education	YES (see the website "Training: Education server Rhineland-Palatinate" ( <i>Fortbildung: Bildungsserver Rheinland-Pfalz</i> ): <a href="https://bildung-rp.de/lehrkraefte/fortbildung.html">https://bildung-rp.de/lehrkraefte/fortbildung.html</a> ) <i>Remark:</i> In addition, the state-subsidised "Queernet-RLP" has developed two diversity teaching kits: (i) one for kindergarden ( <i>Kita-Koffer</i> ) that seeks to make children from all types of families (including single-parent families, rainbow families or families with a migration background) feel included (see <a href="https://www.queernet-rlp.de/projekte/kita-koffer">https://www.queernet-rlp.de/projekte/kita-koffer</a> ); (ii) one for primary schools ( <i>Grundschulkoffer</i> ) which contains age-appropriate books and games to foster acceptance of people with disabilities, people with migration histories, people of different religions, people of poor background or people who are gay, lesbian, transgender or intersex (see <a href="https://www.queernet-rlp.de/grundschulkoffer">https://www.queernet-rlp.de/grundschulkoffer</a> ). Moreover, the state-subsidised "Queernet-RLP" offers training directed at classrooms via the organisation SCHLAU RLP, the local chapter of the SCHLAU network specialised in peer-to-peer (older youth to school-age youth) queer education. See <a href="https://schlau-rlp.de/">https://schlau-rlp.de/</a>
Saarland	YES (the 2020 guidelines for sex education insist that, throughout the curriculum, this school subject should contribute to foster a welcoming environment for LGBTI+ individuals) <i>Remark:</i> SOGISC-based discrimination is not explicitly prohibited by law, should it be in primary, secondary, or tertiary education	YES (see the website "State Institute for Education and Media" ( <i>Landesinstitut für Pädagogik und Medien</i> ): <a href="https://www.lpm.uni-sb.de/">https://www.lpm.uni-sb.de/</a> ) <i>Remark:</i> In addition, the state-subsidised local chapter of LSVD offers training directed at school staff and at classrooms. See <a href="http://www.saar.lsvd.de/lsvd-schule-homosexualiaet-im-unterricht-saarland/vorstellung">www.saar.lsvd.de/lsvd-schule-homosexualiaet-im-unterricht-saarland/vorstellung</a>
Saxony	YES (the 2016 guidelines for sex education insist that "family and sexuality education should (...) encourage tolerance towards different sexual orientations, behaviours and lifestyles and motivate to counteract discrimination") <i>Remark:</i> SOGISC-based discrimination is not explicitly prohibited by law, should it be in primary, secondary, or tertiary education	YES (see the website "Saxony school portal" (Sachsen Schulportal): <a href="https://www.schulportal.sachsen.de/">https://www.schulportal.sachsen.de/</a> ) <i>Remark:</i> In addition, the state-subsidised "State Working Group Queer Network Saxony" offers training directed at school staff and at classrooms via the organisation Rosalinde-Leipzig. See <a href="https://www.rosalinde-leipzig.de/de/projekte/">https://www.rosalinde-leipzig.de/de/projekte/</a>

	Respect for all individuals, including regardless of their sexual orientation, gender identity and/or sex characteristics/intersex status, is an explicit objective of the state school curriculum in primary and secondary education	Modules on fostering acceptance of LGBTI+ individuals in the classroom are part of the state's teacher training offer
Saxony-Anhalt	YES (the Ministry of Education issued a decision on sex education in 2015 ( <i>Runderlass</i> ) that is clearly LGBTI+-inclusive: "It is important to present different and same-sex lifestyles in their diversity and to teach them in an age-appropriate way. School-based sexuality education thus contributes to the reduction of homophobia and transphobia and to the elimination of discrimination against homosexual, bisexual, transgender and intersex people.") <i>Remark:</i> SO-based discrimination is explicitly prohibited by law in primary and secondary education since 2018, but this is not the case of tertiary education	YES (see the website "Education server Saxony-Anhalt" (Bildungsserver Sachsen-Anhalt): <a href="https://www.bildung-lsa.de/">https://www.bildung-lsa.de/</a> ) <i>Remark:</i> In addition, the state-subsidised "Competence centre for gender-sensitive children and youth aid" develops material to foster gender equality and acceptance of LGBTI+ individuals, including a media suitcase directed at early childhood education institutions. This suitcase offers children the opportunity to appreciate the diversity of genders as well as life and family forms in order to counteract the development of prejudices. See <a href="https://medienkoffer-kgkj.de/">https://medienkoffer-kgkj.de/</a> Moreover, the state- subsidised "LGBTI+ state co-ordination office" offers training directed at school staff and at classrooms via the organisation BBZ (Begegnungs- und Beratungszentrum) lebensart. See: <a href="http://www.bbz-lebensart.de/CMS/index.php?page=bildungsarbeit">http://www.bbz-lebensart.de/CMS/index.php?page=bildungsarbeit</a>
Schleswig-Holstein	NO (the curriculum for primary and secondary education does not include any LGBTI+-specific content nor intention to foster acceptance of sexual and gender minorities) <i>Remark:</i> SOGISC-based discrimination is not explicitly prohibited by law, should it be in primary, secondary, or tertiary education	YES (see Formix, the online booking system for teacher further training in Schleswig-Holstein: <a href="https://www.secure-lernnetz.de/formix">https://www.secure-lernnetz.de/formix</a> ) <i>Remark:</i> In addition, the state-subsidised LGBTI+ Network "Real Diversity Office" offers training directed at school staff and at classrooms through the project "Openness to diverse lifestyles" ( <i>Projekt Offenheit für vielfältige Lebensweisen</i> ). See <a href="https://echte- Vielfalt.de/lebensbereiche/lbdtiq/projekt-offenheit-fuer-vielfaeltige-lebensweisen/">https://echte- Vielfalt.de/lebensbereiche/lbdtiq/projekt-offenheit-fuer-vielfaeltige-lebensweisen/</a> Moreover, the network also provides peer-to-peer (older youth to school-age youth) queer education via SCHLAU SH, the local chapter of the SCHLAU network. See <a href="https://schlau-sh.de/">https://schlau-sh.de/</a>
Thuringia	YES (the education plan up to 18 issued in 2015 includes several explicit mentions of the need to open students to the diversity of gender identities and sexual orientations) <i>Remark:</i> SO-based discrimination is explicitly prohibited by law in primary and secondary education since 2020, and SOGI-based discrimination is explicitly prohibited by law in tertiary education since 2018	YES (see Thüringen Schulportal (Thuringia school portal) <a href="https://www.schulportal-thueringen.de/">https://www.schulportal-thueringen.de/</a> ) <i>Remark:</i> In addition, the LGBTI+ state co-ordination office "Living Diversity – Queerway in Thuringia" contributed to the creation of the "Rainbow suitcase" ( <i>Regenbogenkoffer</i> ) that aims to help school teachers and other professionals working with children address the diversity of families, lifestyles, gender identities and sexual orientations in an unprejudiced way, as early as primary school. See <a href="https://www.regenbogenkoffer.de/">https://www.regenbogenkoffer.de/</a> Moreover, since 2018, the state-subsidised programme for democracy, tolerance and cosmopolitanism ( <i>DenkBunt</i> ) provides training directed at school staff. See <a href="https://denkbunt-thueringen.de/?s=lsbt">https://denkbunt-thueringen.de/?s=lsbt</a> Finally, the LGBTI+ state co-ordination office "Living Diversity – Queerway in Thuringia" offers training directed at classrooms via the project "Togetherness: Education in schools" ( <i>Miteinanders: Aufklärung an Schulen</i> ). See: <a href="https://www.miteinanders-thueringen.de">https://www.miteinanders-thueringen.de</a>

Source: OECD questionnaire on LGBTI+-inclusive policies at the German state level (2021) and desk research conducted by the OECD.



## Policies to foster a culture of equal treatment of LGBTI+ individuals in the workplace

Annex Table 4.E.2 provides an overview of state policies to foster a culture of equal treatment of LGBTI+ individuals in the workplace.

### Annex Table 4.E.2. Nearly one-third of German states did not implement policies in the public and private sectors to foster a culture of equal treatment of LGBTI+ individuals in the workplace

Overview of whether states have implemented policies to foster a culture of equal treatment of LGBTI+ individuals in the workplace, as of 2021

	Creating an inclusive environment for LGBTI+ individuals is part of the training offer for HR staff, managers, and all other interested employees in the public sector (e.g. diversity training that includes a specific focus on LGBTI+ job candidates and employees)	The state provides significant support to employers in the private sector to help them create an inclusive environment for LGBTI+ individuals	List of prominent additional support provided by the state and/or by state-subsidised LGBTI+ networks/organisations to help employers create an LGBTI+-inclusive environment in the workplace
Baden-Württemberg	YES In 2017, the Ministry of Social Affairs, Health and Integration developed via the "State Agency for Civic Education Baden-Württemberg" ( <i>Landeszentrale für politische Bildung Baden-Württemberg</i> ) an online course directed at all employees in the public sector that they can take at any time, with a specific section on LGBTI+ inclusion: "Baden-Württemberg: Fair and diverse! Diversity in the state" ( <i>Baden-Württemberg: Fair und verschieden! Diversity im Land</i> ). See <a href="https://www.elearning-politik.net/moodle39/course/view.php?id=351">https://www.elearning-politik.net/moodle39/course/view.php?id=351</a> <i>Remark: The state is a signatory of the German Diversity Charter (Charta der Vielfalt) since 2012.</i>	NO	In partnership with private consultancy firms such as the Institute for Diversity Management, the Ministry of Finance and Economy, together with the Chambers of Commerce and Industry, organised a first edition (2014) and a second edition (2016) of the Baden-Württemberg Diversity Congress which welcomed hundreds of participants (including executives, HR managers and diversity officers from the private and public sector) to exchange ideas about implementing diversity management. However, no additional editions were organised. Moreover, it is unclear whether LGBTI+ inclusion was given specific attention. Finally, the state-subsidised "Network LBTTIQ Baden-Württemberg" offers training directed at employers to help them be inclusive with transgender and intersex individuals. See <a href="https://www.beratung-lsbttiq.net/fortbildung">https://www.beratung-lsbttiq.net/fortbildung</a>
Bavaria	NO	NO	

	Creating an inclusive environment for LGBTI+ individuals is part of the training offer for HR staff, managers, and all other interested employees in the public sector (e.g. diversity training that includes a specific focus on LGBTI+ job candidates and employees)	The state provides significant support to employers in the private sector to help them create an inclusive environment for LGBTI+ individuals	List of prominent additional support provided by the state and/or by state-subsidised LGBTI+ networks/organisations to help employers create an LGBTI+-inclusive environment in the workplace
Berlin	<p>YES</p> <p>The “Administrative Academy Berlin” (<i>Verwaltungsakademie Berlin – Vak</i>) which is responsible for the training of employees in the public sector offer a module on LGBTI+ inclusion, e.g. “Diversity in relation to sexual and gender identity – lesbians, gays, bisexuals, trans * – and inter * people” (<i>Diversity in Bezug auf sexuelle und geschlechtliche Identität – Lesben, Schwule, Bisexuelle, Trans*- und Inter*Personen</i>)</p> <p>Remark: At least one state ministry is a signatory of the German Diversity Charter (<i>Charta der Vielfalt</i>) since 2007.</p>	<p>YES</p> <p>In the early 2010s, the Senate Department for Justice, Diversity and Anti-Discrimination launched the project “Trans* in work” (<i>Trans* in Arbeit</i>) that, based on a series of working groups with employers in the public and private sectors, staff representatives, LGBTI+ CSOs, etc., produced guidance and training material aimed at helping all employers be inclusive of transgender individuals. See <a href="https://www.berlin.de/sen/lads/schwerpunkte/lgbti/trans-in-arbeit/">https://www.berlin.de/sen/lads/schwerpunkte/lgbti/trans-in-arbeit/</a></p>	
Brandenburg	<p>YES</p> <p>The “State Academy for Public Administration” (<i>Landesakademie für öffentliche Verwaltung</i>) which is responsible for the training of employees in the public sector offers a module directed at managers on “Diversity – shaping diversity together” (<i>Diversity – gemeinsam Vielfalt gestalten</i>) that notably aims to cover all the grounds protected by the <i>General Equal Treatment Act</i> (AGG), hence LGBTI+ identity. See <a href="http://www.afz-kw.brandenburg.de/lakoenv/2021/1241_Diversity_-_gemeinsam_Vielfalt_gestalten.html">http://www.afz-kw.brandenburg.de/lakoenv/2021/1241_Diversity_-_gemeinsam_Vielfalt_gestalten.html</a></p> <p>Remark: The state is a signatory of the German Diversity Charter (<i>Charta der Vielfalt</i>) since 2008.</p>	NO	
Bremen	<p>YES</p> <p>The “Education and Training Centre” (<i>Aus- und Fortbildungszentrum</i>) which is responsible for the training of employees in the public sector proposes an exemplary offer on diversity management with an explicit focus on LGBTI+ inclusion. There is notably a training on “sexual identities and management” (<i>Sexuelle Identitäten und Verwaltung</i>). See <a href="https://www.afz.bremen.de/verwaltung-entwickeln/diversity-3828">https://www.afz.bremen.de/verwaltung-entwickeln/diversity-3828</a></p> <p>Remark: The state is a signatory of the German Diversity Charter (<i>Charta der Vielfalt</i>) since 2009.</p>	NO	

	Creating an inclusive environment for LGBTI+ individuals is part of the training offer for HR staff, managers, and all other interested employees in the public sector (e.g. diversity training that includes a specific focus on LGBTI+ job candidates and employees)	The state provides significant support to employers in the private sector to help them create an inclusive environment for LGBTI+ individuals	List of prominent additional support provided by the state and/or by state-subsidised LGBTI+ networks/organisations to help employers create an LGBTI+-inclusive environment in the workplace
Hamburg	NO <i>Remark:</i> The state is a signatory of the German Diversity Charter ( <i>Charta der Vielfalt</i> ) since 2008.	NO	Following the judgment of the Federal Constitutional Court in 2017 that affirmed the right to recognition of individuals who cannot be clearly assigned to a gender (male or female), the Hamburg Senate published guidelines to ensure that the language used in the public administration is inclusive of all genders: "Gender-sensitive language in the Hamburg administration" ( <i>Gendersensible Sprache in der Hamburger Verwaltung</i> ). See <a href="https://www.hamburg.de/bwfbg/gendersensible-sprache/">https://www.hamburg.de/bwfbg/gendersensible-sprache/</a>
Hesse	YES The "Advanced training platform" ( <i>Zentrale Fortbildung Hessen</i> ) which is responsible for the training of employees in the public sector provides an e-learning on the General Equal Treatment Act (AGG) that covers all the grounds this Act protects, including LGBTI+ identity. See <a href="https://www.fortbildung.e-learning.hessen.de/moodle/course/index.php?categoryid=2">https://www.fortbildung.e-learning.hessen.de/moodle/course/index.php?categoryid=2</a> <i>Remark:</i> The state is a signatory of the German Diversity Charter ( <i>Charta der Vielfalt</i> ) since 2011.	NO	When publishing job ads, all ministries state adding a mention that all applications are welcome, regardless of, among others, gender identity or sexual orientation. Moreover, in 2021, the Anti-Discrimination Office in the Hessian Ministry for Social Affairs and Integration and the Anti-Discrimination Office for Students (ADiS) at the Philipps University of Marburg (UMR) organised a symposium directed at all employees in the public sector: "Out in public service!? Sexual and gender diversity in the Hessian state service" ( <i>Out im öffentlichen Dienst!?! Sexuelle und geschlechtliche Vielfalt im Hessischen Landesdienst</i> )
Lower Saxony	NO <i>Remark:</i> At least one state ministry is a signatory of the German Diversity Charter ( <i>Charta der Vielfalt</i> ) since 2008.	NO	In 2018, the state-subsidised "Queer Network Lower Saxony" organised the symposium "Queer works?! – LGBTI* in the workplace" ( <i>Queer works?! – LSBTI* in der Arbeitswelt</i> ) that was notably directed at HR managers. Moreover, in 2019, the city administration of the state capital Hanover published a "Recommendation for a gender-equitable administrative language" ( <i>Empfehlung für eine geschlechtergerechte Verwaltungssprache</i> ). The purpose of this initiative is to ensure that the language used by Hannover's public administration is inclusive of all genders, irrespective of the communication medium that the administration resorts to (emails, presentations, brochures, press articles, printed matter, in-house communications, flyers, letters and forms). See <a href="https://www.hannover.de/content/download/756032/file/Flyer_Geschlechtergerechte_Sprache.pdf">https://www.hannover.de/content/download/756032/file/Flyer_Geschlechtergerechte_Sprache.pdf</a>

	<p>Creating an inclusive environment for LGBTI+ individuals is part of the training offer for HR staff, managers, and all other interested employees in the public sector (e.g. diversity training that includes a specific focus on LGBTI+ job candidates and employees)</p>	<p>The state provides significant support to employers in the private sector to help them create an inclusive environment for LGBTI+ individuals</p>	<p>List of prominent additional support provided by the state and/or by state-subsidised LGBTI+ networks/organisations to help employers create an LGBTI+-inclusive environment in the workplace</p>
Mecklenburg-Western Pomerania	<p>YES</p> <p>The "Institute for Advanced Training and Administrative Modernisation" (<i>Institut für Fortbildung und Verwaltungsmodernisierung</i>) which is responsible for the training of employees in the public sector offers modules on the General Equal Treatment Act (AGG) that covers all the grounds this Act protects, including LGBTI+ identity. See <a href="http://www.fh-questrow.de/fortbildung/fi/">http://www.fh-questrow.de/fortbildung/fi/</a></p> <p>Remark: At least one state ministry is a signatory of the German Diversity Charter (Charta der Vielfalt) since 2010.</p>	NO	
North Rhine-Westphalia	<p>YES</p> <p>The "Training academy of the Ministry of the Interior" (<i>Fortbildungsakademie des Ministeriums des Innern</i>) which is responsible for the training of employees in the public sector offers modules on LGBTI+ inclusion such as "Diverse administration – gender &amp; LBTTIQ – (what) does that have to do with job and performance?!" (<i>Vielfältige Verwaltung – Gender &amp; LSBTTIQ – (was) hat das mit Job und Performance zu tun?!</i>). See <a href="https://fah.nrw.de/">https://fah.nrw.de/</a></p> <p>Remark: The state is a signatory of the German Diversity Charter (Charta der Vielfalt) since 2013.</p>	<p>YES</p> <p>In the late 2010s, the state set up an "Alliance for Diversity and Equal Opportunities" to help small and medium-sized enterprises (SMEs) in the private sector create an inclusive workplace for all. In this framework, the state launched in 2020 the project "Company diversity" (<i>Unternehmen Vielfalt</i>) that provides thorough guidance and training to support SMEs in their efforts to provide a welcoming environment to LGBTI+ people. This project includes innovative initiatives such as "tandems", i.e. partnerships between two companies (one that already does Diversity Management successfully, the other that wishes to make progress in this field). See <a href="https://www.unternehmen-vielfalt.nrw/">https://www.unternehmen-vielfalt.nrw/</a></p>	<p>In 2020, the state-subsidised "Office for Trans matters" Landeskoordination Trans* NRW published the brochure "Trans* at work" (<i>Trans* am Arbeitsplatz</i>) that is directed at all employers.</p>
Rhineland-Palatinate	<p>YES</p> <p>According to the 2020 progress report on the implementation of the 2013 action plan for LGBTI+ inclusion, most ministries train their staff on the <i>General Equal Treatment Act</i> (AGG) and the grounds this Act protects, including LGBTI+ identity.</p> <p>Remark: The state is a signatory of the German Diversity Charter (Charta der Vielfalt) since 2017.</p>	NO	<p>The state-subsidised "Queernet-RLP" offers training on "LGBTI and the workplace" (<i>LSBTI und Arbeitswelt</i>). See <a href="https://www.queernet-rlp.de/wp-content/uploads/Flyer_Familienvielfalt_Fortbildung_2019.pdf">https://www.queernet-rlp.de/wp-content/uploads/Flyer_Familienvielfalt_Fortbildung_2019.pdf</a></p>
Saarland	<p>NO</p> <p>Remark: At least one state ministry is a signatory of the German Diversity Charter (Charta der Vielfalt) since 2008.</p>	NO	

	<p>Creating an inclusive environment for LGBTI+ individuals is part of the training offer for HR staff, managers, and all other interested employees in the public sector (e.g. diversity training that includes a specific focus on LGBTI+ job candidates and employees)</p>	<p>The state provides significant support to employers in the private sector to help them create an inclusive environment for LGBTI+ individuals</p>	<p>List of prominent additional support provided by the state and/or by state-subsidised LGBTI+ networks/organisations to help employers create an LGBTI+-inclusive environment in the workplace</p>
Saxony	<p>YES</p> <p>The "Training centre of the Free State of Saxony" (<i>Fortbildungszentrum des Freistaates Sachsen</i>) which is responsible for the training of employees in the public sector designed, in partnership with its equivalent in Saxony-Anhalt, a module "Diversity is diverse" (<i>Diversity ist vielfältig</i>) that notably addresses the issue of LGBTI+ inclusion in the workplace. See <a href="https://www.hsf.sachsen.de/fortbildungszentrum/">https://www.hsf.sachsen.de/fortbildungszentrum/</a></p> <p><i>Remark:</i> The state is a signatory of the German Diversity Charter (Charta der Vielfalt) since 2019.</p>	NO	<p>In 2020, the "State Working Group Queer Network Saxony" co-organised a workshop on the <i>General Equal Treatment Act (AGG)</i> with a specific focus on LGBTI+ equality. See <a href="https://www.queeres-netzwerk-sachsen.de/aktuelles/2021/07/07-und-14-september-2021-fachtag-und-podium-zum-allgemeinen-gleichbehandlungsgesetz">https://www.queeres-netzwerk-sachsen.de/aktuelles/2021/07/07-und-14-september-2021-fachtag-und-podium-zum-allgemeinen-gleichbehandlungsgesetz</a></p> <p>The Network also provides guidance to employers through the project "Queer in the workplace" (<i>Queer am Arbeitsplatz</i>) that is led by LSVD Sachsen. See <a href="https://sachsen.lsvd.de/queer-am-arbeitsplatz/">https://sachsen.lsvd.de/queer-am-arbeitsplatz/</a></p>
Saxony-Anhalt	<p>YES</p> <p>The "Education and Training Institute" (<i>Aus- und Fortbildungsinstitut</i>) which is responsible for the training of employees in the public sector designed, in partnership with its equivalents in Saxony and Thuringia, a module "Diversity is diverse" (<i>Diversity ist vielfältig</i>) that notably addresses the issue of LGBTI+ inclusion in the workplace. See <a href="https://afi.sachsen-anhalt.de/">https://afi.sachsen-anhalt.de/</a></p> <p><i>Remark:</i> The state is a signatory of the German Diversity Charter (Charta der Vielfalt) since 2010.</p>	NO	
Schleswig-Holstein	<p>NO</p> <p><i>Remark:</i> At least one state ministry is a signatory of the German Diversity Charter (Charta der Vielfalt) since 2012.</p>	NO	

	Creating an inclusive environment for LGBTI+ individuals is part of the training offer for HR staff, managers, and all other interested employees in the public sector (e.g. diversity training that includes a specific focus on LGBTI+ job candidates and employees)	The state provides significant support to employers in the private sector to help them create an inclusive environment for LGBTI+ individuals	List of prominent additional support provided by the state and/or by state-subsidised LGBTI+ networks/organisations to help employers create an LGBTI+-inclusive environment in the workplace
Thuringia	<p>YES</p> <p>The Ministry of the Interior and Municipal Affairs develops every year a training offer directed at all employees in the public sector. This programme includes modules on LGBTI+ inclusion in the workplace that are provided by the state-subsidised programme for democracy, tolerance and cosmopolitanism (<i>DenkBunt</i>), e.g. "Administration under the rainbow. Culturally sensitive handling of diverse identities, ways of life and family models" (<i>Verwaltung unterm Regenbogen. Kultursensibler Umgang mit vielfältigen Identitäten, Lebensweisen und Familienmodellen</i>) or "The variety game. Diversity management in dealing with sexual and gender diversity in administration" (<i>Das Vielfaltsspiel. Diversity-Management im Umgang mit sexueller und geschlechtlicher Vielfalt in der Verwaltung</i>)</p> <p><i>Remark:</i> The state is a signatory of the German Diversity Charter (<i>Charta der Vielfalt</i>) since 2016.</p>	NO	

Source: OECD questionnaire on LGBTI+-inclusive policies at the German state level (2021) and desk research conducted by the OECD.

## Policies to foster a culture of equal treatment of LGBTI+ individuals in health care

Annex Table 4.E.3 provides an overview of state policies to foster a culture of equal treatment of LGBTI+ individuals in health care.

### Annex Table 4.E.3. Nearly half of the 16 German states did not adopt LGBTI+ sensitive guidelines as part of the state-regulated curricula for the training of care and medical professionals

Overview of whether states have implemented policies to foster equal treatment of LGBTI+ individuals in health care, as of 2021

	Sensitisation to the vulnerability and health needs of LGBTI+ patients is part of the state-regulated guidelines for the training of care professionals, i.e. nurses and personal care workers	Sensitisation to the vulnerability and health needs of LGBTI+ patients is part of the state-regulated guidelines for further training directed at medical professionals, i.e. doctors	List of prominent support provided by the state and/or by state-subsidised LGBTI+ networks/organisations in order to help stakeholders create an LGBTI+-inclusive environment in health care
Baden-Württemberg	YES (the case for nurses, but not for personal care workers) In 2020, the Ministry of Social Affairs and Integration and the Ministry of Culture, Youth and Sport published an LGBTI+-inclusive curriculum for the training of nurses. <i>Remark:</i> SOGISC-based discrimination is explicitly prohibited by law in the field of assisted living since 2014	NO	In 2017, the state-subsidised “Network LBGTTIQ Baden-Württemberg” published comprehensive quality standards for psychosocial counselling for LGBTI+ individuals: “Standards and quality assurance for psychosocial counselling services for LBGTTIQ people” ( <i>Standards und Qualitätssicherung für psychosoziale Beratungsangebote für LSBTTIQ Menschen</i> ). In addition, the state-subsidised Network offers training directed at psychosocial counsellors. See <a href="https://www.beratung-lsbttiq.net/fortbildung">https://www.beratung-lsbttiq.net/fortbildung</a>  Finally, in 2019, the Ministry for Social Affairs, Health and Integration funded a report that provides guidance to care and medical professionals interacting with elderly LGBTI+ people to help them do so in an informed and hence respectful way : « Care, Biography and Diversity – Accompanying LBGTTIQ People in Baden-Württemberg » ( <i>Pflege, Biographie und Vielfalt – Begleitung von LSBTTIQ-Menschen in Baden-Württemberg</i> ).
Bavaria	YES (the case for nurses, but not for personal care workers) In 2020, the Ministry of Education and Culture published an LGBTI+-inclusive curriculum for the training of nurses. <i>Remark:</i> SOGISC-based discrimination is not explicitly prohibited by law in the field of assisted living	NO	

	Sensitisation to the vulnerability and health needs of LGBTI+ patients is part of the state-regulated guidelines for the training of care professionals, i.e. nurses and personal care workers	Sensitisation to the vulnerability and health needs of LGBTI+ patients is part of the state-regulated guidelines for further training directed at medical professionals, i.e. doctors	List of prominent support provided by the state and/or by state-subsidised LGBTI+ networks/organisations in order to help stakeholders create an LGBTI+-inclusive environment in health care
Berlin	NO <i>Remark:</i> SOGI-based discrimination is explicitly prohibited by law in the field of assisted living since 2010	NO	Berlin has been active for more than 30 years in improving the interactions of health care professionals with elderly LGBTI+ people. For example, the Senate of Berlin sponsors the “Diversity in care” ( <i>Vielfalt in der Pflege</i> ) programme that is offered by the Berlin Care Alliance ( <i>Berliner Bündnis für Pflege</i> ). This programme offers guidance to care and medical professionals interacting with elderly LGBTI+ people to help them do so in an informed and hence respectful way. Moreover, this programme supports the seal of quality “Diversity as a Place to Live” ( <i>Lebensort Vielfalt – Qualitätssiegel</i> ) that is awarded by the CSO “Schwulen Beratung Berlin” to inpatient and outpatient care services that create an inclusive environment for LGBTI+ individuals – it was initially funded by the BMFSFJ (from 2017 to 2020) and is now funded by the Association of Private Health Insurance and by the German AIDS Foundation). See <a href="https://www.berlin.de/sen/pflege/buendnis-fuer-pflege/vielfalt-in-der-pflege/">https://www.berlin.de/sen/pflege/buendnis-fuer-pflege/vielfalt-in-der-pflege/</a>  Finally, although sexual and gender minorities have been given consideration in Berlin’s policy for the integration of senior citizens since 2013, this policy’s guidelines were revised in 2021 notably to ensure that LGBTI+ inclusion becomes a cross-cutting issue underlying each guideline. See <a href="https://www.berlin.de/sen/soziales/besondere-lebenssituationen/seniorinnen-und-senioren/leitlinien-der-seniorenpolitik/">https://www.berlin.de/sen/soziales/besondere-lebenssituationen/seniorinnen-und-senioren/leitlinien-der-seniorenpolitik/</a>
Brandenburg	NO <i>Remark:</i> SO-based discrimination is explicitly prohibited by law in the field of assisted living since 2010	NO	The Ministry for Social Affairs, Health, Integration and Consumer Protection subsidises the training activities of the CSO AIDS-Hilfe Potsdam that target two groups: (i) eldercare facilities that apply to the Berlin-sponsored “Diversity as a Place to Live” seal of quality; (ii) nursing schools to which AIDS-Hilfe Potsdam proposes a training module that aims, in line with the new <i>Nursing Profession Act</i> that was established at the federal level, to counter unfounded fears of self-infection with HIV (especially when dealing with LGBTI patients). See <a href="http://www.aidshilfe-potsdam.de">www.aidshilfe-potsdam.de</a>
Bremen	YES (the case for nurses, but not for personal care workers) In 2019, the Office for Health, Women and Consumer Protection published an LGBTI+-inclusive curriculum for the training of nurses. <i>Remark:</i> SO-based discrimination is explicitly prohibited by law in the field of assisted living since 2010	NO	In 2020, the state-subsidised LGBTI+ organisation “Advice & Action Centre for Queer Life” ( <i>Rat &amp; Tat Zentrum für queeres Leben</i> ) published a brochure that provides guidance to care and medical professionals on how to interact with LGBTI+ patients (including LGBTI+ elderly individuals) in an informed and hence respectful way: « Queer perspectives in care and in old age » ( <i>Queere Perspektiven in der Pflege und im Alter</i> ). Moreover, the Rat & Tat Centre organises trainings directed at health care professionals. See <a href="https://www.ratundtat-bremen.de/Beratung/Fortbildungsangebote.php">https://www.ratundtat-bremen.de/Beratung/Fortbildungsangebote.php</a>
Hamburg	NO <i>Remark:</i> SO-based discrimination is explicitly prohibited by law in the field of assisted living since 2010	NO	



	Sensitisation to the vulnerability and health needs of LGBTI+ patients is part of the state-regulated guidelines for the training of care professionals, i.e. nurses and personal care workers	Sensitisation to the vulnerability and health needs of LGBTI+ patients is part of the state-regulated guidelines for further training directed at medical professionals, i.e. doctors	List of prominent support provided by the state and/or by state-subsidised LGBTI+ networks/organisations in order to help stakeholders create an LGBTI+-inclusive environment in health care
Hesse	YES (the case for nurses, but not for personal care workers) In 2011, the Ministry for Social Affairs published an LGBTI+-inclusive curriculum for the training of future nurses working in retirement homes. <i>Remark:</i> SOGISC-based discrimination is not explicitly prohibited by law in the field of assisted living	NO	In 2017, the Ministry for Social Affairs and Integration published the second edition of a report that provides guidance to care and medical professionals interacting with elderly LGBTI+ people to help them do so in an informed and hence respectful way: « Ageing differently. Lesbian senior citizens and gay senior citizens. Information for providers of care and nursing facilities for the elderly and for managers and employees in care for the elderly » ( <i>Anders altern. Lesbische Seniorinnen und schwule Senioren. Informationen für Träger von Altenhilfe- und Pflegeeinrichtungen und für Leitungskräfte und Beschäftigte in der Altenpflege</i> ). A first edition was published in 2009.  Moreover, in 2020, the state established a co-ordination office that aims to foster the well-being of LGBTI+ elderly individuals which notably organises workshops directed at health care professionals: “LSBTimAlter”. See <a href="https://www.lsb-tim-alter-hessen.de">https://www.lsb-tim-alter-hessen.de</a>  Finally, the Ministry for Social Affairs and Integration subsidises the « Competence hub trans* and diversity » ( <i>Kompetenzzentrum Trans* und Diversität – KTD</i> ) that is based in Hesse and is operated by the German association for trans identity and intersexuality ( <i>Deutsche Gesellschaft für Transidentität und Intersexualität – dgti</i> ), a self-help organisation. The KTD offers seminars and trainings for therapists, doctors, or activists around “health care for trans* and intersex people”. See <a href="https://www.k-t-d.org">https://www.k-t-d.org</a>
Lower Saxony	NO <i>Remark:</i> SOGISC-based discrimination is not explicitly prohibited by law in the field of assisted living	NO	The state-subsidised “Queer Network Lower Saxony” published flyers, one for each subgroup (lesbians, gays, trans* and intersex), collecting good practices for general practitioners on how to talk to LGBTI+ patients and make sure that the health-related challenges LGBTI+ people face are properly addressed. See <a href="https://qnn.de/queere-gesundheit/">https://qnn.de/queere-gesundheit/</a>  Moreover, the Network provides a checklist to LGBTI+ individuals to help them prepare for medical visits to make sure their health needs are addressed, and directs LGBTI+ individuals to a list of LGBTI+-friendly doctors. See <a href="https://qnn.de/sfn/deine-gesundheit-dein-wohlbefinden/">https://qnn.de/sfn/deine-gesundheit-dein-wohlbefinden/</a>
Mecklenburg-Western Pomerania	NO <i>Remark:</i> SOGISC-based discrimination is not explicitly prohibited by law in the field of assisted living	NO	

	Sensitisation to the vulnerability and health needs of LGBTI+ patients is part of the state-regulated guidelines for the training of care professionals, i.e. nurses and personal care workers	Sensitisation to the vulnerability and health needs of LGBTI+ patients is part of the state-regulated guidelines for further training directed at medical professionals, i.e. doctors	List of prominent support provided by the state and/or by state-subsidised LGBTI+ networks/organisations in order to help stakeholders create an LGBTI+-inclusive environment in health care
North Rhine-Westphalia	NO <i>Remark:</i> SOGI-based discrimination is explicitly prohibited by law in the field of assisted living since 2014	NO	In 2018, the Ministry of Labour, Health and Social Affairs funded a curriculum published by the Catholic University of Applied Sciences in North Rhine-Westphalia that provides guidance to care and medical professionals on how to interact with diverse individuals, including individuals with different gender identities and sexual orientations: « Cultural Sensitivity in Health Care » ( <i>Kultursensibilität im Gesundheitswesen</i> ). Moreover, in 2019, the Ministry for Children, Family, Refugees and Integration published comprehensive quality standards for psychosocial counselling for LGBTI+ individuals: « Sexual and gender diversity in psychosocial counselling » ( <i>Sexuelle und geschlechtliche Vielfalt in der psychosozialen Beratung</i> ). Finally, the state-subsidised website on intersexuality contains tips and information for medical staff. See <a href="https://inter-nrw.de/category/medical-workers/">https://inter-nrw.de/category/medical-workers/</a>
Rhineland-Palatinate	NO <i>Remark:</i> SOGI-based discrimination is explicitly prohibited by law in the field of assisted living since 2009	NO	In 2018, the Ministry for Social Affairs, Labour, Health and Demography funded a report published by the State Centre for Health Promotion ( <i>Landeszentrale für Gesundheitsförderung – LZG</i> ) that provides guidance to care and medical professionals interacting with elderly LGBTI+ people to help them do so in an informed and hence respectful way: “Care under the rainbow. On dealing with homosexual, bisexual, transgender and intersex people in nursing and care for the elderly” ( <i>Pflege unterm Regenbogen. Über den Umgang mit homosexuellen, bisexuellen, transidenten und intersexuellen Menschen in der Kranken- und Altenpflege</i> ). Moreover, in 2019, the Ministry for Family Affairs, Women, Youth, Integration and Consumer Protection published a flyer to provide acceptance of intersex babies and their families, including by health care professionals: “All are welcome. Acceptance of intersex children and their families” ( <i>Alle sind Willkommen. Akzeptanz von intergeschlechtlichen Kindern und ihren Familien</i> ). Finally, in 2018, the state-subsidised “Queernet-RLP” published a handout on creating an inclusive environment for LGBTI+ elderly in long-term care facilities: “Equal and yet different. Information for professional elder care for lesbian, gay, bisexual, transgender and intersex people” ( <i>Gleich und doch anders. Informationen für eine professionelle Altenpflege für Lesben, Schwule, Bisexuelle, Transidente und Intersexuelle</i> ). In addition, the Network offers training modules and workshops on “LGBTI and Age” ( <i>LSBTI und Alter</i> ).

	Sensitisation to the vulnerability and health needs of LGBTI+ patients is part of the state-regulated guidelines for the training of care professionals, i.e. nurses and personal care workers	Sensitisation to the vulnerability and health needs of LGBTI+ patients is part of the state-regulated guidelines for further training directed at medical professionals, i.e. doctors	List of prominent support provided by the state and/or by state-subsidised LGBTI+ networks/organisations in order to help stakeholders create an LGBTI+-inclusive environment in health care
Saarland	YES (the case for nurses, but not for personal care workers) In 2020, the Ministry of Social Affairs, Health, Women and Family published an LGBTI+-inclusive curriculum for the training of nurses. <i>Remark:</i> SOGI-based discrimination is explicitly prohibited by law in the field of assisted living since 2009	NO	
Saxony	YES (the case for nurses, but not for personal care workers) In 2020, the Ministry of Culture published an LGBTI+-inclusive curriculum for the training of nurses. <i>Remark:</i> SOGISC-based discrimination is not explicitly prohibited by law in the field of assisted living	NO	In 2020, the "State Working Group Queer Network Saxony" published a handout to help psychosocial counsellors deal with the specific challenges that hit LGBTI+ individuals during the coronavirus pandemic: "All in view? LGBTIQ* in the pandemic – challenges and support. Handout for socio-pedagogical and counselling professionals in Saxony" ( <i>Alle im Blick? LSBTIQ* in der Pandemie – Herausforderungen und Unterstützung. Handreichung für sozialpädagogische und beratende Fachkräfte in Sachsen</i> )
Saxony-Anhalt	YES (the case for nurses, but not for personal care workers) In 2021, the State Institute for School Quality and Teacher Education published an LGBTI+-inclusive curriculum for the training of nurses. <i>Remark:</i> SO-based discrimination is explicitly prohibited by law in the field of assisted living since 2011	NO	
Schleswig-Holstein	YES (the case for personal care workers, but not for nurses) In 2019, Schleswig-Holstein issued a state ordinance that establishes an LGBTI+-inclusive curriculum for the training of personal care workers. <i>Remark:</i> SOGISC-based discrimination is not explicitly prohibited by law in the field of assisted living	NO	The state-subsidised LGBTI+ Network "Real Diversity Office" offers training directed at health care professionals, in the framework of the programme "HAKI care knowledge" ( <i>HAKI PflegeWissen</i> ) that is conducted by the LGBTI+ organisation HAKI. See <a href="https://haki-sh.de/gruppen-und-angebote/#bildung">https://haki-sh.de/gruppen-und-angebote/#bildung</a>

	Sensitisation to the vulnerability and health needs of LGBTI+ patients is part of the state-regulated guidelines for the training of care professionals, i.e. nurses and personal care workers	Sensitisation to the vulnerability and health needs of LGBTI+ patients is part of the state-regulated guidelines for further training directed at medical professionals, i.e. doctors	List of prominent support provided by the state and/or by state-subsidised LGBTI+ networks/organisations in order to help stakeholders create an LGBTI+-inclusive environment in health care
Thuringia	YES (the case for nurses, but not for personal care workers) In 2020, the Ministry for Education, Youth and Sport published an LGBTI+-inclusive curriculum for the training of nurses. <i>Remark:</i> SOGISC-based discrimination is not explicitly prohibited by law in the field of assisted living	NO	Since 2018, the state-subsidised programme for democracy, tolerance and cosmopolitanism ( <i>DenkBunt</i> ) provides training directed at health care professionals. See <a href="https://denkbunt-thueringen.de/?s=lsbt">https://denkbunt-thueringen.de/?s=lsbt</a>

Note: Initial training of medical professionals, which is regulated at the federal level, does not contain any LGBTI+-inclusive mention.

Source: OECD questionnaire on LGBTI+-inclusive policies at the German state level (2021) and desk research conducted by the OECD.

## Notes

<sup>1</sup> See <https://www.lgbtpolice.eu/>.

<sup>2</sup> Combined with the fact that only a few victims of anti-LGBTI+ violence decide to report it to the police, this situation explains why some German states record virtually no homophobic or transphobic violence (Kohrs, 2022<sup>[38]</sup>).

<sup>3</sup> See Articles 23, 25 and 26 of the *Universal Declaration of Human Rights* and Articles 6, 12 and 13 of the *International Covenant on Economic, Social and Cultural Rights*.

<sup>4</sup> Health4LGBTI is an EU-funded Pilot Project aimed at reducing health inequalities experienced by LGBTI people. This programme relies on a training course named “Reducing health inequalities experienced by LGBTI people: What is your role as a health professional?”.

<sup>5</sup> See the webpage of the department “Same-sex lifestyles, gender diversity”: <https://www.bmfsfj.de/bmfsfj/themen/gleichstellung/gleichgeschlechtliche-lebensweisen-geschlechtsidentitaet>.

<sup>6</sup> See the “Advice hotline for rehabilitation and compensation” (*Beratungstelefon zur Rehabilitation und Entschädigung*) available at <https://schwuleundalter.de/entschaedigung-und-rehabilitierung/>.

<sup>7</sup> See <https://lambda-online.de/aktiv-werden/#inout>.

<sup>8</sup> See <https://www.gewaltschutz-gu.de/>.

<sup>9</sup> See <https://www.queer-refugees.de/>.

<sup>10</sup> See <https://www.selbstverstaendlich-vielfalt.de/>.

<sup>11</sup> See <https://www.waldschloessen.org/de/>.

<sup>12</sup> See the section “Pedagogy & Education” (Pädagogik & Bildung) of the portal: <https://www.regenbogenportal.de/fuer-fachkraefte/paedagogik-bildung/einstieg-ins-thema>.

<sup>13</sup> Other federal bodies have issued educational material, e.g. the Federal Agency for Civic Education (Bundeszentrale für politische Bildung – BPB). See for instance their offer on the topic “Homosexuality” (<https://www.bpb.de/themen/gender-diversitaet/homosexualitaet/>) or on the topic “Gender Diversity – trans\*” (<https://www.bpb.de/gesellschaft/gender/geschlechtliche-vielfalt-trans/>).

<sup>14</sup> See <https://queere-bildung.de/>.

<sup>15</sup> The other grounds are: age, ethnic origin and nationality, physical and mental abilities, religion and belief and social background. See <https://www.charta-der-vielfalt.de/ueber-uns/ueber-die-initiative/urkunde-charta-der-vielfalt-im-wortlaut/>.

<sup>16</sup> The Diversity Charter was signed by the entire government in 10 states, and by at least one ministry in 5 states. The only state where no ministry signed the Charter is Bavaria.

<sup>17</sup> See “Queer Worx: Diversity welcome!” (*Queer Worx: Vielfalt willkommen!*): [https://www.waldschloesschen.org/de/veranstaltungsdetails.html?va\\_nr=2880](https://www.waldschloesschen.org/de/veranstaltungsdetails.html?va_nr=2880).

<sup>18</sup> See <https://www.ada-bremen.de/bildung/unser-schulungsangebot/>.

<sup>19</sup> For further information on the project “Networks for an Anti-discrimination culture in Schleswig-Holstein: Support on the ground!” (*Netzwerke für eine Antidiskriminierungskultur in Schleswig-Holstein: Unterstützung vor Ort! – NAKi-SH*) that is supported by the Federal Antidiscrimination Agency, see [https://www.advsh.de/wp-content/uploads/2018/02/NAKI\\_2016\\_2017\\_Flyer\\_aktuell\\_200218.pdf](https://www.advsh.de/wp-content/uploads/2018/02/NAKI_2016_2017_Flyer_aktuell_200218.pdf). The training offer directed at private and public employers is detailed here: <https://advsh.de/unsere-projekte/iq-schleswig-holstein/fortbildungsangebote/>.

<sup>20</sup> See the « Educational video on the subject of trans\* and inter\* in health care » (*Aufklärungsvideo zum Thema trans\* und inter\* im Gesundheitswesen*): <https://www.bundesverband-trans.de/publikationen/aufklaerungsvideo-zum-thema-trans-und-inter-im-gesundheitswesen/>.

<sup>21</sup> Among other federally funded initiatives specifically focused on the well-being of transgender individuals in the health care system, one can cite: (i) the project “i<sup>2</sup>TransHealth » that is run by the Institute for Sex Research and the Interdisciplinary Transgender Health Care Center at the University Medical Center Hamburg-Eppendorf (UKE) – see <https://www.i2transhealth.de/>; (ii) the project “Trans\*Kids” (see <https://transkids-studie.de/>).

<sup>22</sup> See <https://queer-im-alter.de/>.

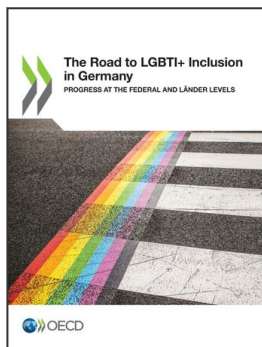
<sup>23</sup> See <https://schwuleundalter.de/e-learning-kurs-vielfalt-in-der-pflege/>.

<sup>24</sup> See <https://schwulenberatungberlin.de/qualitaetssiegel-lebensort-vielfalt/>.

<sup>25</sup> The purpose of the *Nursing Professions Act* is to bring together the *Elderly Care Act* and the *Nursing Act* so that all nurses receive a generalist training (while, previously, pediatric nursing, geriatric nurses, etc. were subject to distinct regulations). It is accompanied by: (i) the *Nursing Professions Training and Examination Ordinance* (PflAPrV) that regulates the training structure, the training content, the examinations and the recognition of foreign professional qualifications, (ii) the *Nursing Professions Training Financing Ordinance* (PflAFinV) that regulates the financing process and the implementation of statistical surveys. The *Nursing Professions Act* came into force on 1 January 2020.

<sup>26</sup> See <https://www.velspol.de/>.

<sup>27</sup> See <https://www.berlin.de/rbmskz/ assets/dokumentation/versorgungs-und-integrationskonzept-fur-fluechtlinge.pdf>, more particularly subsection “Quality assurance and complaint management” (*Qualitätssicherung und Beschwerdemanagement*).



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