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Italy

National Report

**Good practices on legal & policy
interventions regarding LGBTQIA+
inclusion**

December 2024

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Table of Contents

1. Aim of the National Reports.....	3
2. Introduction to Italy National Report	4
3. Good Practices in Italy	5
1. Agreement with the Arcigay Gioconda Association since 2003	5
2. Inter-institutional Table for Fighting Homotransnegativity and LGBTQIA+ Inclusion since 2015	7
3. Participation to the RE.A.DY network (national network of public administrations against discrimination on the grounds of sexual orientation and gender identity) and signing the charter of intents	11
4. Regional observatory on discrimination and violence based on sexual orientation or gender identity	13
5. Alias identity and full self-determination for transgender people	16
6. Trans desk.....	17
7. Rainbow house “Pier Vittorio Tondelli”	19
8. Training course ‘Detention and transgender people’ promoted by the Municipality of Reggio Emilia in collaboration with the penal institutions and the “Orione section” aimed at transgender detainees	22
9. Award at the European Capitals of Inclusion and diversity for the Municipality of Reggio Emilia for its contribution to a more equal and inclusive europe	24
10. Initiatives within the world day against homobisobtransfobia	26
11. Formative training course for educators and teachers on topics of inclusion and well-being of students.....	28

1. Aim of the National Reports

The aim of national reports is to map -starting from desk research- existing good practices and positive legal and/or political interventions in partners' countries in regard to the support given to the LGBTQIA+ communities, with emphasis to young people and the compliance with the EU standards, in order to identify problematic areas.

Desk research has been conducted by each partner organization for mapping the current situation and existing good practices at local/regional/national level. In particular, partners identified the following common criteria for the identification of good practices:

- Identification of at least 10 good practices per country;
- Emphasis on the mental health of LGBTQIA+ young people and their experiences;
- Provision of a detailed description for each good practice, so as to inspire policy recommendations.

Partners analyzed the existing practices based on the following:

- Typology of practice (legal, policy, action plan, etc.);
- Level of the initiative (local, regional, national);
- Sector (education, work, etc.);
- Target group(s)/beneficiaries;
- Promoter(s);
- Responsible and contact person(s)/body.

2. Introduction to Italy National Report

The good practices gathered from the Municipality of Reggio Emilia concerns different aspects of LGBTQI+ issues: regulatory, communications, network, recognition, support and training and covers several years of activities. They are promoted by the Municipality of Reggio Emilia together with several stakeholders; in particular, practices n. 1 and 2 set regulatory and operational frameworks that allows several other initiatives.

The good practices range from local level (practices n. 1,2, 5, 6, 7, 8, 10 and 11), to regional (n. 4), national (n. 3) and European (n. 9).

3. Good Practices in Italy

1. Agreement with the Arcigay Gioconda Association since 2003

Typology of practice:	Agreement with local stakeholders for operational activities
Level of the initiative	Local
Sector:	Information, welcoming, awareness raising and communication, events
Target group(s)/beneficiaries:	LGBTQIA+ community Families Citizens
Promoter(s):	Municipality of Reggio Emilia Arcigay Gioconda Reggio Emilia
Responsible and contact person/body:	Office for equal opportunities, Municipality of Reggio Emilia ufficio.pariopportunita@comune.re.it

Description of the good practice:

Arcigay Gioconda is an association that has been fighting discrimination and prejudice against LGBTI+ and migrant people since 1996, promoting opportunities for socialisation and confrontation in the province of Reggio Emilia.

In 2003 an Agreement was signed by the Municipality with the Arcigay Gioconda Association for the implementation of a joint programme of initiatives to promote equal opportunities and combat sexual discrimination. Since then, the collaboration has strengthened and opened to new activities implemented at territorial level.

Aims:

The activities managed within the framework of the agreement between the Municipality and the association are:

Consulting through a dedicated telephone number and communication on social channels (website, Arcigay Gioconda Facebook page and Arcigay Gioconda Instagram page) and reception at the association's headquarters by adequately trained volunteers.

Meeting groups at the association's headquarters with dedicated meetings aimed at discussion and dialogue, with the possibility of providing alternative methods in cases of emergency (as happened during the health emergency of 2020) with remote video meetings.

Punto Arcobaleno (Rainbow Point): a place for listening and initial reception, open to anyone who needs it: individuals, couples, families and also service operators. In addition to listening, Punto Arcobaleno offers information, orientation to services in the area and counselling (using professionals as needed); it is located at the Association's headquarters.

Information/awareness-raising: implementation of public information and awareness-raising campaigns aimed at spreading a culture of respect for differences and against homotransphobia and homophobia and prevention of sexually transmitted diseases, to be addressed in particular to the younger generations, LGBT+ migrants, families and the world of school and work. The information and awareness-raising activities promoted by the Association will also take place through stalls, production and distribution of information material, distribution of condoms for the prevention of sexually transmitted diseases, participation in local awareness-raising initiatives.

Documentation centre: possibility of consulting written and audio-visual material stored at the Association's headquarters, during opening hours or by appointment, some of which can also be found on the Association's website.

Participation in the Inter-institutional Table for Combating Homotransnegativity and LGBT+ Inclusion and adoption of the commitments undertaken by signing the Operational Protocol

Designing a home for LGBT+ people who are victims of violence or discrimination linked to sexual orientation and gender identity (Casa Arcobaleno – see good practice N. 7).

Strengths:

Close cooperation between the institution/Municipal administration and the association makes it possible to gather the emerging needs of the LGBT+ community, as well as to develop adequate and coherent responses. Constructing joint initiatives enables messages to be conveyed that reach the entire population, and not just the LGBT+ community, thus helping to reinforce the values of inclusion and promote a necessary cultural change.

Barriers and challenges:

The main challenge is to continue the collaboration by listening to the needs and demands of the LGBT+ community expressed through activism to keep up with cultural and generational changes.

Results:

For the year 2024:

'Come Out' meeting group: weekly meetings with an average of 10 to 20 participants per meeting, among them several people with frailty, including at least two neurodivergent individuals, and two people for whom translation into French was necessary.

Migrants group: the group meets every Saturday with an attendance of between 10 and 35 people, especially at celebrations and special events. In addition, Arcigay Reggio Emilia provided legal support to asylum seekers, producing 22 reports and letters for those facing procedures at commissions and courts (of which 16 recognised requests for political asylum).

Help desk for fragility: Arcigay Reggio Emilia offered support to a further 20 people in economic difficulty (with help with bills, food shopping, health expenses, clothing), provided emergency accommodation in a hostel for two people, and conducted listening interviews with a further 15 people who were victims of discrimination related to sexual orientation or gender identity.

Additional resources:

<https://www.comune.re.it/vivere-reggio-emilia/luoghi/eventi/arcigay-gioconda>

2. Inter-institutional Table for Fighting Homotransnegativity and LGBTQIA+ Inclusion since 2015

Typology of practice:	Policy action of the Municipality and various institutional actors
Level of the initiative	Local
Sector:	Education, sport, justice, health, associations
Target group(s)/beneficiaries:	Transgender individuals, non-binary individuals, and gender-diverse persons.

Promoter(s):	Municipality of Reggio Emilia, Reggio Emilia Provincial Authority, Reggio Emilia Court, Reggio Emilia Public Prosecutor's Office, Reggio Emilia C.C.R. Penal Institutions, Reggio Emilia Local Health Unit, Santa Maria Nuova Hospital of Reggio Emilia, University of Modena and Reggio Emilia, Reggio Emilia Territorial Ambit School Office, Reggio Emilia Schools and Infant-toddler Centres Institutions, Reggio Emilia Municipality Sports Foundation, Reggio Emilia Mondinsieme Foundation, Gioconda Archigay Association.
Responsible and contact person:	Municipality of Reggio Emilia – Equal Opportunities office: ufficio.pariopportunita@comune.re.it

Description of the good practice:

The Inter-Institutional Table for Combating Homotransnegativity and LGBTQIA+ Inclusion was set up in 2015 with the involvement, by the Municipal administration, of various institutional stakeholders in order to develop specific intervention plans and shared strategies to overcome discrimination based on sexual orientation and gender identity. It is based on the conviction that the effectiveness of the actions implemented depends largely on the constant relationship with the institutions, in order to create synergies of intervention on the issue.

The table involves **13 realities**, including the Municipality, LGBTIQ representative organisations, schools, university, hospital, local health agency, court, detention centre, sports associations, Foundation for intercultural dialogue and Foundation for international project.

After two years of meetings and proposals, the operational protocol was signed, starting a more operational phase.

The protocol is inspired by Article 14 of the European Convention on Human Rights (ECHR) and the five recommendations of the Committee of Ministers of the Council of Europe. In particular, it takes its impetus from the Council of

Europe Resolution (2048) 2015 of 22 April 2015 on 'Discrimination against transgender people in Europe', which calls on Member States to adopt various measures to combat discrimination against transgender people; Council of Europe Resolution (380)2015 of 24-26 March 2015 'Ensuring the rights of lesbian, gay, bisexual and transgender (LGBT) people: a responsibility of European cities and regions' calling in particular on local and regional authorities to implement the following measures:

- adopting a clear action plan that commits to diversity, promotes respect and rejects discrimination
- cooperating with central government bodies, local and regional authorities, specialised agencies, LGBT rights groups and non-governmental organisations, in order to guarantee in their legal systems full respect for the human rights of LGBT people and the complementarity and comprehensiveness of legislative provisions at all levels;
- implementing a clear and far-reaching anti-discrimination and anti-harassment, applicable to staff and services of the public administration, but also to service providers who have obtained a contract as part of a tender process.

Aims:

- Consolidating networking through the sharing of specific actions;
- Fostering integrated actions between the different actors present at the table;
- Promoting training activities in the different services and realities involved
- Promoting awareness-raising initiatives aimed at citizenship

Strengths:

The establishment of a permanent working table has enabled the creation of a network among the main institutions in the area, which have consolidated the possibility of intertwining different skills and perspectives.

The Table has focused on shared reflection and process. The project addresses both basic actions related to anti-discrimination (counteracting actions) and more advanced actions aimed at valuing differences in sex, gender, and orientation (inclusion actions).

The Table allows constant confrontation and the emergence of training needs necessary to build a shared vision and language. Therefore, a pivotal tool for the members of the table is training and a maieutic approach that allows constant and gradual work, settling slowly but radically.

Another key feature is the focus on homotransnegativity, specifically on the socio-cultural processes that marginalize LGBTI+ identities. For this reason, the Table's actions are primarily aimed at structural change rather than just individual change. The signing of a memorandum of understanding was an initial step in sharing the principles that guide our work and creating a convergence of intentions. The subsequent development of an operational protocol paved the way for implementing these shared principles through the adoption of best practices to promote the full inclusion of LGBT+ users and LGBT+ internal staff.

The decision to entrust the coordination of the Table to a professional with extensive experience has enriched and expanded the possibilities of working with high cultural levels and up-to-date scientific references.

Barriers and challenges:

Existing challenges encompass organizing and managing meetings among signatory parties. Coordinating diverse institutional and organizational schedules, ensuring consistent engagement, and maintaining alignment on shared goals require ongoing effort. Among the critical issues that emerged, and which constitute an area in which constant commitment is required, there is the difficulty regarding the capillary dissemination of the table's actions within the institutions and externally, towards the entire citizenry. Among the ongoing projects, there is in fact the production of a publication collecting the good practices put in place during these first 10 years of the table's work.

Results: The establishment of an inter-institutional table against homotransphobia was reached through a written Memorandum of Understanding ("Protocollo di Intesa"). This document includes a comprehensive presentation of the table, articulating the shared perspectives and commitments of the participating institutions and organizations. It formalizes their collective intention to collaborate actively in addressing issues related to homotransphobia and discrimination. Additionally, the protocol provides a shared definition of key terms and concepts, ensuring a unified and coherent approach to the topic across all involved entities.

Two years later, an operational protocol was adopted to promote shared strategies aimed at countering homotransnegativity and fostering the inclusion of LGBT individuals. This protocol outlines 86 specific commitments undertaken by the signatory institutions and associations to prevent discriminatory conduct, including the implicit dismissal of LGBT issues. A distinctive feature of the table is its focus not only on individual behaviors but particularly on institutional practices. These practices encompass sociocultural processes that can either acknowledge or negate LGBT identities, highlighting the importance of systemic recognition and inclusion.

Resources:

The establishment of the table, the organisation of the meetings and of the awareness-raising initiatives are managed by members of the Office for Equal Opportunities of the Municipality of Reggio Emilia, whereas the coordination of the Table is assigned to a professional (psychotherapist, trainer and author of scientific publications on the topic of discrimination and sexual identity).

To implement the provisions of the protocol, the Municipality has also activated an agreement with the association Arcigay Gioconda (see practice N 1).

Additional resources:

- <https://www.comune.re.it/argomenti/pari-opportunita/tavoli-interistituzionali/tavolo-interistituzionale-per-il-contrasto-all2019omotransnegativita-e-per-l2019inclusione-delle-persone-lgbt>
- <https://www.ausl.re.it/allegati/Protocollo%20Interistituzionale%20per%20il%20contrasto%20all'omotransnegativita%20-Reggio%20Emilia.pdf>

3. Participation to the RE.A.DY network (national network of public administrations against discrimination on the grounds of sexual orientation and gender identity) and signing the charter of intents

Typology of practice:	Policy action
Level of the initiative	Local and National level
Sector:	Areas of family, social and working life
Target group(s)/beneficiaries:	LGBTQIA+ individual, Transgender individuals, non-binary individuals, and gender-diverse persons.
Promoter(s):	The Italian Regions, Autonomous Provinces, Provinces, Municipalities and their Associations through their legal representatives or their delegates; Institutions and Equality Bodies.
Responsible and contact person:	Municipality of Reggio Emilia – Equal opportunities Office ufficio.pariopportunita@comune.re.it

Description of the good practice:

RE.A.DY is the Italian Network of Regions, Autonomous Provinces and Local Authorities committed to preventing, counteracting and overcoming discrimination on the grounds of sexual orientation and gender identity, also in intersection with the other discrimination factors - sex, disability, ethnic origin, religious orientation, age - recognised by the Constitution, EU and international law. The Municipality of Reggio Emilia joined the network and signed the relevant charter of intent back in 2013.

Through the Reggio Emilia Municipality's adhesion to the READY network, the administration intends to promote policies at a local level that are able to respond to the needs and requirements of LGBTQIA+ people, contributing to improving their quality of life and creating a social climate of respect and confrontation free of prejudice. The affirmation of people's rights is in fact a prerequisite for the construction of a fulfilled citizenship.

In these years, the Municipality has worked to promote the needs of LGBTQIA+ people, disseminate its objectives through social communication campaigns, undertake actions at a European level. Joining the network implies annual meetings in rotation in a partner city and the constant implementation of positive actions on the local territory.

Aims:

- Identifying, comparing and disseminating social inclusion policies for lesbian, gay, bisexual, transgender and trans-sexual people implemented by public administrations at local level;
- Contribute to the dissemination of good practices throughout the country by networking public administrations committed to promoting the rights of LGBTQIA+ people;
- Support Public Administrations in the implementation of activities aimed at the promotion and recognition of the rights of LGBTQIA+ people.

Strengths:

RE.A.DY is a very strong network of cities and organisms. Membership in the RE.A.DY network involves a series of commitments, starting with engaging in dialogue with civil society and local associations. RE.A.DY provides local public administrations with a platform for sharing and exchanging best practices aimed at safeguarding the human rights of LGBT individuals and promoting a social culture that respects and values differences. With a horizontal and participatory structure, RE.A.DY encourages all partners to actively contribute to its management and growth, promoting and connecting LGBT-positive initiatives,

actions, and anti-discrimination measures at the local level. Through the completion and submission of forms to the network's secretariat, international best practices are collected and published on the network's website, organized chronologically and categorized by areas of intervention.

Barriers and challenges:

To be a member of the RE.A.DY network, the institution must be active, for example participating in joint awareness-raising initiatives and annual meetings, otherwise it will be excluded from the network.

Results:

The network was cited in 2011 as European good practice in the European White Paper 'Combating Homophobia'.

Resources:

Membership of RE.A.DY does not imply any direct charge to the budget of the adhering organisation.

Additional resources:

- <https://www.reteready.org/>
- <https://www.comune.re.it/novita/comunicati/pari-opportunita-lassessore-rabitti-a-verona-per-testimoniare-lesperienza-reggiana-sul-contrasto-allomotransfobia>

4. Regional observatory on discrimination and violence based on sexual orientation or gender identity

Typology of practice:	Governance, observatory
Level of the initiative	Regional
Sector:	Social and socio-educational policies: personal care, health and welfare
Target group(s)/beneficiaries:	LGBTQIA+ individual, Transgender individuals, non-binary individuals, and gender-diverse persons.
Promoter(s):	Regional department for equal opportunities

	Municipality of Reggio Emilia
Responsible and contact person:	Francesca Angelucci francesca.angelucci@comune.re.it

Description of the good practice:

The observatory is established through a technical working Table, composed by 34 members with different expertise and backgrounds, among other representatives of:

- Local Health Units of the Emilia Romagna Region
- Regional Agency for employment
- Hospital care service
- Social and socio-educational policies service
- Territorial assistance service
- LGBT associations
- Urban Quality Service and Housing policies

The establishment of the observatory is part of:

- the "Regional framework Law for equality and against gender discrimination" of the Emilia Romagna region, in particular Article 18, which provides for the Region to act as an observatory on gender issues, gender-based violence and prevention and counteracting actions and promotes collaboration with all the subjects functional to the realisation of a knowledge network to support the regional and local welfare system on gender issues;
- "Regional law against discrimination and violence caused by sexual orientation or gender identity" and in particular Article 7, which assigns to the Region the function of monitoring discrimination and violence determined by sexual orientation and gender identity

Aims:

- Supporting regional policies, by acquiring the available data and building and managing appropriate databases.
- Defining methodologies for analysing the different types of data, and their integration, making the results available in a special section of the Emilia-Romagna Region web portal.
- Promoting, also in collaboration with the Anti-Violence Centres, the use of tools for assessing the effectiveness of gender policies.

- Collaborating with the Regional Observatory for Childhood, Adolescence and Youth.
- Producing up-to-date maps for users on the network of services available and support information campaigns.

Strengths:

- Systematic monitoring, enabling the collection of reliable and up-to-date data on discriminatory phenomena, identifying the most affected groups.
- The data gathered support the development of effective policies, allowing institutions to design target strategies and public policies suited to prevent and contrast discrimination.

On a last note, the establishment of a regional observatory fosters dialogue among institutions, associations, agencies and other stakeholders, creating a coordinated network.

Barriers and challenges:

The observatory's first challenge was to manage to construct a complete and fair representation of the world of LGBT+ associations at a Regional level, taking into account the differences that may exist between territories in terms of geography (for example, mountain areas) and cultural history.

After the establishment of the Observatory, in order to have an up-to-date picture of the Regional situation, a sociological survey was carried out in 2022 to identify the discrimination perceived by LGBT+ people living in the Emilia Romagna Region.

Results:

The observatory conducts mapping and research. Among the results, a research conducted in the Emilia-Romagna region aimed at building the first existing database in Italy on the different forms of hostility against LGBT people; mapping local services and their ability to intercept anti-LGBT hostility; collecting good practices. All with the aim of strengthening strategies to combat homotransfobia.

Resources:

No remuneration is foreseen for the members of the observatory working table; travel and subsistence are covered by the respective administration, so no costs are borne by the regional budget.

Additional resources:

- <https://parita.regione.emilia-romagna.it/violenza/osservatorio-regionale-violenza-genere>

- <https://partecipazione.regione.emilia-romagna.it/news/normali/news-2022/discriminazioni-e-violenze-basate-sull2019orientamento-sessuale-e-sull2019identita-di-genere-al-via-un-questionario-on-line>

5. Alias identity and full self-determination for transgender people

Typology of practice:	Policy action
Level of the initiative	Local
Sector:	Work, education and services
Target group(s)/beneficiaries:	LGBT+ and Transgender people
Promoter(s):	The good practice arises from a motion of the Reggio Emilia City Council, which accepted the demand of many citizens for the activation of a career alias
Responsible and contact person:	Municipality of Reggio Emilia – Equal Opportunities office

Description of the good practice:

This good practice is part of one of the commitments undertaken by the Municipality of Reggio Emilia in the Operational Protocol of the Table for Combating Homotransphobia adopted in May 2023. This practice provides for the adoption of the Alias for employees who have undertaken gender affirmation paths. The adoption of the Alias allows the individual to change name and identity in the expression of self-determination. The adoption of the Alias is to be guaranteed to citizens also for those services that use an identification such as a card (library, cinema) as it is relevant for the respect of people's human dignity and to avoid situations of discomfort for those who intend to change their identity in the expression of their gender.

The request by citizens and municipal employees to adopt an alias must be made simple and clear and without the need to attach a medical certificate. The person concerned is also required to sign a Confidentiality Agreement with self-

certification, that each department of the municipal organisation must guarantee.

Aims:

Ensuring full self-determination for transgender people

Strengths:

The approval of the motion by both the City Council and the Council makes the adoption of the Alias for those who apply for it a simple and fast process.

Barriers and challenges:

Since there is no regulation protecting the possibility of adopting the Alias career, but rather a legislative vacuum, the procedure adopted by the University of Modena and Reggio Emilia and the Municipality of Reggio Emilia should be preserved since, based on the concept of self-determination, it is sufficient to apply by filling in a self-declaration. There are entities that promote an alias career but ask for medical certificates, discriminating against trans people who apply for them, because these entities continue to read the issue as a medical/pathological situation and not a cultural one.

Results:

The possibility of obtaining an Alias career in the course of one's University or professional career within the Municipal administration enables the promotion of well-being, inclusion and respect, and scientific research shows that it also improves performance.

Additional resources:

- <https://www.unimore.it/it/servizi/carriera-alias>
- <https://www.comune.re.it/novita/comunicati/persone-e-diritti-approvato-il-regolamento-per-lattivazione-dellidentita-alias-dei-dipendenti-comunali>
- <https://www.comune.re.it/novita/notizie/persone-e-diritti-approvato-il-regolamento-per-lattivazione-dellidentita-alias-dei-dipendenti-comunali>

6. Trans desk

Typology of practice:	Policy action
Level of the initiative	Local

Sector:	Health
Target group(s)/beneficiaries:	LGBTQIA+ individual, Transgender individuals, non-binary individuals, and gender-diverse persons
Promoter(s):	The good practice arises from a motion of the Reggio Emilia City Council
Responsible and contact person/body:	Municipality of Reggio Emilia – Equal Opportunities office

Description of the good practice:

In 2020, a motion was approved in the City Council to draw attention to the emergency concerning the lack of essential medication for trans people on the path to gender affirmation. In addition to raising attention to this imminent need, the Council committed to set up a territorial health centre for trans people. The request was accepted and debated within the Inter-institutional Table for the fight against homotransnegativity and for the inclusion of LGBT+ people, and it was decided to set up a technical table that worked to build the desk during 2020 and 2021. The technical table was made up of the City Council, the Municipal councillors who promoted the motion, the AUSL, the Arcigay Gioconda Association and the Trans Group, the University of Modena and Reggio Emilia, with the supervision of Dr. Margherita Graglia, psychotherapist trainer and coordinator of the inter-institutional table.

A multi-voice work that made it possible to set up a desk hinged on the Primary Care Department of the Reggio Emilia Local Health Authority, within the Sexuality and Health Space. The trans desk started up at the beginning of 2022, taking on about 10 people: initially it offered endocrinological support and later expanded its competences, for example offering psychological support upon request.

National and regional surveys show a steady increase in requests for support, particularly from transgender youth and adolescents, highlighting a diverse and complex reality in which transgender identity can be experienced in binary (MtF and FtM) or non-binary form (non-binary identities).

Aims:

The Trans Desk provides responses to people with gender identity-related needs, such as the request to undertake a gender affirmation process, the

request to receive individual and/or family psychosocial support, and the need to receive health care targeted to specific health needs.

Strengths:

The desk is free access by appointment, is part of a context with long experience in reception and counselling activities and offers an inclusive, competent, attentive and welcoming service.

Barriers and challenges:

The greatest challenge is to set up protocols with the various specialist health areas within the health authority (senology, gynaecology, andrology,...) to facilitate the referral and access of persons in charge to the T desk.

Additional resources:

- <https://www.ausl.re.it/Luogo.jsp?id=7136>
- <https://www.ausl.re.it/identita-transgender-e-promozione-della-salute-materiali>
- <https://www.reggionline.com/farmaci-prezzo-equo-le-persone-trans-reggio-rompe-tabu/>

7. Rainbow house “Pier Vittorio Tondelli”

Typology of practice:	Shelter for LGBTQIA+ victims of discrimination
Level of the initiative	Local
Sector:	Social support
Target group(s)/beneficiaries:	People victims of homotransfobia Youth LGBTQIA+ between 18 and 26 LGBT+ migrants and refugees Trans and non-binary people Elderly LGBT+ in social isolation
Promoter(s):	Municipality of Reggio Emilia and Arcigay Association

Responsible and contact person/body:	Arcigay Gioconda Reggio Emilia
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Description of the good practice:

Casa Arcobaleno 'Pier Vittorio Tondelli' (Rainbow House 'Pier Vittorio Tondelli') is the first Rainbow House in Reggio Emilia opened in 2022: it is a shelter, a safe and protected space entrusted to the Gioconda Arcigay Reggio Emilia Association through an expression of interest promoted by the Municipality of Reggio Emilia by Acer (housing agency in Reggio Emilia). It represents a place where LGBT+ people escaping from family or situations of rejection and sometimes violence are welcomed. It is managed on a voluntary basis by the Reggio Emilia Arcigay Association, and provides two forms of reception (emergency, for a fortnight, and medium-term, for 6-9 months) to respond both to immediate requests that can be managed with accompaniment and mediation with the family of origin, and to the need to rebuild autonomy where a return is not possible.

Aims:

The Pier Vittorio Tondelli House project was created to respond to the housing emergency but also to activate paths of social reintegration, welcoming LGBTI+ victims of violence and homo-bi-transphobia in Emilia-Romagna and Italy.

The target groups are:

LGBTI+ young people between 18 and 26 years old, sent away by their families of origin because of their sexual orientation, in response to serious episodes of violence and intolerance that force them out of the home and family network.

LGBT+ migrants and refugees, for whom it is clear from feedback from operators and institutions that there is the need to be housed in safe and protected spaces where they can start their welcome and integration process.

Trans and non-binary people who are among the most discriminated against in the LGBT+ community, to whom many landlords still refuse to rent their properties due to prejudice linking transsexuality and prostitution.

LGBT+ elderly in vulnerable conditions of isolation of marginalisation, with broken families because of their sexual orientation, so that they can not only find a home but also a supportive and supportive community.

Strengths:

The synergy between public and private entities guarantees the reporting of cases and represents an important opportunity for growth and development for the project and the area in which it is located.

Another strength is the presence of a reception team consisting of educators, psychologists and social workers, who analyse the reports, conduct the first interview and assess the access of guests.

Barriers and challenges:

The support of the Rainbow House is exclusively through donations from private individuals and associations: this means that the available funds are never fixed, limiting the reception capacity.

Results:

In addition to the assistance provided through the shelter, Arcigay Reggio Emilia offered support to people in economic difficulty (with help with bills, food, health expenses, and clothing) and conducted orientation and listening interviews with people who were victims of discrimination related to sexual orientation or gender identity.

Some results in the years:

- 36 People supported economically only in 2023;
- 12 People hosted in Casa Tondelli from November 2022
- 17.829,00€ spent in 2023 on reception and support for people
- From March to May 2020, during the first phases of the pandemic, Arcigay distributed more than 40 food helps to people in need

The Tondelli House continues to play a crucial role in offering support and accommodation to LGBTQI+ people in vulnerable situations. During the past year, the home accommodated 7 people, managing their stay through regular meetings and health support.

Resources:

The house covers operating and activity costs through: fundraising, donations from citizens, organisations, associations and clubs for the running costs of the house.

ACER and the Municipality of Reggio Emilia offer the house on free loan and do not receive rent

Over the years, a fund has also been set up where the association, in agreement with the Ostello della Ghiara (Ghiara Hostel) of Reggio Emilia, pays board and lodging for seven nights for cases of serious emergency for LGBTI*+

people who can no longer stay in the place where they live or who are victims of the street.

With respect to Arcigay Reggio Emilia, it also benefits from the services offered by a sex counsellor, two psychologists specialised in LGBTIA+ issues, two lawyers (one for counselling for foreign citizens, the other for legal actions on discrimination, stalking, accompaniment for reporting).

Additional resources:

<https://arcigayreggioemilia.it/casa-pier-vittorio-tondelli/>



8. Training course ‘Detention and transgender people’ promoted by the Municipality of Reggio Emilia in collaboration with the penal institutions and the “Orione section” aimed at transgender detainees

Typology of practice:	Training path
Level of the initiative	Local
Sector:	Training, trans welcoming in prisons
Target group(s)/beneficiaries:	all professional figures who interact with trans women prisoners from the first entry, but also during the stay and discharge phase.
Promoter(s):	Municipality of Reggio Emilia in cooperation with: the Prison Institutions of Reggio Emilia

	the Mit Association - Trans Identity Movement
Responsible and contact person/body:	Municipality of Reggio Emilia – Equal Opportunities office

Description of the good practice:

The training course 'Detention and trans people', promoted by the Municipality of Reggio Emilia in cooperation with the Prison Institutions of Reggio Emilia Cccr, the Mit Association - Trans Identity Movement and the supervision of an expert psychologist and psychotherapist, was launched in 2022. The path of 3 modules was aimed at preparing and offering cognitive and methodological tools to support the management of trans people in the "Orione Section" (for trans people) of the Prison Institutions of Reggio Emilia.

Three training meetings dedicated to prison operators were scheduled, to which was added a public preview open to all citizens with the screening of some short films from the Divergenti Festival, an international review of trans cinema.

This training course represented an innovative action designed for the reception of trans people in prison, in order to better understand their needs and requirements and be able to promote greater social inclusion.

The complexity of managing this condition in the prison context requires qualified and targeted interventions and the course aimed to equip operators with specific cognitive and applicative tools, in order to understand the phenomenon and to implement suitable interventions, appropriate to concrete cases and emerging criticalities. In a network perspective, the training addressed all professional figures who interact with trans women prisoners from the first entry, but also during the stay and discharge phase.

Aims:

preparing and offering cognitive and methodological tools to support the management of trans people in the "Orione Section" of the Prison Institutions of Reggio Emilia

develop awareness of the relevance of joint work and to offer skills to activate and support local network resources by connecting them with national ones.

Strengths:

The project was part of the actions of the Inter-Institutional Table for the fight against homotransnegativity and for the inclusion of LGBT people of the Municipality of Reggio Emilia, in which the importance of training dedicated to

the specific needs of the institutions involved emerged, and in particular - in this case - of the peculiarities related to the detention of trans people. The concerted design of the training strengthened the local network and highlighted the need to tighten links at pivotal points where networking can make a difference in implementing the inclusion of trans people.

Barriers and challenges:

In order to trigger a cultural and paradigm change, it would be necessary to structure permanent and lasting training, which requires economic resources that are not always easy to recover.

Results:

At the end of the path, a vademecum was drafted on the aspects that emerged during the course, containing information on the detention of trans people, good practices to be put in place and local and national network resources. The vademecum was presented within the prison to a wider audience of prison police and at a subsequent public event, open to other institutions and citizens.

Resources:

The training sessions was conducted by specialists in the sector, as well as by operators of the various areas.

Additional resources:

<https://www.comune.re.it/novita/comunicati/detenzione-e-persone-trans-al-via-un-progetto-di-formazione-per-operatori-penitenziari/documenti-allegati/detenzione-e-persone-trans-progetto-di-formazione-dopo-cs-12-4-22.pdf>

9. Award at the European Capitals of Inclusion and diversity for the Municipality of Reggio Emilia for its contribution to a more equal and inclusive europe

Typology of practice:	European award
Level of the initiative	European
Sector:	Awareness/communication

Target group(s)/beneficiaries:	The city of Reggio Emilia
Promoter(s):	The Municipality of Reggio Emilia
Responsible and contact person/body:	Municipality of Reggio Emilia – Equal Opportunities Office ufficio.pariopportunita@comune.re.it

Description of the good practice:

In 2023, Reggio Emilia was among the nine European Capitals of Inclusion and Diversity. The prize was awarded in Brussels to the Mayor of the city by European Commission Vice-President Věra Jourová. The city received the special prize for the promotion of rights for the LGBTIQI+ community and was among the finalists in the category of cities with more than 50,000 inhabitants.

With this prize, the city was recognised at European level for its commitment and achievements towards the LGBTIQI+ community, that leverage on local, regional, national and European initiatives (such as European projects on the topics), strong partnerships with relevant stakeholders (such as operating protocols and specific agreements), the transversality of the topic addressed at local level (health, education, public administration, welcoming and integration, ...).

Aims:

With the participation of the city to the award, the aim was to recognise and confirm the city's commitments to fight discrimination and to work jointly with the whole community for defending everybody's' rights.

Strengths:

- Local, regional and European recognition of the work done by all relevant stakeholders
- Reinforcement of local ecosystem and motivation
- Visibility and communication at different level
- European positioning of the city within this thematic

Barriers and challenges:

The application to the award requires a background work to gather all relevant initiatives and actors on the topics This phase involves mapping projects and initiatives, networks at different levels and in various sectors. The complexity is

heightened by the need to coordinate data and information from diverse sources, ensuring their relevance and quality.

Results:

Participating in a European award offers enhanced recognition and visibility at both local and international level, strengthening the reputation. The exposure gained can open doors to new opportunities, partnerships, and collaborations, while also inspiring further commitment to innovation.

Resources:

Human resources working on the application for the award, gathering necessary data and information

Additional resources:

- https://ec.europa.eu/commission/presscorner/detail/en/ip_23_2469
- <https://eudiversity2024.eu/the-award/winners-of-2023-award/>
- <https://www.comune.re.it/novita/notizie/il-premio-di-bruxelles-reggio-emilia-tra-le-nove-capitali-europee-dell2019inclusion-e-della-diversita-e2019-la-prima-citta-italiana-a-ricevere-il-riconoscimento#:~:text=Reggio%20Emilia%20%C3%A8%20tra%20le,citt%C3%A0%20italiana%20ad%20essere%20premiata>
- https://www.youtube.com/playlist?list=PLKmOQiyq0S4_EcEZSL1qne5-TOWDSbXcb
- <https://internationaltalents.art-er.it/news/reggio-emilia-won-third-medal-european-capitals-inclusion-and-diversity-award>



10. Initiatives within the world day against homophobia and transphobia

Typology of practice:	Awareness raising, exhibits
Level of the initiative	Local
Sector:	Awareness raising and promotion
Target group(s)/beneficiaries:	Citizens, students
Promoter(s):	Municipality of Reggio Emilia in collaboration with the Arcigay Gioconda Association and the Inter-institutional Table for the fight against homosexuality and for the inclusion of LGBTQ+ people
Responsible and contact person/body:	Municipality of Reggio Emilia – Equal Opportunities office ufficio.pariopportunita@comune.re.it

Description of the good practice:

The World Day Against Homotransphobia was established to commemorate 17 May 1990 when the WHO removed homosexuality from the list of mental disorders, defining it as a natural variation of human behaviour. Every year, all over the world, this anniversary is celebrated to promote equality for LGBT+ people.

It is an important moment that the city of Reggio Emilia remembers. In particular, in 2023 the municipality promoted a series of initiatives and events to raise awareness and promote the inclusion of LGBT+ people with a view to combating discrimination and promoting equal opportunities. These included:

- The display of the LGBTI+ community flag on the façade of the City Hall
- An awareness-raising campaign with posters throughout the city

Two photographic exhibitions:

- One with a series of shots documenting the lives of people in transition
- Another open-air exhibition with the photographic project 'Outside the binary'.

The photographic project 'Outside the Binary' explored the world to tell the story of the existence of non-binary, gender fluid, a-gender, genderqueer people, i.e. those people who do not identify with the binarism of man or woman. A story that showed that in all parts of the world - from Africa to Northern Europe, from

China to the United States - different identities exist, beyond the binary scheme proposed by many societies. The idea that there cannot exist more than two possible genders (man-woman) is a controversial and contemporary issue, which often leads to the marginalisation of these people who are not recognised at a legislative level, but above all at a social level.

Aims:

Local commemoration of the World Day Against Homotransphobia on 17 May 1990 with a series of local initiatives for the schools and the city.

Strengths:

The open-air photographic exhibition within the Fotografia Europea Festival, set up in the city's central square and along some adjacent streets, invaded the city, impacting the gaze of all those passing by and reaching a vast and heterogeneous public.

Barriers and challenges:

In order to make a significant impact from a cultural point of view, breaking down stereotypes and clichés, it would be necessary to promote awareness-raising initiatives throughout the year, but this requires economic resources that are difficult to find.

Results:

Exhibits and awareness raising campaigns.

Resources:

All the initiatives were organised thanks to the collaboration between the Municipality of Reggio Emilia, the Arcigay Gioconda Association and the Interinstitutional Table for the fight against homotransnegativity and for the inclusion of LGBT+ people.

Additional resources:

- <https://off2023.fotografiaeuropea.it/item/linda-bournane-engelberth/#>
- <https://www.comune.re.it/novita/notizie/pari-opportunita-oggi-la-giornata-mondiale-contro-lomotransfobia-limpegno-di-reggio-emilia-per-i-diritti-civili>

11. Formative training course for educators and teachers on topics of inclusion and well-being of students

Typology of practice:	Educational
Level of the initiative	Local
Sector:	School
Target group(s)/beneficiaries:	Educators, teachers, AUSL service operators, Municipal staff
Promoter(s):	Municipality of Reggio Emilia, Reunited Municipal Pharmacies, Provincial school office, Accento Social Cooperative, Strade project
Responsible and contact person:	Municipality of Reggio emilia – Equal Opportunity office

The training course started in the 2022/23 school year in connection with the LGBTQ+ inter-institutional working table, promoted by the City's Council of Reggio Emilia and Equal Opportunities service

The first training event was held in May 2023 and involved 30 educators from the private social sector who work in schools to promote the school inclusion of pupils with disabilities and deal with class groups of adolescents where issues concerning affectivity, sexuality, sexual orientation and gender identity emerge.

Following the positive feedback from this first training appointment and the interest aroused not only by the educators who took part but also by some teachers who became aware of it, we set up a working table (Equal Opportunities Service, Educational Workshop, Municipal Pharmacies United, Provincial School Office, Matilde di Canossa High School, Chierici High School and Accento social cooperative) to plan and offer new proposals.

Subsequent appointments (May 2024 and November 2025), again led by the trainer Margherita Graglia, were aimed at educators, teachers and operators of

the asl services dealing with adult disabilities. The involvement of the provincial school office at the planning table was fundamental in involving teachers.

The invitation was extended to all schools (in our city and province) of every order and grade, with particular attention to the high school age group (14_19 years).

Each meeting was attended by 80/90 people. The next one is scheduled for April/May and the theme (as requested by the participants) will be on the specific focus on affectivity, sexuality and disability.

Aims:

To offer training to address needs expressed by educators working in the field of inclusion in secondary schools.

Strengths:

The strategies that proved effective in promoting such complex and sensitive issues were a discussion and planning table for the training course, made up of different professionals and affiliations (Municipality, province, Reunited Municipal Pharmacies, schools, private social organisations).

Other strengths are represented by the gradual construction of the training course with respect to the timing and involvement of participants, and the direction and co-ordination by the trainer (in connection with the LGBTQ+ inter-institutional table) with strong preparation and experience on the issues.

Barriers and challenges:

None, as it started from specific needs of school staff.

Results:

80/90 people presented each meeting

Resources: Psychotherapist, Equal Opportunities Service, Municipal Pharmacies United, Provincial School Office, Matilde di Canossa High School, Chierici High School and Accento social cooperative.



Creating Space for LGBTQIA+ Youth to Thrive