



# National Action Plan of the Project VoiceIt

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**WP3\_D3.11\_National Action Plan - Greece**



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# 1. Introduction

The project 'VoiceIt: Strengthening LGBTQI+'s Voice in Politics' aims to contribute to the inclusion of LGBTQI+ people in political decision-making processes in Greece, Cyprus, Italy, by creating a shared vision regarding LGBTQI+ inclusion in politics, increasing LGBTQI+'s participation in political decision-making, strengthening national/international networks for LGBTQI+ individuals interested in participating in such processes, raising the awareness of stakeholders and the public about misconceptions regarding LGBTQI+ rights, experiences of discrimination and the importance of including minorities in political decision making processes and by creating an action plan for policy change for an LGBTQI+ inclusive society.

In order to achieve the aforementioned objectives, the following activities have been implemented/ will be implemented in the context of the project, in cooperation with the United Nations Research Institute for Social Development:

- Research regarding the perceived frequency of different forms of discrimination faced by LGBTQI+ people with and without minority ethnic or/and cultural background, the LGBTQI+ rights, their inclusion in politics and the needs for policy reform, as reported by government officials, representatives of political institutions, LGBTQI+ people and the general public.
- Enhancement of the cooperation amongst the aforementioned target-groups at national and European level, through the formation of one Priorities Working Group in each partner country, as well as through the development of an Action Plan by each of them, which is encompassed in the present document. At the same time, the three groups cooperate in the context of transnational activities, enhancing peer learning, with the exchange of ideas, experiences and opinions for the promotion of the Action Plans and LGBTQI+ rights.
- Development of an LGBTQI+ Rights Information and Empowerment Programme and implementation of five Information Seminars addressing representatives of political institutions, civil society and government officials, ten Empowerment Seminars addressing LGBTQI+ people and people





working in organisations regarding LGBTQI+ rights, as well as ten Empowerment Activities addressing all the aforementioned target groups. The Seminars aim at disseminating accurate information to relevant stakeholders, about gender equality, participation in politics and the importance of including minorities in the political decision making processes, as well as at empowering and enhancing the participation in such processes.

- Campaigns and info days for the awareness raising of the public and relevant stakeholders, regarding existing misconceptions about LGBTQI+ people and their rights, the discrimination they face and the importance of including minorities in political decision making processes.

## **1.1 The Priorities Working Group of the project Voiceit**

In the context of Work Package 3 of the project, a Priorities Working Group was formed, aiming at enhancing national cooperation amongst LGBTQI+ people and organisations, government officials, representatives of political institutions and civil society, towards a more inclusive political scene and society.

During their meetings, the members of the Group discussed and recorded priorities regarding LGBTQI+ rights, claims and the participation of LGBTQI+ people in politics. The present document constitutes the Group's Action Plan, which encompasses the proposed activities/actions to remove barriers and enhance acceptance and awareness on different spectrums of LGBTQI+ people's everyday life. These activities/actions may be implemented by organisations working on relevant matters, government officials that can influence the institutional set-up for the protection of the rights of LGBTQI+ people and the enhancement of their participation in political decision making processes, as well as by relevant stakeholders who can implement some of the following recommendations in their professional and personal life. At the same time, the present document includes the actions in which the Group will be involved, that aim at the awareness raising and lobbying for the assertion of LGBTQI+ rights and the inclusion of LGBTQI+ people in every aspect of social life.





The perception that each individual can contribute to the development of a more inclusive society, through their everyday practice at a personal, social and professional level, constitutes one of the fundamental principles of the Group. For example, the personal work with someone's own stereotypes and the use of inclusive language in everyday practices can comprise the beginning of inclusiveness.

## **1.2 Aim of the Action Plan of the project VoiceIt**

The objective of the present Action Plan is the development of recommendations in order to remove barriers that LGBTQI+ people face in their everyday life, as well as during their political participation and when claiming their rights, the enhancement of understanding and inclusiveness, and the promotion of LGBTQI+ people in politics.

The present document illustrates the common vision of the Group members, upon their discussions regarding the obstacles faced by people who have multiple minority identities, as well as upon their cooperation for the development of the recommendations and the actions of the Group.

Upon the development of the Plan and the feedback by representatives of the Working Groups from Cyprus and Italy, the document will be communicated to relevant government institutions, LGBTQI+ people, CSOs, government officials and relevant stakeholders.

## **2. Recommendations**

Upon the Group's discussions on the rights of LGBTQI+ people, the forms of discrimination they face on everyday life and the impact that multiple minority identities have on people, and bearing in mind the current situation, the developments in Greek society regarding LGBTQI+ rights, the different aspects of hate speech, intersectionality and the existing research findings, the following recommendations are proposed:

### **Information & Awareness raising**

- Constant and active participation of government officials, civil society, representatives of political institutions and all people in



the dissemination of information and awareness raising regarding LGBTQI+ rights, the forms of discrimination faced by LGBTQI+ individuals in all aspects of everyday life and their needs.

- Implementation of informative activities by CSOs, as well as by the human rights department of the government and other relevant institutions, regarding the aforementioned issues, and the progress that has been made.
- Participation of all people in relevant activities, vocalisation of their ideas and sharing of their experiences regarding the promotion of human rights and the rights of LGBTQI+ people.

### Research

- Implementation of research regarding LGBTQI+ issues, for the exploration of the challenges they face and their needs.
- Implementation of research, bearing in mind the concept of intersectionality and the need to collect more data regarding the following issues:
  - LGBTQI+ people with minority ethnic and cultural background
  - Trans people and sex working
  - Familiarisation of LGBTQI+ people with their rights
- Research for the collection of more data regarding discrimination in employment - discrimination in accessing employment and in the work environment -, in order to cover the gaps in the existing literature.
- Implementation of research regarding the rights of LGBTQI+ children and their experience when communicating with and accessing public institutions (regarding health, justice, social protection, etc.).

### Assertion of rights

- Covering of the gaps in the anti-discrimination law and inclusion of gender identity in the aggravating factors, with particular emphasis on the up-to-the-minute issue of marriage equality.



- Decriminalisation of sexworking, which many trans people opt for either because they want to, or due to the discrimination they experience when accessing employment.
- Legal protection of intersex and non-binary people.
- Free healthcare provision for gender transition.
- Assertion of visibility of the right in parenthood, through the enhancement and promotion of the concept of alternative care of children by LGBTQI+ couples.
- Enhancement of the public dialogue regarding the experience of parenting, in general, of all the family schemes without prejudice, stigma, fear and exclusion.

#### **Support services**

- Temporary State funding of support services that fill in gaps of the State care, such as the helpline 11528, aiming at the enhancement of the state's apparatus for the creation of the necessary institutions.
- Training of professionals working in public and private support services regarding LGBTQI+ rights and issues, for the most efficient management of incidents.

#### **Training**

- Integration of sexual education and inclusive language in school lessons for the familiarisation of students with LGBTQI+ terminology, LGBTQI+ issues and rights.

#### **Cooperation amongst organisations**

- Cooperation amongst organisations working on LGBTQI+ issues for the implementation of research and the collective assertion of rights.





- Promotion of collaborations between State institutions and services and CSOs that influence the formation and decision making regarding the current legal and institutional environment and context.

### 3. Actions of the Working Group

The members of the Priority Working Group of the project VoiceIt set the following objectives, which are expected to be fulfilled in the context of their action:

- Enhancement of the awareness of the public, through campaigns in the personal social media of the Group members, for the period of June-September 2021.
- Enhancement of transnational cooperation and exchange of good practices, through the communication with the Working Groups that have been formed in the context of the project VoiceIt in Cyprus and Italy, during the period of April-October 2021.
- Collaboration and coordination with other organisations and institutions, as well as with other programmes, for the exchange of ideas for the harmonisation and coordination of actions and claims, during the period of July-October 2021.
- Feed of the newly established Committee for the Development of the National Strategy for LGBTQI+ Equality with research material, during the period of May-June 2021.
- Promotion of the Action Plan to government officials and representatives of political institutions at local, regional, national and European level, during the period of July-September 2021.



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