



Norwegian Directorate for Children,
Youth and Family Affairs

Norwegian experiences with LGBT Action Plans

National Action Plans as effective tools for the promotion
and protection of human rights of LGBT people

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Head of section



Drafting human rights action plans – why, when and how?

- Experience from action plan 2008 – 2013
 - Making of plan
 - Implementation
 - Evaluation
- New action plan in the making - 2016 - 2019





Directorate for children, youth and family affairs

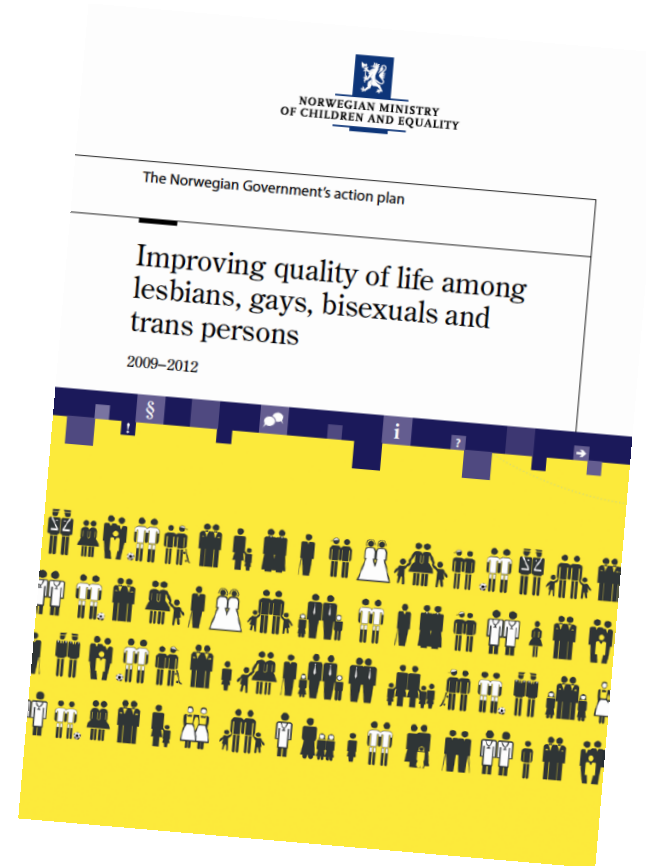
- A broad approach to work with equality, discrimination and inclusion
- Main target: promote equality and work to end discrimination on the basis of gender, disability, ethnicity, sexual orientation, gender identity and gender expression
- The LGBT Knowledge Centre since 2011





Action plan 2009-2013

- First of its kind
- 64 measures
- Cross-sectoral/interdisciplinary
- 8 ministries
- The LGBT knowledge centre to be an "enabler" and "driving force"





Goals of the Action plan

- The goal is a society characterised by openness, tolerance and inclusion.
- The overall purpose of the action plan is to put an end to the discrimination met by LGBT-persons in different phases of life and on different arenas
- LGBT-persons should experience zero-tolerance for smears, threats, exclusion, violence and other forms of discrimination – in all sectors and arenas “

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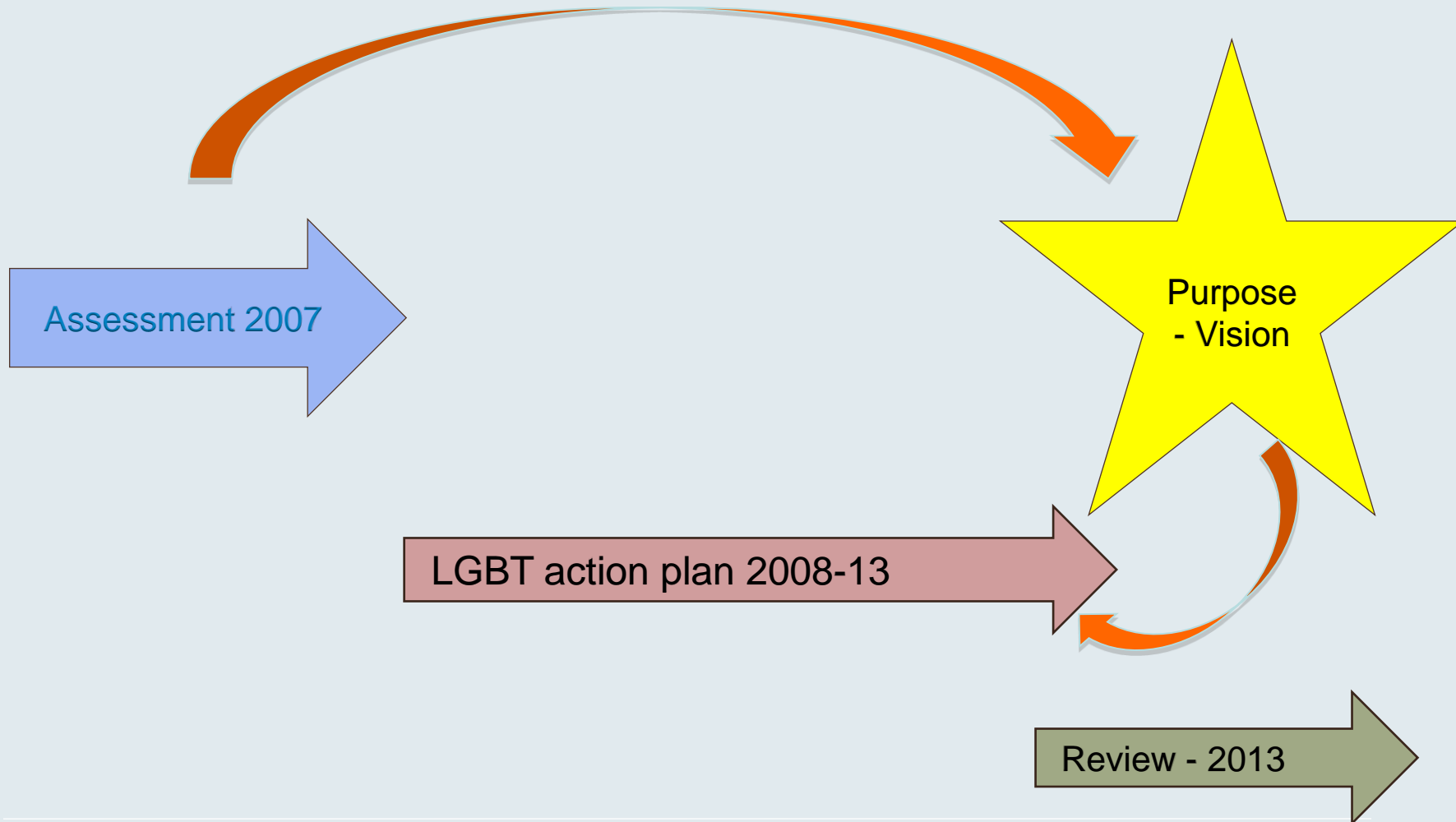


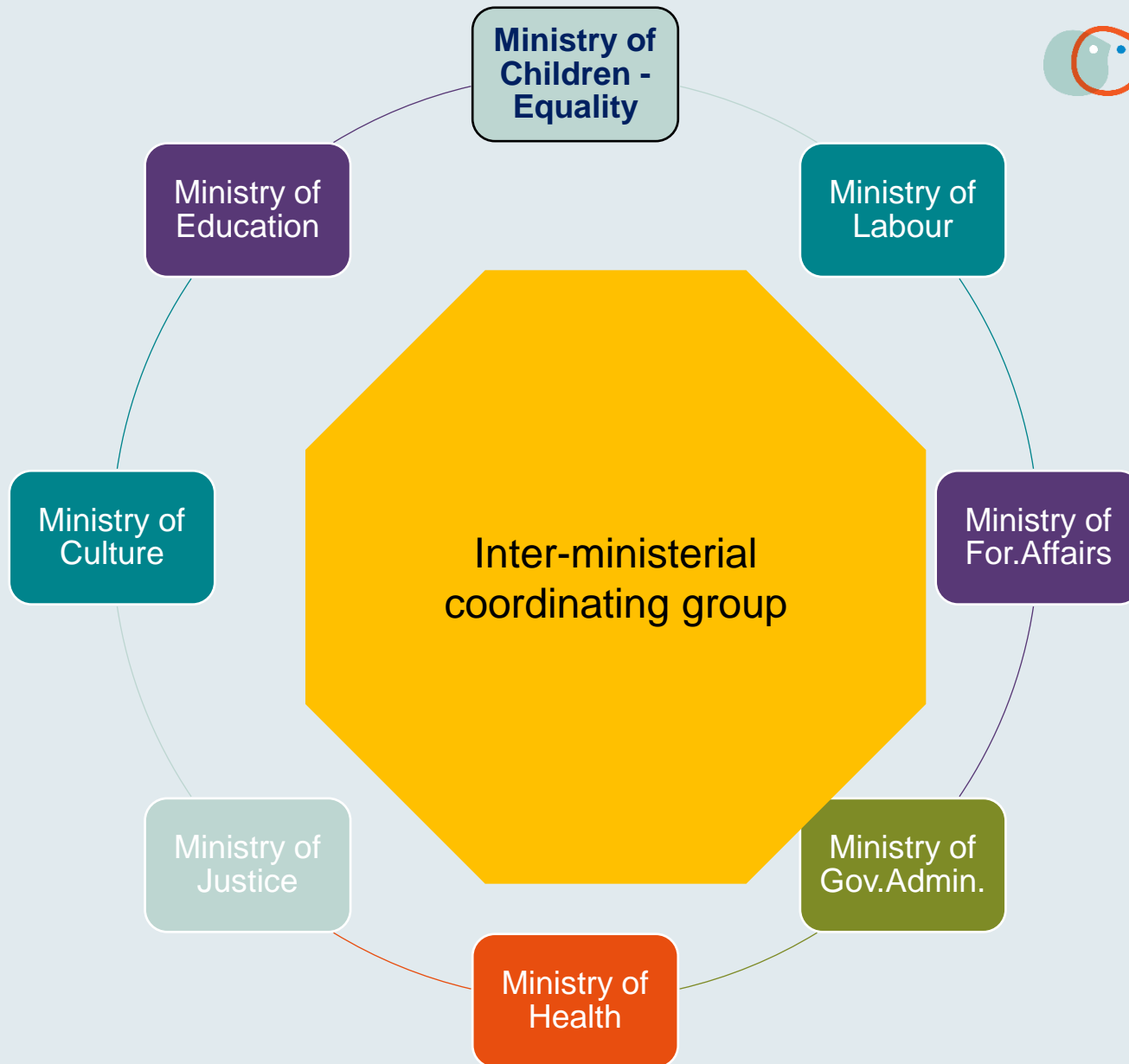
Strategic principles

- Mainstreaming of LGBT-perspectives in all services
- But - targeted measures should be carried out if/when the situation so required
- The establishment of an interdisciplinary LGBT-knowledge Centre
- Priority should be given to groups who risk experiencing discrimination on multiple grounds



Goal-oriented planning







Each of the 8 ministries are responsible for their activities and the results

- Research and data collection
- Awareness raising activities towards groups of professionals
- Reviews of public services
- Review of school curricula for children/youth
- Strengthening of NGOs - esp those working for young LGBTs and for LGBT-persons with immigrant background



Evaluation of action plan – 2 step process

- Comprehensive evaluation in 2013
 - Analysis of reports from activities from ministries
 - Survey among involved ministries and directorates
 - Survey among researchers and «lgbt-experts»
 - Roundtable with LGBT NGOs
 - CoE recommendation CM 2010/05, status from 2013
- Evaluation in 2014 – assessment of results
- Conferences
 - 2007: stakeholder conference
 - 2011: Round table on status
 - 2013: LGBT Status: Conference on research and what we know

Main findings

- Research – challenges in living conditions
- Challenges remain – attitudes and openness
- Heteronormativity and gender binary
- Minority stress and internalised homophobia
- Feedback from LGBT organisations





Lessons learned

- The action plan a milestone in the work for LGBT
- Visions rather than goals in the plan
- Much more research based knowledge, but still lacking in several sectors
- Need more gender focus
- Responsibility NGOs vs. Public sector?
- Mainstreaming difficult to achieve
- Competence development – need for a systematic approach
- LGBT Centre established and makes a difference



Lgbt knowledge centre

- **What we are** - A governmental centre for LGBT policy
- **For who** - To promote equal rights and non-discrimination measures for people who are gay, lesbian, bisexual or transgender (LGBT).
- **How we do this** - Initiating research and mainstreaming the LGBT focus in the public sector
- The LGBT Centre is a hub for providing new knowledge through:
 - Dissemination of research and research findings
 - Capacity-building based on evidence
 - Provide the Norwegian Government with updated knowledge on the situation for LGBT people



Visibility and dissemination www.lhbt.no



Bokmål | Nynorsk | English AAA

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Meny

Nettsidene våre er fortsatt under utvikling. [Din tilbakemelding](#) er viktig for oss.



Illustrasjonsfoto

[bufdir.no](#) > Seksuell orientering, kjønnsidentitet og kjønnsuttrykk



Seksuell orientering, kjønnsidentitet og kjønnsuttrykk

LHBT-senteret er det nasjonale kunnskapssenteret for seksuell orientering og kjønnsidentitet. Vi jobber for å bedre levekårene og livskvaliteten til lesbiske, homofile, bifile og transpersoner (lhbt).

LHBT-ordlista

Skeiv • Bamse • MSM • KSK • Cisperson •
Kjønnsidentitet • Juridisk kjønn •
Heteronormativitet...

LHBT og levekår: Hva sier forskningen?

Hva er LHBT • Å leve som LHBT • Arbeidsliv •
Skole • Fritid • Vold og diskriminering •
Åpenhet...

Inkluderende praksis: Tips og råd

Inkluderende språk • Vær en inkluderende
lærer • Skap en åpen arbeidsplass •
Inkludering i fritid og idrett...



Norwegian Directorate for Children,
Youth and Family Affairs

Lesbiske, homofile, bifile og transpersoners utsatthet for vold i nære relasjoner

En kunnskapsoversikt

EIVIND GRIP FJÆR, TONJE GUNDERSEN & SVEIN MOSSIGE

RAPPORT
NR 5/13



Å ha foreldre av samme kjønn – hvordan er det, og hvor mange gjelder det?

EIVIND GRIP FJÆR & ELISABETH BACKE-HANSEN

RAPPORT
NR 9/13



ALSKENS FOLK

Janneke van der Ros

Levekår, livssituasjon og livskvalitet for personer med kjønnsidentitetstematikk

Januar 2013

Likestillingsenteret



Olav Elgvin, Kristine Bue og
Arne Backer Grønningseter

Åpne rom, lukkede rom: LHBT i etniske minoritetsgrupper



Fafo

Arne Backer Grønningseter og Hilde Hauland

Usynlig og selvlysende

Å være lesbisk, homofil, bifil eller transperson med nedsatt funksjonsevne



Fafo

Vidar Bakkei og Arne Backer Grønningseter

LHBT i arbeidslivet

En kunnskapsgjennomgang



Fafo



Seksuell orientering og levekår

Norman Anderssen og Kirsti Malterud (red.)

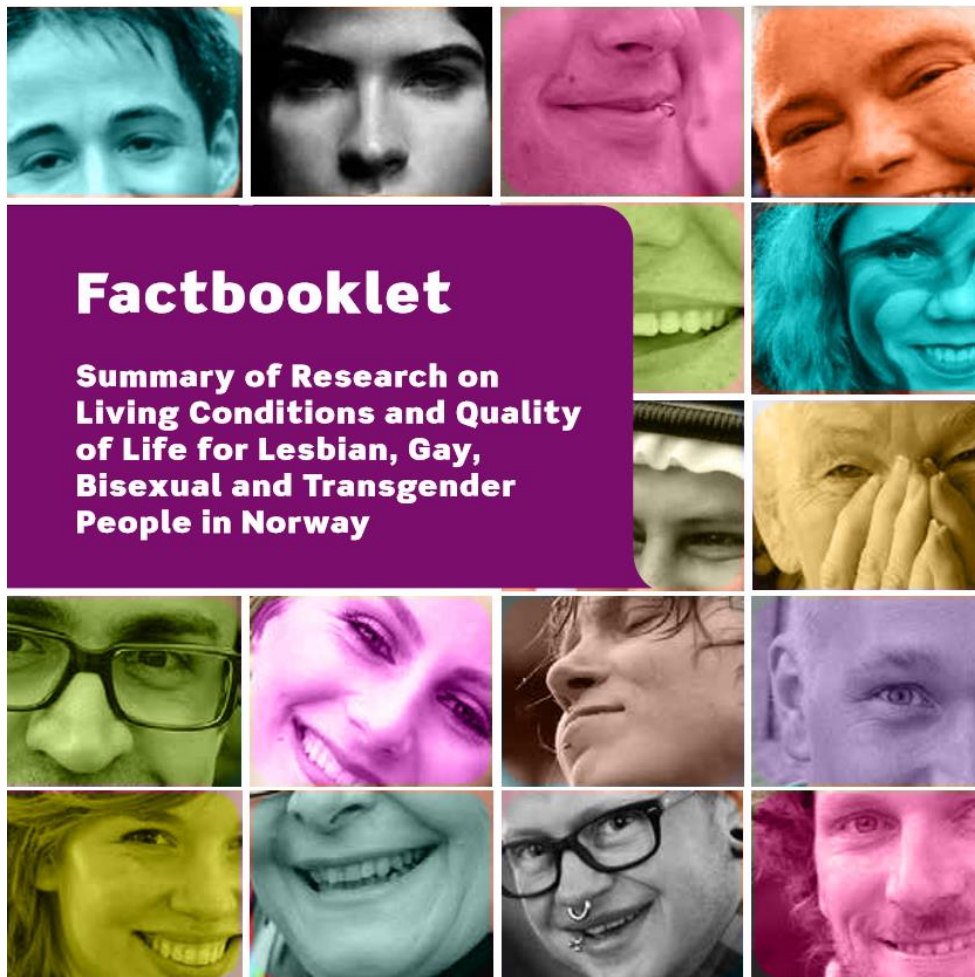
uni Helse
Allmennmedisinsk forskningsnett



lgbt: Status 2014



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A new National lgbt action plan

- Three main areas
 - Safe public spaces
 - Equality in public services
 - Better living conditions for particularly vulnerable groups
- Consultation with organisations working on SOGI
- Consultation with various ministries (health, education, justice etc.)
- Conference in November 2015
- Launch the action plan in 2016



A photograph of two young women lying on their backs on a lush green lawn. They are both laughing heartily, with their eyes closed and mouths open. The woman on the left has dark hair and is wearing a yellow sweater. The woman on the right has long, light-colored hair and is wearing a white shirt. The background is a dense field of green grass.

Thank you!

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www.lhbt.no