



COMBATING ANTI-LGBTIQ VIOLENCE AND HATE SPEECH AND STRENGTHENING AWARENESS RAISING AND FACT-BASED NARRATIVES ABOUT LGBTIQ PERSONS

Agenda

Training of trainers session and launch event on the updated training manual

“Policing Hate Crime against LGBTI Persons: Training for a Professional Police Response”

10th to 12th March 2025 Barcelona

Purpose of the training: The police are at the frontline of the criminal justice system and the first point of contact for many victims of hate crime. Without the essential skills to identify and investigate hate crimes against LGBTI persons, the police cannot ensure justice and protection for all victims, gain the confidence of LGBTI communities or contribute to the fair and transparent application of national hate crime laws.

The manual “Policing Hate Crime against LGBTI persons: Training for a Professional Police Response” is designed to provide assistance, information and the appropriate tools for conducting trainings on hate crime against LGBTI persons.

At the end of this training, participants will be able to:

- understand why hate crime and other violence against LGBTI persons require a particular and specific approach;
- acknowledge that improvements in this area need to be underpinned by police leadership;
- understand the prevalence and impact of hate crime and other violence, including domestic violence, against LGBTI communities;
- recognise the core duty of the police to protect, investigate crimes and provide an equal and respectful service.

10 March 2025

08:30 – 11:00 Institutional session at the Ministry of Interior and Public Security (C. de la Diputació, 355 Barcelona)

08:30 – 09:00 Arrival and Accreditation of Attendees

09:00 – 09:20 Welcoming words

Master of Ceremony: Manuel Peinado, President of Gaylespol

- Thorsten Afflerbach, Head of the Inclusion and Anti-discrimination programmes Division, Council of Europe
- Carlos Prieto Gómez, Delegate of the Government in Catalonia

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09:20 – 10:15 Moderated panel: Advancing Training on LGBTI+ Hate Crimes

- Carlos Prieto Gómez, Delegate of the Government in Catalonia
- Josep Lluís Trapero, General Director of the Police, Department of Interior and Public Security of the Generalitat of Catalonia
- Daniel Limones, General Director for the Coordination of Local Police, Department of Interior and Public Security of the Generalitat of Catalonia
- Javier Rodríguez, Barcelona City Council Commissioner for Children, Adolescents, Youth and LGBTI Policies
- Thorsten Afflerbach, Head of the Inclusion and Anti-discrimination programmes Division, Council of Europe
- Alain Parmentier, President of the European LGBTI Police Association (EGPA)

Moderator: Manuel Peinado, President of Gaylespol

10:15 – 10:55 Presentation of the Updated Manual “Policing Hate Crime against LGBTI Persons: Training for a Professional Police Response”

Francisco Peña Díaz, SOGIESC expert

Manuel Peinado, President of Gaylespol and SOGIESC expert

10:55 – 11:00 Closing speech

- Josep Lluís Trapero, General Director of the Police, Department of Interior and Public Security of the Generalitat of Catalonia

End of institutional session

11:00 – 11:30 Travelling to the LGBTI Centre (C. Comte Borrell, 22 - 08015 Barcelona)

11:30 – 18:00 Training of trainers (LGBTI Centre)

11:30 – 12:00 Introduction to the training and its trainers: Shaping the LGBTI+ Hate Crimes Training Programme

Manuel Peinado, Trainer of Police Trainers on Hate Crimes and LGBTI+ Discrimination, Council of Europe (SOGIESC)

Saul Castro, Trainer of Police Trainers on Hate Crimes and LGBTI+ Discrimination, Council of Europe (SOGIESC)

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This panel introduces the team of expert trainers who will lead the program and outlines the structure and methodology of the training sessions. Attendees will gain insight into the educational approach and the key objectives designed to improve police competencies in addressing LGBTI+ hate crimes.

12:00 – 13:00 Working with Civil Society Organisations (CSOs): Building Stronger Community Connections

- Saul Castro, Trainer of Police Trainers on Hate Crimes and LGBT+ Discrimination, Council of Europe (SOGIESC)
- Manuel Peinado, Trainer of Police Trainers on Hate Crimes and LGBT+ Discrimination, Council of Europe (SOGIESC)
- Alain Parmentier, President of the European LGTBI Police Association (EGPA)

This session delves into the role of civil society organisations (CSOs) in supporting police efforts to address LGBTI+ hate crimes. Topics include understanding the functions of CSOs, exploring their

perspectives and needs, and identifying practical ways to collaborate. The panel also focuses on strategies to foster effective relationships with diverse communities, enhancing trust and mutual understanding.

Police training Manual Activity 0.1: What are civil society organisations (CSOs) and how can they help?

13:00 – 14:00 Lunch break

14:00 – 15:30 Working with Civil Society Organisations (CSOs): Building Stronger Community Connections (continuation)

Police training Manual Activity 0.2 “Walking in their shoes: what do I need and what can I do?”

Police training Manual Activity 0.3 Building effective relationships with communities

Group activities

15:30 – 15:45 Coffee break

15:45 – 17:45 Why Are We Here? Setting the Stage for LGBTI+ Hate Crime Training

- Saul Castro, Trainer
- Manuel Peinado, Trainer
- Superintendent Angels Bosch Campreciós, Mossos d’Esquadra - Police of Catalonia
- Alberto Martin , president of Club Esportiu LGTBI+, Panteres Grogues

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This module establishes the foundation for the training program with an introduction from a senior leader, emphasizing the importance of addressing LGBTI+ hate crimes. A civil society organisation (CSO) will provide insights into victims' and community perspectives, highlighting real-world impacts.

The session also includes a review of data on violence against LGBTI individuals, underlining the urgency and relevance of the training.

Police training Manual Activity 1.1: Input from a senior leader to set the scene for the training.

Police training Manual Activity 1.2: Civil society organisation (CSO) session: victims and community's perspective.

Police training Manual Activity 1.3: Data on violence against LGBTI people.

17:45 – 18:00 Closing of Day 1

11 March 2025

09:00 – 09:15 Welcome, Review of the First Day, and Overview of the Second Day

9:15 – 11:00 Key Concepts - Lesbian, Gay, Bisexual, Transgender, and Intersex persons, and stereotypes

This module provides conceptual tools for the professionals to fully grasp the concepts of sexual orientation, gender identity, gender expression and sex characteristics, as well as to understand the reasons, stereotypes and prejudices that fuel the hate-motivated violence against LGTBI persons.

- Key Concepts Related to SOGIESC: Sexual Orientation, Gender Identity and Expression, Sex Characteristics.
- Understanding SOGIESC.
- Understanding Stereotypes and Bias.
- Intersectionalities and Intersectional Discrimination: The Cumulative Effect of Layers of Discrimination.

Police training Manual Activity 2.2: Understanding stereotypes: Individual work and group discussion.

Police training Manual Activity 2.3: Understanding stereotypes: Group work and presentation.

Police training Manual Activity 2.4: Definition Quiz.

11:00 – 11:15 Coffee break

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11:15 – 13:00 Policing hate crimes and discrimination against LGBTI persons – Conceptual approach. Understanding the context in which this violence occurs

This module equips professionals with a theoretical background to effectively identify and address hate crimes and discrimination against LGBTI persons. It highlights the context in which these forms of violence take place and the impact of discrimination on victims' willingness to report crimes and stresses the need to avoid re-victimization.

- What is discrimination? Differences between direct, indirect, multiple, intersectional and referential discrimination.
What is a hate crime? Differences between hate crimes, hate incidents and hate speech.
- Understanding the Broader Context of Discrimination Experienced by LGBTI Persons and Communities.

Police training Manual Activity 3.2: Prejudice and discrimination that LGBTI persons and communities experience.

Police training Manual Activity 3.3: What is a hate crime? Discussion

13:00 – 14:00 Lunch break

14:00 – 15:00 Understanding Underreporting

This session will delve on the specific barriers faced by victims of discrimination or violence based on SOGIESC when reporting it before the authorities. It aims at unveiling the reasons for underreporting and to improve effective police responses.

- Identifying Specific Barriers to Reporting Hate Crimes Faced by LGBTI Communities.
- Identifying Reasons for Filing Reports: How to Increase Reporting? A Victim-Centered and Outcome-Focused Reporting Framework: Improving Recordings and Increasing Reports, Enhancing the Sense of Security and Increasing Access to Support and Justice.

Police training Manual Activity 4.6: The importance of trust: Police responses and the LGBTI community

Police training Manual Activity 4.7: Supporting LGBT Communities: An effective police response.

15:00 – 16:30 Human Rights Standards and the Role of the Police

This session of the module provides an overview of key human rights standards relevant to policing hate crimes against LGBTI persons, along with practical exercises to reinforce the application of these principles in investigations.



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Police training Manual Activity 3.4 : Understanding key Council of Europe standards and other human rights standards relevant to hate crimes against LGBTI persons.

Overview of *Identoba v. Georgia* case at the European Court of Human Rights, and further standards to comply with the obligation to fully investigate hate-motivated incidents.

16:30 – 16:45 Coffee break

16:45 – 17:45 Compared Legislation and Regulations on Hate Crimes. Recap of the day.

This final session will consist of a tailored discussion in order to critically analyse the legislation (or lack of legislation) of the countries of origin of the participants, as well as its effective application.

17:45 – 18:00 Closing of Day 2

12 March 2025

09:00 - 09:15 Welcome, Review of the Second Day, and Overview of the Third Day

09:15 – 11:00 Identifying Bias

This module equips participants with the knowledge and skills needed to detailedly investigate hate crimes. It covers bias indicators and evidential strategies essential for proving hate crimes, using practical examples to enhance frontline policing responses. The module includes activities focused on the indicators that cannot be overlooked by the investigators.

- Specific Characteristics of Victims of Hate Crimes (Including Trans-Specific Considerations)
- Bias Indicators: Demonstrating Bias Selection/Motives
- Bias Indicators: Homophobic, Transphobic, Interphobic.

Police training Manual Activity 4.2: Collecting the evidence: A victim-centred approach

Police training Manual Activity 4.3: Collecting the evidence: transgender-specific guidelines

Police training Manual Activity 4.4: Collecting the evidence: Bias indicators – Proving bias selection/motive

Police training Manual Activity 4.5: Collecting the evidence: Bias Indicators – Identifying hate crimes against LGBTI persons

11:00 – 11:15 Coffee break

11:15 – 12:15 Hate Crime Investigation and Evidence Collection

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This module provides participants with practical guidance on investigating hate crimes against LGBTI persons, focusing on evidence collection and crime scene handling procedures. It covers key investigative steps from the arrival at the crime scene to gathering technical and witness evidence, conducting follow-up enquiries, and ensuring a thorough case development. The module also emphasizes the importance of creating a safe and supportive environment for LGBTI victims at police stations, promoting trust and cooperation in investigations.

Police training Manual Activity 4.1: Investigation of a hate crime against LGBTI persons – From arrival at crime scene, collection of technical and witness evidence and follow-up enquiries.

Police training Manual Activity 4.2: Collecting the evidence: action at the crime scene and subsequent criminal investigation.

Police training Manual Activity 4.3: Collecting the evidence: A victim-centred approach

Police training Manual Activity 4.4: Tips to create a safe space for LGBTI persons at the police station

12:15 – 13:00 Working with Civil Society Organizations (CSOs)

This final section aims at critically and cooperatively discussing effective police responses when facing an investigation, as well as the approaches that can be followed to ensure building trust with CSOs.

- NGOs: An Essential Link to Address Hate Crimes Against LGBT+ People – Joint Session with Invited NGOs.
- Brief NGO Introductions (Maximum 5/10 min).
Joint Working Groups on Practical Cases.

13:00 – 14:00 Lunch break

14:00 – 16:30 Going Further: Evaluating the Training and Building Bridges to Cooperate Transnationally

The training concludes with a shared reflection on the knowledge gained, asking participants to identify any gaps, and assess how it can be effectively applied in practice in their national contexts. Participants will be encouraged to share their insights and challenges, fostering an open dialogue to strengthen future approaches to investigating hate crimes against LGBTI persons and to tailor them to their specific jurisdictions.

This session will also focus on building strong professional connections, as hate crimes are not isolated incidents but part of a broader pattern of discrimination occurring across multiple states. We will analyse how to address these crimes through a cooperative, transnational approach, ensuring best practices are shared, and cross-border collaboration is strengthened.

16:30 – 17:00 Closing of Day 3 and Evaluation

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