

International Day Against Homophobia, Biphobia and Transphobia

17 May 2023 Action Kit

Take action in your workplace and union!

1.	Take photos of yourself, co-workers and fellow union members with our IDAHOBIT selfie-signs and post them on social media and the union's webpage, and publish in your union's newsletter. See our tips for social media below. You will find our selfie-signs and action kit here (https://tinyurl.com/IDOHOBIT2023) .
2.	Organise a lunch-and-learn session at work or hold a union meeting to address homophobia, biphobia and transphobia. Invite a speaker from a local LGBTI community organisation. Reach out to LGBTI co-workers and union members and allies. Build a network of supporters. Don't forget to take a group photo too (see #1).
3.	Learn about how trade unions are advancing LGBTI rights in the workplace and at the bargaining table. Explore our digital resource library here (https://tinyurl.com/LGBTIresources) and visit our website at legtiworkers.org and sign up for updates.
4.	Tell us your story. Record a short video here (https://tinyurl.com/LGBTIvideo) telling us about your experiences as an LGBTI worker. Let us know your challenges and victories. Tell us why LGBTI workers should join a union and what your union has done to support you.
	Watch our IDAHOBIT webinar "Trade Unions vs. LGBTphobia" with special guest Cleve Jones, legendary LGBTI rights leader and union organiser and other trade union activists from around the world. Wednesday, 17 May at 2.00PM/14h00 UTC - 4.00 PM/16h00 CEST. Details and registration here (https://tinyurl.com/LGBTIwebinar) .
	Make a Tik Tok or Instagram story and go viral. See 'How to make a Tik Tok or Instagram Story' and our tips for social media below.

A word about words

We use LGBTI – lesbian, gay, bisexual, transgender and intersex – to name our project and community. Some global union federations and affiliates use variations of this, including LGBTQI and LGBT+. In all cases, our intentions are to be fully inclusive. In some languages, homophobia, biphobia and transphobia is often shortened to "LGBTphobia".

A word about safety

Consider your own and comrades' safety when taking actions, particularly on social media. Only do what feels safe and right.

Social media tips

Spread these messages

- On 17 May, the International Day Against Homophobia, Biphobia and Transphobia, trade unions stand in #solidarity with our #LGBTI members and the wider #LGBTI community.
- Homophobia, biphobia and transphobia are not trade union values!
- Everyone belongs in our union!
- Unions are for everyone!
- My union includes LGBT workers.
- Together always: united in diversity
- An injury to one is an injury to all.

Use these hashtags

#IDAHOBIT	#May17	#LGBTI	#LGBT+
#solidarity	#UnionStrong	#unions	#tradeunions
#togetheralways	#unitedindiversity		

Tag us

@lgbtiworkers	@ITFglobal	@psiglobalunion	@eduint
@ituc_global	@industrial_gu	@uniglobalunion	@bwiglobalunion
@ifj_journalists	@iufglobal	@ILOACTRAV	+ your trade union
+ your local LGBTI group	+ your national trade union confederation		

How to make a Tik Tok or Instagram Story

	
→ In the app, tap + at bottom of the screen. → Upload content from your device Library or use the TikTok camera. → Add Sounds, Effects, Filters, or other camera tools. → Start your video by pressing the Record button. → Record your content. Amplify the IDAHOBIT message (above). → Tap the check mark. → Make additional edits on the post page. → Post your video!	→ In the app, tap at the bottom or swipe right anywhere in Feed. → Scroll to Story at the bottom. → Tap at the bottom of the screen to take a photo, or tap and hold to record a video. ... → Tap , or to draw, add text or a sticker to your photo or video.

...and don't forget

- Follow and like us on Instagram, Twitter, Facebook, YouTube and Tik Tok.
- Visit lgbtiworkers.org and sign up for updates on our work.
- Share your actions with us at lgbtiworkers@gmail.com including your first name, union, and location.



Talking points

Use these talking points as the basis for a short video from your union president or general secretary. Use LGBTI or the term in common use by your union. Post the video to social media and send us the file so we can post to our YouTube channel.

- Today, 17 May, is the International Day Against Homophobia, Biphobia and Transphobia.
- This year's theme is "Together always: united in diversity" - something that should resonate with all trade unionists.
- The trade union values of solidarity and mutuality mean that our unions, our movement, our struggle includes LGBTI workers.
- LGBTI workers face discrimination and economic inequality, and are at-risk for harassment and violence in the world of work (see statistics below).
- An injury to one is an injury to all.
- Around the world, many of our affiliates have taken up the duty to defend our LGBTI members.
- Unions have negotiated collective agreement rights, advocating for legal recognition and celebrated Pride with the LGBTI community.
- If you can, mention an LGBTI initiative from your own GUF or an affiliate.
- But there is still much work to do.
- In recent years, we have seen a resurgence of homophobia, biphobia and transphobia with discriminatory laws adopted and political leaders trying to divide us.
- Homophobia, biphobia and transphobia are not trade union values.
- Everyone belongs in our unions.
- On 17 May, let's renew our commitment to human rights, dignity for all, and solidarity.
- Let's support our own LGBTI members, and stand with the LGBTI community.

Facts and statistics

- A 2021 survey by UNI global union of affiliates' members in 51 countries, 68% of respondents indicated that they had seen, heard or experienced discrimination, harassment or violence against LGBTI workers.¹
- According to research by Stonewall UK, the British campaigning organisation, one in five LGBTI workers in the UK had been the target of negative conduct or treatment from co-workers and that one in eight transgender workers had been physically attacked by colleagues or customers. Over a third of LGBTI people felt they need to hide who they are at work, and one in five felt that being LGBTI limits their job opportunities.²
- Another study by the Williams Institute of the University of California at Los Angeles Law School found that 46% of LGBTI workers experienced unfair treatment at work and 34% had left a job because of poor treatment by their boss.³
- ILGA-Europe's annual review found that 2022 was the most violent year for LGBTI people across Europe and Central Asia in the past decade, both through planned, ferocious attacks and through suicides in the wake of rising and widespread hate speech from politicians, religious leaders, right-wing organisations and media pundits.⁴
- 62 countries still criminalise consensual sexual activity between same-sex adults.⁵

¹ [LGBTI+ Workers Rights and Perceptions – Report EN \(uniglobalunion.org\)](https://uniglobalunion.org/en/lgbti-workers-rights-and-perceptions-report-en)

² https://www.stonewall.org.uk/system/files/lgbt_in_britain_work_report.pdf

³ <https://williamsinstitute.law.ucla.edu/publications/lgbt-workplace-discrimination/>

⁴ <https://www.ilga-europe.org/report/annual-review-2023/>

⁵ <https://database.ilga.org/en>