



RFSL Municipal Survey 2006—Ten Things to Do

Ten Things That All Municipalities Can Do for a More Open Sweden

Lesbian, gay, bisexual and transgender people (LGBT) are everywhere in Sweden. But it is not equally easy to be open everywhere. Many LGBT people, especially in smaller towns, feel forced to move to larger cities in order to live openly. Knowledge is necessary for municipalities to be able to protect the interests of all municipal residents and employees, including homo-/bisexual and transgender people.

RFSL urges all of Sweden's municipalities to carry out all of the measures on this list. By doing so, each municipality will have come a long way on the road to creating a community that is open for everyone regardless of sexual orientation, gender identity or gender expression.

1. Educate Politicians

Educate politicians on the life circumstances of LGBT people and on how such issues affect the municipality's activities. At the very least, this training should be offered to the members of the municipal council and the chair of the local government board.

2. Prepare an Action Plan for the Municipality's Work with LGBT Issues

This can include the other measures in this ten-point program as well as, for example, making the forms that the municipality uses gender neutral and making sure that they, for example, do not take for granted that two parents have different genders.

3. Educate All Municipal Employees

Educate all municipal employees that meet clients on the life circumstances of LGBT people. Examples of such employees include social workers, family counselors, personnel within child care and care for the elderly, and people who work with refugees.

4. Educate All Municipal Employers

Educate all municipal managers, leaders, personnel directors and employers on how to create workplaces where everyone can be open and receive the same opportunities, regardless of sexual orientation, gender identity or gender expression.

5. Make LGBT People and Families Visible in the Education System

Make sure that LGBT people and rainbow families are visible in child care, preschool and other grades of school. This can include reading children's books where there are rainbow families to younger children, and carrying out information sessions for lower and upper secondary school students where they can meet and get information from people who themselves are lesbian, gay, bisexual or transgender.

6. Educate All School Personnel

Educate all school personnel so that they have the tools and methods that are necessary to counteract insults and discrimination and promote values that protect the equal rights of everyone, regardless of sexual orientation, gender identity or gender expression.

7. Ensure That Schools Correctly Address LGBT People and Issues

Ensure that all schools correctly address LGBT people and issues in the classroom. For example, this can include ensuring that materials that are used address sexual orientation, gender identity and gender expression correctly, and that no materials that are used contain insulting or inaccurate statements about LGBT people.

8. Provide Support for Social Meeting Places

Provide economic support for social meeting places for LGBT people. Municipalities that lack RFSL divisions or other LGBT organizations should support other nearby associations.

9. Revise All Relevant Governing Documents

Include clauses against discrimination on the grounds of sexual orientation, gender identity and gender expression in all relevant governing documents such as education plans and curriculum frameworks, diversity and multicultural plans, and so on.

10. Place Demands on Non-Profit and Adult Education Associations

Make all non-profit and adult education associations that receive municipal subsidies show how they counteract insults and discrimination on the grounds of sexual orientation, gender identity and gender expression.