Plan to prevent and fight discrimination against the LGBTQIA+ community.
In Lille, Lomme and Hellemmes: be yourself

Over the course of the last five years, studies and figures have indicated an increase in homophobic and transphobic violence across France. Although a slight decrease was observed in 2020, these figures are deceiving, as they have been distorted by the health crisis and lockdown, which have instead resulted in less visible instances of domestic violence. **There is no doubt that homophobia is firmly rooted in our country.** The City of Lille and the associated municipalities of Hellemmes and Lomme have also been affected by these discriminatory acts within our region: a situation which we refuse to tolerate and seek to combat.

We aim to be an egalitarian and inclusive community, so that each resident of Lille, Lomme and Hellemmes can find their place and fully exercise their rights. However, the current health crisis has exacerbated the isolation of many people who find themselves in delicate situations (discrimination in terms of employment, housing or access to healthcare, etc.), a fact witnessed by LGBTQIA+ associations in the sharp increase of calls received.

**Seeking to defend the rights of LGBTQIA+ people, the city council has carried out a study on this issue with its partners, in order to implement a plan to prevent and fight against discrimination based on sexuality and gender identity – a priority for our Fight Against Discrimination delegation for this new term.**

The plan is divided into three key areas: awareness, support and setting a good example.

This plan’s implementation is based on the transversality between the public policies carried out by the community, and the enthusiasm of the network of associations in Lille and its associated municipalities.
In order to build an egalitarian and inclusive city, the city of Lille and its associated municipalities commit to:

**OBJECTIVE 1** - Support awareness-raising actions in the public space:

- Raising awareness among the general public, by strengthening support for associative events (pride march, rainbow week, conferences, debates, etc.).
- Setting up a communication campaign against LGBTphobias (Exhibitions, posters, etc.).
- Encouraging actions around 17 May – International Day Against Homophobia and Transphobia – through citizen participation.
- Making public spaces a place of inclusion through visual and artistic creations (artistic projects on public buildings, lighting up facades, etc.).
- Communicating on prevent-and-fight plan (council website and tourist office websites, communication campaign).

**OBJECTIVE 2** - Raise awareness among young people:

- Raising awareness of the right to be different and of respect for others.
- Raising awareness in school time and during extracurricular activities – particularly in sports, cultural and social centres.
- Raising awareness among young people by creating partnerships with universities in Lille, in particular through student associations.

**OBJECTIVE 3** - Sharing coherent training resources for all professionals within the educational community and staff working in social centres and associations across the region, in alignment with the national action plan for equality, in order to fight anti-LGBTQIA+ hatred and discrimination:

- Setting up coherent training courses between professionals, allowing for the sharing of good practices.
- Making online educational tools available, sharing resources and implementing their use.
Offering support by strengthening our partnership between the council and associations.
THE CITY OF LILLE BENEFITS FROM A RICH NETWORK OF ASSOCIATIONS ACROSS ITS TERRITORY AND HIGHLIGHTS THE ESSENTIAL WORK OF THESE ASSOCIATIONS PLAYING AN ACTIVE ROLE IN RECOGNISING THE EQUAL RIGHTS OF LGBTQIA+ PEOPLE. WITH THEM, THE CITY OF LILLE AND ITS ASSOCIATED MUNICIPALITIES UNDERTAKE TO:

**OBJECTIVE 4** - Develop a directory of regional partners who promote LGBTQIA+ rights, in order to distribute this to public establishments, businesses and citizens and accelerate their recognition.

**OBJECTIVE 5** - Regularly consult with stakeholders in the field to jointly build and develop actions to meet the needs of the LGBTQIA+ community.

- With regard to access to health and care, this will be done by promoting discussions with professionals around the processes of finding one’s identity.
- By supporting associative initiatives and promoting private initiatives against discrimination: in the areas of employment, access to housing and discrimination against those living with HIV.

**OBJECTIVE 6** - Boost support for LGBTQIA+ victims of violence:

- Creating a working group for emergency accommodation and victim support (creation of tools, reporting, psychological support, etc.).
- Supporting actions to detect and combat conversion therapy.
- Within the City of Lille, strengthening coordination between the Maison de la Médiation (legal-advice centre), the inter-municipal association for victim support and mediation, and stakeholders within the region, in order to efficiently receive and guide victims.
- By reflecting on «safe» places within the public space, in direct consultation with business owners and citizens within the targeted neighbourhood.
Aiming to set a good example through an inclusive and non-discriminatory reception model
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**OBJECTIVE 7** - Ensuring the exemplary and benevolent reception of users:

- By developing the training of municipal officers (police headquarters, city halls, district town halls, city council, etc.).
- By providing efficient and rapid orientation for citizens.
- By ensuring that administrative documents and forms are non-discriminatory.

**OBJECTIVE 8** - Ensuring that the municipal police adopt appropriate procedures when intervening in the region.

**OBJECTIVE 9** - Acting as a source of information and questioning:

- By relaying communications and reports related to the evolution of LGBTQIA+ rights.
- By questioning other institutions (MEL, the local education authority, stakeholders for economic development within the region, etc.) in order to fight against administrative violence and to secure and facilitate changes to civil registries.

**OBJECTIVE 10** - Being vigilant with regard to the inclusion of LGBTQIA+ people in the region and in all our public policies:

- At a cultural level, by ensuring the provision of a collection of books presenting a positive and representative image of the LGBTQIA+ community by municipal libraries.
- By piloting firm actions against LGBTphobias in the sports field, with neighbourhood clubs and associations.
- With regard to international relations, by joining the Rainbow Cities Network, and by promoting and defending LGBTQIA+ rights in projects carried out with partner cities across the world.
Together, let’s be ourselves!

This action plan was developed with local associations fighting homophobia and transphobia in the city: Fiertés Lille Pride, En-Trans, SOS Homophobie, «J’en suis, j’y reste», Le Refuge, Eole, Trans santé, Les Flamands roses, Iris Formation, IÉSEGALITÉ, the Maison Dispersée de Santé, managers of the city’s LGBTQIA+ bars and key local figures. The following structures also participated: the Lille Youth Council, Atelier Canopé 59 (Canopé Network) and the University of Lille.