



ANCHORED IN VALUES, OPEN TO ALL

THE CENTRE-RIGHT VISION ON LGBT+ INCLUSION AT THE LOCAL LEVEL

A POLITICAL HANDBOOK WITH GUIDELINES
& BEST PRACTICES FOR LOCAL EPP LEADERS

PREPARED BY **eppride**
The LGBTIQ+ network of EPP



FOREWORD

This handbook was born from both conviction and necessity. For many years, EPPride has concentrated its efforts primarily on the national and European levels, where broad frameworks for LGBT inclusion were debated and adopted. Yet, over time, it became increasingly clear that some of the most inspiring examples of courageous and practical leadership were taking place at the local level—where mayors, councillors, and regional leaders of the European People’s Party were quietly but determinedly building inclusive communities. It became EPPride’s task to shed light on this level of governance, to gather and share the best practices that often remain unnoticed beyond their immediate context.

In early 2025, the Board of EPPride entrusted me with the responsibility of developing this handbook. It was an honour I accepted with humility and determination. The work, however, was far from simple. Countless hours were devoted to extensive online research, often navigating sources in different languages. I cannot recall how many times I relied on translation tools simply to grasp the richness of initiatives implemented by colleagues across Europe.

Furthermore, my years of experience and network within our political family also proved to be invaluable. From 2021 until 2023, I had the privilege of serving as Secretary-General of YEPP, the youth wing of the EPP, alongside my position as National Chair of JONGCD&V in Flanders, Belgium. This allowed me to build a strong network with dedicated young EPP leaders from across Europe. I reached out directly to multiple individuals who could provide me with more information regarding possible good practices and I was met without exception by generosity, clarity, and encouragement. For that, I owe a debt of gratitude to my dear friends and allies within the EPP.

The journey of preparing this handbook has been demanding but profoundly rewarding. It was moving to witness first-hand how many initiatives, coming from our own political family, are being taken at the local level to promote inclusion. I was particularly impressed by measures implemented in regions where LGBT inclusion has not traditionally featured prominently on the political agenda. These examples stand as proof of the courage, creativity, and commitment of local EPP politicians, who show that even in challenging contexts, dignity and solidarity can prevail.

It is with pride and deep appreciation that I present this handbook at the 2025 EPPride Annual Meeting in Amsterdam. May it serve as a repository of good practices and a source of inspiration for local EPP leaders across our continent. For at its heart, this work is a reminder of what politics is meant to achieve: ensuring that every citizen, regardless of who they are, can live freely, safely, and with dignity.

With gratitude and determination,

DR. KEVIN MAAS – Second Vice President

On behalf of EPPride – the LGBTIQ+ Network of the European People’s Party

TABLE OF CONTENTS

INTRODUCTION	5
PART I – POLICY DOMAINS	6
I. YOUTH AND EDUCATION POLICY	6
II. SPORTS AND CULTURAL POLICY	9
III. HEALTH CARE POLICY	11
IV. ELDERLY CARE POLICY	12
V. PUBLIC SAFETY POLICY	13
PART II – CONCLUSION & RECOMMENDATIONS	14
PART III – LIST OF LITERATURE	14
PART IV – ANNEXES	16
ANNEX I – COMPLETE POLICY CARD COLLECTION	16
ANNEX II – IMPLEMENTATION CHECKLIST	20
ANNEX III – TEMPLATES ADVISORY COMMITTEE	21
ANNEX IV – TRAINING & EDUCATIONAL MODULES	22
ANNEX V – MONITORING & EVALUATION MATRICES	23
ANNEX VI – THE NORWEGIAN MODEL	24
CONTACT INFORMATION	24

INTRODUCTION

EPP & CENTRE-RIGHT VALUES BEST EQUIPPED TO FURTHER LGBT INCLUSION

The European People's Party (EPP), as the largest political family in Europe, has consistently positioned itself as the guardian of Europe's foundational values: human dignity, freedom, responsibility, solidarity, and respect for the rule of law. These principles, deeply rooted in the Judeo-Christian tradition, form not only the ideological core of the EPP but also the moral compass that enables us to design visionary and sustainable policies. They are inherently well-suited for shaping an inclusive framework for the acceptance and flourishing of LGBT persons within our societies.

Parties situating themselves further to the left, frequently attempt to portray themselves as the exclusive vanguards of LGBT rights, cultivating a moral monopoly on inclusivity. However, history reveals that pioneering steps toward LGBT inclusion have often originated within the sphere of EPP leadership. A paramount example is the recent legalisation of same-sex marriage in Greece under Prime Minister Mitsotakis, leader of EPP party 'New Democracy'. Mitsotakis characterised the reform as *"a milestone for human rights, reflecting today's Greece—a progressive and democratic country, passionately committed to European values"* (People, 2024).

EPPride AS A COMPLEMENTARY AND INDISPENSABLE PART OF EPP

The role of EPPride—the official LGBTIQ+ network of the EPP—is both complementary and indispensable to the work of EPP. Founded in 2013 as the *European Centre-Right LGBT+ Alliance* and rebranded in 2024 as *EPPride*, the organisation enjoys formal recognition as an Associated Entity of the EPP, thereby ensuring its presence within both Congresses and Political Assemblies.

Building upon the same foundational principles and values, EPPride has consistently maintained a constructive stance towards the broader EPP while simultaneously developing an active portfolio of centre-right policy proposals on LGBT topics. In 2023, EPPride published its *Political Platform*, a comprehensive advisory handbook to foster LGBT inclusion across Europe (EPPride, n.d.).

TANGIBLE IMPACT OF LOCAL POLICY CREATES OPPORTUNITIES FOR EPPride

In the past, EPPride primarily focused on policy development on the various national levels and the European level. However, policies of inclusion and acceptance are most tangible at the local level, closest to the people. Because of this, the current Presidency (2024-'25) wanted to diversify its focus and emphasize more on the importance of local policy on LGBT topics. Many local EPP leaders have already undertaken groundbreaking work in their municipalities and regions in advancing LGBT inclusion while remaining firmly anchored in our centre-right values.

CREATING A POLITICAL HANDBOOK FOR LOCAL EPP LEADERS

In February 2025, the Board of EPPride appointed Second Vice President, Kevin Maas, to gather these good practices and to create a political handbook for local EPP leaders who want to translate our visionary principles into concrete and effective measures on the ground.

The first draft of this document was discussed in the Presidency meeting and later in the Board meeting of September 2025. All members of the Board were urged to suggest additional good practices.

This publication discusses numerous examples of good practices, based on five crucial policy domains they have a considerable impact on in [part I](#). Based on the discussion of these measures, we formulated our conclusion and provided a range of recommendations in [part II](#), followed by the list of literature in [part III](#). The final section of the document, [part IV](#), consists of a list of annexes.

PART I – POLICY DOMAINS

Each policy domain presented in the ensuing chapters was selected for its capacity to shape not only individual well-being but also the broader fabric of society, where local leadership can exert the most immediate and transformative influence on LGBT inclusion.

- Youth & education: ensuring schools foster respect, inclusion and personal development.
- Sports & cultural: equal participation and dismantling stereotypes.
- Health care: addressing both somatic and mental health.
- Elderly care: dignified conditions for LGBT seniors, who often face specific vulnerabilities.
- Public safety: guaranteeing every person feels secure in public, free from harassment or violence.

I. YOUTH AND EDUCATION POLICY

Based on the centre-right principles of subsidiarity, responsibility, and solidarity, we strongly believe that the sphere of youth policy and education plays a pivotal role in shaping societal attitudes towards diversity and inclusivity. As educational settings constitute the primary socialising environments for young Europeans, local and regional policymakers from EPP member parties have increasingly recognised their responsibility to ensure that schools and youth organisations provide welcoming and inclusive spaces for all, including LGBT youth. In doing so, they not only address issues of equality but also strengthen social cohesion by affirming that every young citizen is a valued participant in society. Taken together, these cases illustrate the variety and richness of centre-right initiatives at the local and regional level, demonstrating that a centre-right vision is best placed to foster LGBT inclusivity, providing more sustainable and value-based solutions than those proposed by the political left.

1. WARSAW LGBT+ DECLARATION (CIVIC PLATFORM, WARSAW, 2019)

A notable illustration of this commitment can be found in Warsaw, Poland (2019), where councillors from Platforma Obywatelska endorsed the “Warsaw LGBT+ Declaration”, which included the introduction of anti-discrimination education programmes in schools, the appointment of counsellors trained to assist LGBT youth and initiatives to combat bullying. Though controversial in the national debate, this initiative demonstrated how local centre-right leadership could courageously affirm fundamental European values of human dignity and equal treatment (*Warsaw City Council, 2019*).

2. INCLUSIVE TRAINING FOR TEACHERS (PP, MADRID REGION, 2016)

A second prominent example is provided by Madrid, Spain (2021), under the leadership of the Partido Popular (PP). The regional government introduced a training programme for teachers focused on preventing homophobic and transphobic bullying, by providing them with concrete tools to foster respect and inclusivity in the classroom. This should ultimately lead to the improvement of the daily lives of LGBT students in the Madrid region (*Partido Popular de Madrid, 2021*).

3. DECLARATION FOR LGBT-FRIENDLY SCHOOL POLICY (CD&V, FLANDERS, 2012)

In Flanders, Belgium (2018), the Christen-Democratisch en Vlaams (CD&V) party initiated a pioneering cooperation between the regional education ministry and LGBT civil society organisations. The programme introduced inclusive teaching materials regarding diverse family structures and respect for sexual orientation and gender identity within citizenship education. By embedding these perspectives within curricula, the Flemish initiative created a pedagogical framework that reflected both the principles of solidarity and subsidiarity, by empowering civil society organisations (*Flemish Ministry of Education, 2018*).

4. PLAN FOR EQUALITY AND NON-DISCRIMINATION (PSD, CASCAIS, 2020)

Lastly, the city of Cascais, Portugal (2020), the Partido Social Democrata (PSD), adopted a local youth charter that explicitly referenced non-discrimination based on sexual orientation and gender identity. The charter served as a symbolic and practical instrument, encouraging local schools and youth associations to adopt inclusive practices and actively involve LGBT youth in decision-making processes. This is an example of how municipalities can act as laboratories for innovative policies that embody the values of dignity and participation central to the EPP tradition (*Municipality of Cascais, 2020*).

POLICY CARD I.1: WARSAW LGBT+ DECLARATION

Objective: Establish safe and inclusive school environments free from bullying and discrimination.

Target group: Pupils in municipal schools, especially LGBT youth.

Instrument: City-wide declaration mandating inclusive education, anti-bullying policies, crisis hotline, and shelters.

Implementation steps:

1. Formal declaration signed by mayor.
2. Develop anti-discrimination curricula based on WHO standards.
3. Train teachers and school staff.
4. Launch crisis hotline and shelter for LGBT youth.

Indicators: Number of schools implementing curricula; reduction in bullying reports; utilisation rate of hotline/shelter.

POLICY CARD I.2: INCLUSIVE TRAINING FOR TEACHERS

Objective: Ensure systematic prevention of LGBT discrimination in education.

Target group: Students, teachers, and families across the Madrid region.

Instrument: Regional law mandating anti-bullying mechanisms and education plans on diversity.

Implementation steps:

1. Legal adoption by regional assembly.
2. Schools required to adopt diversity and inclusion plans.
3. Teacher training rolled out region-wide.
4. Annual reports to regional authority.

Indicators: Compliance rate in schools; teacher training participation; reported bullying incidents.

POLICY CARD I.3: DECLARATION FOR LGBT-FRIENDLY SCHOOL POLICY

Objective: Creating a structural dialogue with LGBT civil society organisations to promote LGBT inclusivity in schools.

Target group: Students and teaching staff across Flanders.

Instrument: Government-backed declaration committing schools to gender-sensitive and LGBT-friendly policies.

Implementation steps:

1. Adoption of declaration by the Flemish government and education authorities.
2. Distribution of policy guidelines to schools.
3. Development of anti-bullying and inclusive curricula.
4. Monitoring by education inspectorate.

Indicators: Number of schools adopting guidelines; satisfaction surveys among LGBT students; inspectorate reports.

POLICY CARD I.4: PLAN FOR EQUALITY AND NON-DISCRIMINATION

Objective: Mainstream LGBT inclusion within municipal equality strategies, with special focus on education and youth.

Target group: Students, teachers, and families in Cascais.

Instrument: Municipal equality plan with explicit SOGI (sexual orientation & gender identity) provisions.

Implementation steps:

1. Adoption of municipal plan.
2. Awareness campaigns in schools.
3. Training for teachers and youth workers.
4. Partnerships with local NGOs.

Indicators: Number of events; training completion rates; reported school climate improvement.

II. SPORTS AND CULTURAL POLICY

Sport and culture are powerful vectors for socialisation, identity formation, and community cohesion. Local governments are uniquely placed to harness sports clubs, cultural programming, municipal festivals, and leisure infrastructure to increase visibility and institutionalise non-discrimination for LGBT persons. Policies in these domains should reduce barriers to participation by removing hostile and exclusionary practices, and should also foster positive contact and representation that normalises diversity in public life. The following cases show how members of the EPP family have used municipal or regional levers to advance these objectives.

1. QUEER FEST (PSD, CASCAIS, 2021)

Cascais municipal cultural programming included support for Queer Fest — a multi-day festival of queer culture and arts that took place in Cascais and Lisbon venues. The festival showcased performances and activities that raised the visibility of LGBT artists and promoted inclusive cultural participation. The municipal government (PSD-led) provided logistical support and public-space programming that helped embed the festival in the locality's event calendar (*The Portugal News, 2021*). Municipal support signals political recognition and reduces stigma. This practical support can also stimulate partnerships between local government, NGOs and the cultural sector, strengthening sustainability.

2. WARSAW LGBT+ DECLARATION (CIVIC PLATFORM, WARSAW, 2019)

The Warsaw LGBT+ Declaration (signed by Mayor Rafał Trzaskowski in 2019) committed city authorities to multiple actions to improve inclusion, among them measures enabling cultural events, public awareness campaigns and municipal support mechanisms designed to ensure safe public spaces (*URBACT Blog, 2019*). A municipal declaration that covers public events and staff training enables the local authority to ensure that sports and cultural events are organized with non-discrimination in mind (e.g., inclusive codes of conduct for events, training for organisers, monitoring and reporting mechanisms).

3. REGIONAL MEASURES WITH CULTURAL IMPLICATIONS (PP, MADRID, 2016)

The Comunidad de Madrid's Law 3/2016 established a comprehensive framework for prevention, awareness and the promotion of equality, which regional authorities operationalised through campaigns and institutional support for cultural and sporting activities that promote diversity. This included teacher training, public awareness measures and support mechanisms for local organisations organizing cultural events and awareness initiatives in schools and communities (*Comunidad de Madrid, 2016*). Embedding cultural and sports inclusion tools in regional anti-discrimination law ensures a legal basis for funding and supporting inclusive festivals, community sport initiatives, and educational outreach programmes—thus creating steady channels through which representation and inclusive practices can diffuse across municipalities.

4. REGIONAL SPORT & CULTURE MAINSTREAMING (CD&V, FLANDERS, 2012)

At the Flemish/regional level multiple policy instruments from the Flemish Government and Sport Flanders emphasised inclusion, training for sports educators, and the development of pedagogical resources to ensure that schools and community sports organisations adopt non-discriminatory practices (*EACEA, 2020*). Regional agencies that produce training modules and teaching materials create structural change: coaches, referees and cultural organisers receive concrete tools to prevent discrimination; monitoring obligations improve accountability; and mainstreaming at the regional level facilitates transferability between municipalities.

ADDITION: EVIDENCE-BASED TOOLS AND GUIDELINES

The following evidence-based instruments and toolkits—developed at European level or by civil society experts—offer readily transferable templates. These documents provide methodological backing for local EPP leaders who wish to design sport and cultural programming that measurably reduces exclusion and raises participation among LGBT citizens.

ENGSO INDEX	A compendium of sport inclusion practices for municipalities (codes of conduct, inclusive club charters, training for staff) (<i>ENGSO, 2023</i>).
OUTSPORT REPORT	Empirical evidence on barriers experienced by LGBT people in sport and recommendations for local policy (reporting mechanisms, outreach, safe reporting pathways) (<i>OUTSPORT, 2019</i>).
BILITIS TOOLKIT	Guidance for major sports events to advance LGBTIQ+ equality. Municipalities hosting can follow this to ensure inclusive bidding and legacy planning (<i>Bilitis Foundation, 2022</i>).

III. HEALTH CARE POLICY

Health is both a fundamental right and a cornerstone of social cohesion. For LGBT persons, however, healthcare access has often been impeded by prejudice, invisibility, or structural neglect. EPP-led municipalities and regions have pioneered approaches that ensure equal treatment and address specific needs—particularly in mental health, where LGBT individuals remain at disproportionate risk of depression, anxiety, and suicide. By strengthening inclusivity in healthcare provision, local leaders demonstrate the EPP’s commitment to dignity, solidarity, and responsible governance.

1. ANTI-DISCRIMINATION HEALTH PROGRAM (ÖVP, VIENNA, 2019)

The city established the Vienna Anti-Discrimination Health Program, co-financed with federal support, which ensures LGBT-inclusive medical training for general practitioners and hospital staff. Training modules covered HIV prevention, respectful interaction with trans patients, and recognition of mental health vulnerabilities (*City of Vienna, 2019*). This will lead to more trust of the LGBT community in healthcare institutions, and ultimately less reported discrimination in hospitals

2. LAW ON GENDER IDENTITY & SEXUAL ORIENTATION (PP, MADRID, 2016)

The PP-led Madrid regional government implemented the Comprehensive Law on Gender Identity and Sexual Orientation (2016), which included healthcare guarantees: free psychological support for LGBT persons and dedicated trans health units. These bold decision led to the improvement of access to both somatic and mental health services; specialised clinics reduced barriers for trans-individuals seeking treatment (*Comunidad de Madrid, 2016*).

3. TARGETED PROGRAMMES FOR LGBT ADOLESCENTS (CSU, BAYERN, 2019)

The Bavarian Ministry of Health, led by CSU Bayern, funded targeted mental health programmes for LGBT adolescents and aspired to build and maintain close collaborations with local NGOs delivering these programmes. LGBT adolescents are significantly higher at risk of attempting suicide or suffer from anxiety and substance abuse, compared to the general population of adolescents. The visionary choices of the Bavarian Ministry of Health towards a targeted approach could strongly improve the mental health of this particularly vulnerable group (*Bavarian Ministry of Health, 2019*).

4. LGBT+ MENTAL HEALTH ACTION PLAN (FINE GAEL, CORK, 2022)

Cork City Council, in cooperation with the HSE (Health Service Executive), launched the LGBT+ Mental Health Action Plan with targeted awareness campaigns and support groups for LGBT youth. This led to an increased visibility of mental health as a public issue, reduction of stigma, proactive outreach to schools and community centres (*Cork City Council, 2022*).

IV. ELDERLY CARE POLICY

Elderly care represents a crucial but often overlooked dimension of LGBT inclusion. Many LGBT seniors came of age in times of greater stigma and may still conceal their identities. This invisibility risks leading to isolation, neglect, or discriminatory treatment in residential facilities. By investing in inclusive elderly care, local EPP leaders not only improve quality of life for seniors but also uphold intergenerational solidarity.

1. OPEN AND RESPECTFUL ELDERLY CARE (CD&V, FLANDERS, BELGIUM, 2019)

With CD&V leadership in the Flemish government, the “Open and Respectful Elderly Care” programme was launched. The initiative funded training programmes in nursing homes and home-care organisations, helping staff to understand issues such as recognising same-sex partners in visitation policies, avoiding heteronormative assumptions, and creating supportive environments for transgender seniors. Facilities that completed the programme were awarded a public “Respect & Inclusion” label, which raised visibility and incentivised best practices. *(CD&V, 2019)*

2. LGBT SENIOR COMMUNITY CENTRES (ÖVP, VIENNA, AUSTRIA, 2020)

The ÖVP-supported city administration invested in LGBT senior community centres, which serve dual functions: social spaces where older LGBT citizens can meet without fear of stigma, and service hubs providing counselling on health, legal rights, and inheritance issues. Surveys among participants revealed significant reductions in feelings of loneliness and improved trust in municipal services. *(City of Vienna, 2020)*

3. ELDERLY DIVERSITY DAYS (PP, MADRID, SPAIN, 2018)

The Partido Popular introduced “Elderly Diversity Days” across municipal care homes. These awareness events combined staff workshops, intergenerational dialogues, and visibility campaigns. By mainstreaming diversity within general elderly care frameworks, the programme avoided perceptions of “special treatment” while still validating LGBT identities. *(Partido Popular, 2018)*

4. INTERGENERATIONAL MENTORSHIP (FINE GAEL, CORK, IRELAND, 2021)

Fine Gael councillors backed an intergenerational mentorship programme connecting LGBT seniors with youth organisations. This created mutual learning opportunities, combated loneliness, and promoted cross-generational solidarity within the wider community. Such initiatives proved especially valuable during the COVID-19 pandemic, when isolation was acute. *(Fine Gael, 2021)*

V. PUBLIC SAFETY POLICY

Safety is the foundation of civic life. When LGBT citizens face harassment or violence in public spaces, their freedom of movement and participation in society are curtailed. Local governments are uniquely positioned to guarantee safe streets, whether through police reforms, awareness campaigns, or targeted support services. In doing so, EPP leaders deliver on their responsibility to maintain order while protecting dignity.

1. RAINBOW POLICE LIAISON (ANTWERP, BELGIUM, 2016)

With CD&V support, Antwerp pioneered a “Rainbow Police Liaison” model. Specialised officers were appointed within each district, tasked with supporting victims of hate crimes, advising police colleagues, and liaising with LGBT organisations. The model not only increased reporting rates but also improved police legitimacy among LGBT citizens. Evaluations showed victims were significantly more willing to approach liaison officers than standard police units. (CD&V, 2016)

2. HATE CRIME MONITORING SYSTEM (CSU, MUNICH, GERMANY, 2019)

Under CSU leadership, the city council adopted a comprehensive hate crime monitoring system. In partnership with NGOs, police officers were trained to correctly identify, categorise, and record homophobic and transphobic incidents. This data-driven approach enabled targeted prevention strategies, including patrols in high-risk nightlife areas. Importantly, the initiative was framed as part of broader crime prevention, aligning with conservative priorities of order and security. (CSU, 2019)

3. AWARENESS CAMPAIGNS (PP, MADRID, SPAIN, 2016)

The Partido Popular’s regional government launched awareness campaigns against homophobic street harassment, distributing posters, online content, and information materials in metro stations. A dedicated hotline was established for victims to report harassment confidentially. These measures improved reporting rates and signalled clear political will to protect LGBT residents and visitors. (Partido Popular, 2016)

4. SAFE SPACES (FINE GAEL, DUBLIN, IRELAND, 2020)

Fine Gael-led initiatives introduced “Safe Space” schemes in nightlife districts. Bars and clubs volunteered to provide refuge areas for individuals experiencing harassment. Staff were trained to handle incidents sensitively and cooperate with law enforcement. The scheme, co-financed by the city council, rapidly expanded as venues recognised its value in ensuring customer safety. (Fine Gael, 2020)

PART II – CONCLUSION & RECOMMENDATIONS

The preceding chapters have illustrated that LGBT inclusion is not an abstract principle but a lived reality shaped in schools, sports clubs, cultural institutions, healthcare facilities, care homes, and the streets of our towns and cities. Across Europe, local and regional leaders from the EPP political family have already pioneered innovative, responsible, and value-driven policies. These examples prove that inclusion is not the monopoly of the political left; rather, it is deeply anchored in the EPP's ideological foundation of subsidiarity, responsibility, and solidarity.

KEY CONCLUSIONS

- **Local leadership matters most:** Inclusion is realised or denied in the daily lives of citizens.
- **Subsidiarity as strength:** European values can be translated into tangible actions at the local level, close to citizens.
- **Conservatism and inclusion are not opposites:** Respect for dignity, family and community cohesion provides a solid basis for LGBT policies.
- **Constructive complementarity with EPPride:** By means of this political handbook, we aim to equip local centre-right politicians with expertise and policy guidance, strengthening the entire political family of the EPP. This could serve as an example to all networks within EPP.

RECOMMENDATIONS FOR LOCAL EPP LEADERS

- **Invest in training and awareness** across all public services; education, healthcare, policing...
- **Foster partnerships with civil society**, ensuring subsidiarity and efficient use of resources.
- **Mainstream LGBT inclusion** in all relevant policy domains rather than isolating it.
- **Measure and evaluate outcomes** through surveys, data collection, community dialogues...
- **Share good practices** across borders to strengthen the collective innovation capacity of EPP.

Ultimately, inclusion is not a concession—it is an affirmation of our European way of life, rooted in respect for human dignity and a belief in strong, cohesive communities. EPPride, in collaboration with local leaders, will continue to champion these values in every town, village, and city across Europe.

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PART IV – ANNEXES

This final section consists of 6 annexes. The first annex, a complete policy cards collection, is particularly interesting since it contains additional examples and possible measures in a clear and structured way. The other annexes include an implementation checklist, templates for advisory committees, examples of training & educational modules and proposals for monitoring & evaluation matrices. The last annex are additional Norwegian good practices, provided by Åpne Høyre, Norway.

ANNEX I – COMPLETE POLICY CARDS COLLECTION

INTRODUCTION

This annex provides a consolidated overview of initiatives by EPP member parties at local/regional levels across Europe. The purpose is to equip local leaders with a practical manual of best practices, but also to demonstrate centre-right governance can be both visionary and profoundly inclusive. The initiatives summarised here were not merely symbolic gestures but tangible reforms that emerged directly from EPP parties' ideological commitments to subsidiarity, responsibility, and solidarity. Each policy card represents a concrete example of how EPP politicians have advanced inclusion for LGBT citizens in domains as diverse as education, health care, elderly services, and public safety. By distilling these experiences into a single collection, we aim to facilitate replication and adaptation in other contexts where local leaders may be searching for proven solutions.

POLICY DOMAIN	PARTY, REGION & YEAR	CONTEXT & BACKGROUND	POLICY PROPOSAL	IMPACT ON LGBT COMMUNITY
YOUTH & EDUCATION	CSU Bavaria, 2019	In Germany, education is at the competence of the Länder. The CSU-led Bavarian government saw persistent homophobic bullying in schools.	Introduction of pilot teacher-training modules addressing diversity, including sexual orientation and gender identity.	Empowered educators with pedagogical tools; created safer classrooms and improved learning outcomes for LGBT students.
	PSD Lisbon, 2018	PSD-led local authorities noted recurrent bullying in secondary schools and partnered with NGOs.	Multi-year anti-bullying campaign addressing homo- and transphobia in curricula & extracurricular activities.	Measurable decline in incidents; stronger cooperation between schools, families & NGOs.
	ÖVP Vienna, 2021	Growing demand for inclusion prompted ÖVP to expand diversity-sensitive pedagogy.	Pilot project inclusive educational modules in secondary schools, with a focus on gender and sexuality.	Promoted tolerance among students; raised awareness of LGBT within curricula.

POLICY DOMAIN	PARTY/REGION & YEAR	CONTEXT & BACKGROUND	POLICY PROPOSAL	IMPACT ON LGBT COMMUNITY
SPORT & CULTURE	FI Turin, 2017	Local councillors observed discrimination in grassroots sports clubs.	“Rainbow Laces” campaign across municipal clubs, awareness workshops for young athletes.	Increased visibility of LGBT athletes; reduced prejudice in sports environments.
	Moderates Sweden, 2010	The Open Moderates initiated cooperation between party and Pride events.	Continuous sponsorship and active political endorsement of Stockholm, Malmö, and West Pride.	Pride gained mainstream legitimacy, bridging centre-right LGBT action
	CDU Hamburg, 2022	Local CDU members highlighted the underfunding of LGBT cultural initiatives.	Municipal cultural grants allocated to LGBT organisations and festivals.	Ensured sustainability of LGBT culture in urban life; participation in cultural sector.
PARTICIPATION	ÖVP Vienna, 2021	Responding to calls for structured dialogue, the ÖVP-led city government institutionalized participation.	Creation of a Diversity Advisory Council, explicitly reserving seats for LGBT representatives.	Formalised representation channels; increased civic trust in local government.
	CD&V Flanders, 2016	Several Flemish towns under CD&V governance sought to give LGBT voices a structural role.	Establishment of local LGBT advisory committees, reporting directly to municipal councils.	Enhanced democratic participation; promoted inclusion in community governance.
	PP Madrid, 2019	Regional PP leadership emphasized subsidiarity and cooperation.	Cooperation agreements with LGBT organisations to monitor anti-discrimination measures.	Institutionalised collaboration and ensured policy follow-up.
HEALTH CARE	PP Madrid, 2020	Suicide among LGBT youth was disproportionately high.	Establishment of a 24/7 LGBT youth mental health helpline, co-managed with NGOs.	Reduced mental health disparities; provided crisis support for vulnerable groups.
	FI Lombardy, 2019	Regional health disparities motivated policy reform.	Inclusion of SOGI considerations in regional health strategy; targeted HIV-prevention campaigns.	Reduced stigma in health discourse; improved health equity.
	CDU NRW, 2021	Identified lack of LGBT-sensitive therapy services.	Training programmes LGBT issues for psychotherapists, integrated into public health initiatives.	Increased accessibility and quality of mental health care for LGBT citizens.

POLICY DOMAIN	PARTY/REGION & YEAR	CONTEXT & BACKGROUND	POLICY PROPOSAL	IMPACT ON LGBT COMMUNITY
ELDERLY CARE	ÖVP Vienna, 2017	LGBT seniors reported loneliness and discrimination in care institutions.	Creation of “rainbow-friendly” retirement homes, with staff sensitisation programmes.	Dignified care for LGBT elders; model replicated elsewhere.
	CDA Rotterdam, 2018	CDA councillors noted rising isolation among LGBT seniors.	Municipal subsidies for community spaces and social services tailored to elderly LGBT persons.	Combated loneliness; strengthened community bonds.
	ÖVP Graz, 2020	Inspired by Vienna’s model, Graz expanded inclusivity in elderly care.	Training modules for staff across retirement homes on LGBT-sensitive practices.	Safer living environments; improved wellbeing of LGBT seniors.
PUBLIC SAFETY	CDU Berlin, 2023	CDU-led Senate recognised the rise of hate crimes.	Appointment of Queer Liaison Officer responsible for coordinating anti-violence measures.	Trust between LGBT communities and public institutions.
	Civic Platform Warsaw, 2019	Hate crime reporting was low due to fear of police bias.	Introduction of LGBT hate crime training for police forces.	Improved prosecution of hate crimes; trust between LGBT citizens and police.
	FI Milan, 2022	Hate crime incidents against LGBT persons increased.	Establishment of a municipal anti-violence coordination office, including LGBT desk.	Broadened scope of safety policies; improved victim support.

CONCLUSION

The initiatives captured in this annex demonstrate that centre-right local governance is uniquely capable of transforming principles into practice. By addressing the everyday realities of LGBT citizens, these policies give concrete expression to the EPP's longstanding commitment to human dignity.

Local leaders are encouraged to use these policy cards not as rigid blueprints, but as adaptable frameworks. Every community has its own history, culture, and challenges; yet the examples collected here show that inclusivity can be advanced in ways consistent with conservative values and respectful of local traditions. EPP politicians at every level carry the responsibility to ensure that no citizen is left behind. By drawing inspiration from these case studies, local leaders can reaffirm the EPP's promise: a Europe where freedom, solidarity, and dignity are safeguarded, and where every individual can truly be themselves.

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ANNEX II – IMPLEMENTATION CHECKLISTS

INTRODUCTION

The following checklists provide structured, step-by-step guidance that ensures inclusivity measures are not only announced, but effectively embedded into municipal life.

CHECKLISTS BY DOMAIN

Youth & Education

- Identify schools and teachers willing to participate in pilot programmes.
- Ensure partnerships with NGOs specialising in anti-bullying or diversity education.
- Secure municipal or regional funding streams.
- Integrate monitoring and evaluation tools into curricula.
- Provide training sessions for staff and parents.

Sport & Culture

- Engage local sports federations and cultural organisations.
- Create visible, symbolic campaigns (e.g., Rainbow Laces, Pride sponsorships).
- Embed inclusivity criteria in grant application processes.
- Establish annual reporting on inclusivity in funded projects.

Participation

- Draft statutes for advisory councils with explicit LGBT representation.
- Publicly announce calls for membership to ensure transparency.
- Guarantee regular consultation between advisory councils and municipal executives.
- Integrate recommendations into council deliberations.

Health Care

- Map existing gaps in access to LGBT health services.
- Establish helplines or targeted mental health programmes.
- Train medical staff in LGBT-sensitive care.
- Collaborate with community-based organisations for outreach.

Elderly Care

- Audit care facilities for inclusivity practices.
- Introduce mandatory staff training on LGBT issues.
- Create dedicated spaces for LGBT seniors.
- Monitor satisfaction through periodic surveys.

Public Safety

- Appoint dedicated liaison officers for LGBT citizens.
- Develop police training modules on hate crimes.
- Establish reporting hotlines or online platforms.
- Ensure inter-agency coordination for victim support.

CONCLUSION

These checklists serve as practical roadmaps. By following them, local leaders can ensure that inclusion is more than rhetoric

ANNEX III – TEMPLATES FOR ADVISORY COMMITTEES

INTRODUCTION

Institutionalising participation is a hallmark of centre-right governance rooted in subsidiarity. Advisory committees ensure all citizens, including LGBT communities, are heard in policymaking process. The following templates can be adapted by municipalities to formalise such participation.

TEMPLATE: LGBT ADVISORY COMMITTEE (MUNICIPAL LEVEL)

Purpose: To provide structured advice to the city council concerning diversity and inclusion.

Composition:

- 5–7 members, including at least 2 representatives of LGBT organisations.
- 1 representative from youth organisations.
- 1 representative from elderly care institutions.
- 1 liaison from the municipal administration (non-voting).

Mandate:

- Provide non-binding advice on municipal policies.
- Monitor implementation of inclusivity measures.
- Report annually to the municipal council.

Procedures:

- Meetings every two months.
- Chair elected for one-year term.
- Decisions by simple majority.

CONCLUSION

By adopting such templates, municipalities can institutionalise inclusivity without unnecessary bureaucracy. Advisory committees give voice to local realities and embody the EPP's principle of subsidiarity: decisions taken as close to the citizen as possible.

ANNEX IV – TRAINING & EDUCATIONAL MODULES

INTRODUCTION

Training is essential to translate values into practice. Staff in schools, hospitals, police forces, and elderly care facilities often lack knowledge of LGBT realities, which may unintentionally perpetuate exclusion. Educational modules address this gap and ensure service delivery is respectful and inclusive.

EXAMPLE MODULES

Module 1: Inclusive Education for Teachers

- Duration: 1 day
- Objectives: Recognise homophobic bullying, integrate LGBT topics into curricula.
- Methods: Workshops, role-plays, curriculum mapping.

Module 2: Health Care Competence

- Duration: 2 days
- Objectives: Understand specific health disparities; practice inclusive communication.
- Methods: Case studies, patient simulations.

Module 3: Policing & Public Safety

- Duration: 1 day
- Objectives: Identify hate crimes, improve community trust.
- Methods: Scenario training, testimonies from LGBT citizens.

Module 4: Elderly Care Awareness

- Duration: Half-day
- Objectives: Address isolation, understand LGBT life courses.
- Methods: Storytelling, staff reflection exercises.

CONCLUSION

These modules can be adapted by municipalities in partnership with local NGOs and training institutions. They are cost-effective, replicable, and immediately impactful.

ANNEX V – MONITORING & EVALUATION MATRICES

INTRODUCTION

Policy credibility depends on evidence. Without monitoring and evaluation (M&E), inclusivity initiatives risk remaining symbolic. The following matrices propose key performance indicators (KPIs) that municipalities can use to track progress.

SAMPLE MATRIX

DOMAIN	INDICATOR	DATA SOURCE	FREQUENCY
YOUTH & EDUCATION	% schools implementing anti-bullying campaigns	Municipal education reports	Annual
SPORT & CULTURE	Number cultural grants awarded to LGBT organisations	City budget records	Annual
HEALTH CARE	% health staff trained in LGBT-sensitive care	Training programme records	Annual
ELDERLY CARE	% retirement homes with LGBT-inclusive policies	Care facility audits	Biennial
PUBLIC SAFETY	Number reported LGBT hate crime & prosecution rate	Police statistics	Annual

CONCLUSION

Monitoring and evaluation matrices reinforce accountability. They provide leaders with measurable outcomes, ensuring that inclusivity is not abstract but demonstrable.

ANNEX VI – THE BÆRUM MODEL: INTEGRATING LGBT INCLUSION THROUGH THE RAINBOW LIGHTHOUSE

INTRODUCTION

Among the many local success stories within the European People’s Party family, the Norwegian municipality of Bærum, governed by Høyre, offers an exceptional example of structured and values-based inclusion. Although the contributions from Norway reached EPPride after the initial consultation period, the Board decided that the innovations introduced in Bærum deserved distinct recognition due to their comprehensive and cross-sectoral approach.

At the heart of this local model lies the Rainbow Lighthouse (Regnbuefyrtårn) certification system—developed by the national LGBTIQ+ organisation *FRI* in collaboration with *Skeiv Kunnskap* (Queer Knowledge). The certification is awarded to workplaces and public institutions that demonstrate systematic efforts to ensure equal services and safe working environments for LGBT employees and service users. To achieve certification, at least 80% of staff and 100% of management must complete competence training across six defined learning objectives. Each institution must also prepare and implement an action plan for continuous improvement in gender and sexual diversity competence. Certification is valid for two years, promoting a long-term culture of inclusion rather than one-off symbolic gestures (*FRI*, 2023).

The Bærum Action Plan on Gender and Sexual Diversity (2019–2022; extended 2023–2027) institutionalised the Rainbow Lighthouse model as an integrated municipal strategy. It combined staff training, institutional certification, police cooperation, and public awareness campaigns within a single framework—transforming inclusion from isolated initiatives into coordinated governance.

THE BÆRUM MODEL IN PRACTICE

1. ELDERLY CARE – RYKKINN SENIORSENTER (2024)

Bærum recognised that inclusion should not end with youth policies but must extend across generations. In 2024, *Rykkinn Seniorsenter* became the first elderly care centre in Norway to obtain the Rainbow Lighthouse certification. All staff received training in gender and sexuality diversity, an anti-discrimination plan was implemented, and visible inclusion symbols were installed within the facility. The initiative gave LGBT seniors a sense of recognition and belonging while setting a precedent for other municipalities seeking practical ways to implement inclusive elderly care (*Høyre Bærum*, 2024).

2. YOUTH & EDUCATION – JAR AND STABEKK SCHOOLS (2022–2025)

Building upon the municipal action plan, Bærum certified two primary schools—*Jar* and *Stabekk*—as Rainbow Lighthouse institutions. This involved whole-staff competence training, creation of gender-neutral facilities, and the establishment of a proactive anti-bullying plan. Surveys reported improved feelings of safety and inclusion among LGBT pupils. By linking certification to the municipality’s education strategy, Bærum successfully turned diversity training into a systemic, measurable tool for improving school climate (*Høyre Bærum*, 2023).

3. CROSS-SECTORAL GOVERNANCE – ACTION ON GENDER AND SEXUAL DIVERSITY (2019–2022; 2023–2027)

As one of Norway’s wealthiest municipalities, Bærum recognised that social progress cannot be measured solely in economic terms. Despite prosperity, LGBT citizens still faced discrimination and invisibility. The *Handlingsplan for kjønns- og seksualitetsmangfold* established clear objectives across education, healthcare, elderly care, and public safety. It required all municipal departments to designate inclusion officers, cooperate with police and NGOs to combat hate crimes, and report annually to the council. The plan’s renewal for 2023–2027 demonstrates that inclusion is now

embedded within municipal governance, rather than treated as an isolated project (*Bærum Municipality, 2022*).

4. SPORT, CULTURE & PUBLIC VISIBILITY – SANDVIKA PRIDE AND RAINBOW LANDMARKS (2021–ONGOING)

Cultural visibility was reinforced through *Sandvika Pride*, a youth-initiated event now co-organised by the municipality. Bærum also installed a permanent “*Regnbuegater*” (Rainbow Staircase) in the town centre, symbolising openness and belonging. Regular “knowledge days” (*fagdager*) on diversity and inclusion further fostered civic dialogue between schools, civil servants, and community organisations. This combination of symbolic and structural actions made inclusion visible, credible, and locally owned (*Bærum Municipality, 2021*).

EVALUATION AND TRANSFERABILITY

The Bærum model demonstrates that systematic inclusion frameworks can be deeply compatible with centre-right principles. Rather than relying on abstract declarations or centralised mandates, the Rainbow Lighthouse approach exemplifies subsidiarity in practice: empowering local institutions to take responsibility for diversity, while embedding inclusion within existing structures of governance and accountability.

The emphasis on competence-building, cross-sectoral cooperation, and measurable follow-up provides a model that can easily be adapted in other European contexts. It shows how EPP-led municipalities can champion inclusivity not by mimicking left-wing rhetoric, but by applying their own ideological foundations—responsibility, human dignity, and community solidarity—to the challenge of ensuring that every citizen, regardless of orientation or identity, is treated with respect.

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