



METHODOLOGICAL GUIDE FOR YOUTHWORKERS:

# THE INCLUSION OF YOUNG **LGBTBI**+ ROMA IN EUROPE

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Layout by Laura Kell

# THE ROMA COMMUNITY IS ALSO DIVERSE: FORMING YOUTHWORKERS FOR INCLUSION



DIVERSE  
YOUTH  
NETWORK



GLAS



Co-funded by the  
Erasmus+ Programme  
of the European Union

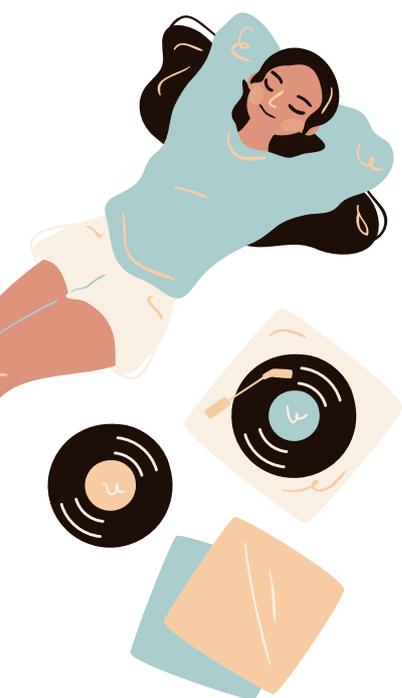
2022

# LGTBI + ROMA

Layout by Laura Kell



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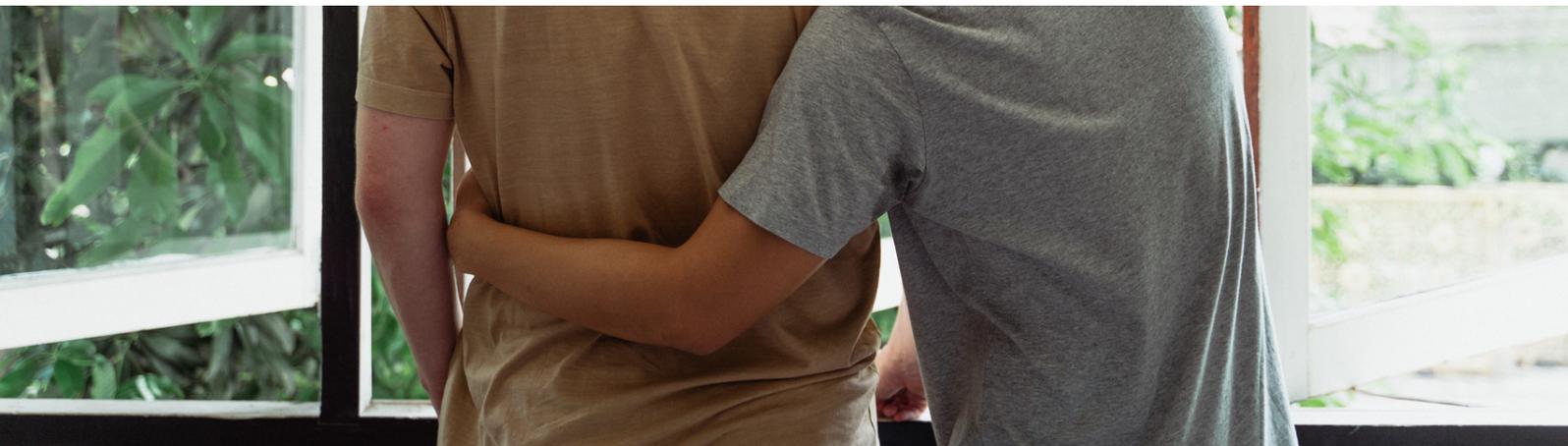
**Remember:**  
Help is always available.



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# INTRODUCTION

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With this guide we intend to contribute and improve the quality of the work carried out by youth monitors and technicians to specifically guide the participation of LGTBI+ Roma youth in situations of vulnerability and exclusion. It is the result of the exchange of experiences and the joint work of LGTBI+ Roma entities. It is intended to offer materials to learn about the reality of the LGTBI + Roma community, which is repeatedly ignored and invisible.

We present the result of the work of the different entities that participate in the project:

**THE ROMA COMMUNITY IS ALSO DIVERSE: FORMING YOUTHWORKERS FOR INCLUSION**

METHODOLOGICAL GUIDE FOR YOUTHWORKERS: THE INCLUSION OF YOUNG LGTBI+ ROMA IN EUROPE is the proposal, sharing and reflection on the experience of working with LGTBI+, Feminist and Roma entities in different parts of Europe: E-Romnja Association for Promoting Roma Women´s Rights (Romania), Diverse Youth Network (Hungary), Glas Foundation (Bulgaria) y Asociación Gitanas Feministas por la Diversidad (Spain)

This guide is based on the need to transform the reality of the LGTBI+ Roma collective, promote inclusion, offset inequalities, and improve the vital options of Roma LGTBI+ youth.

# THEORETICAL FRAMEWORK

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# LGBTQ+

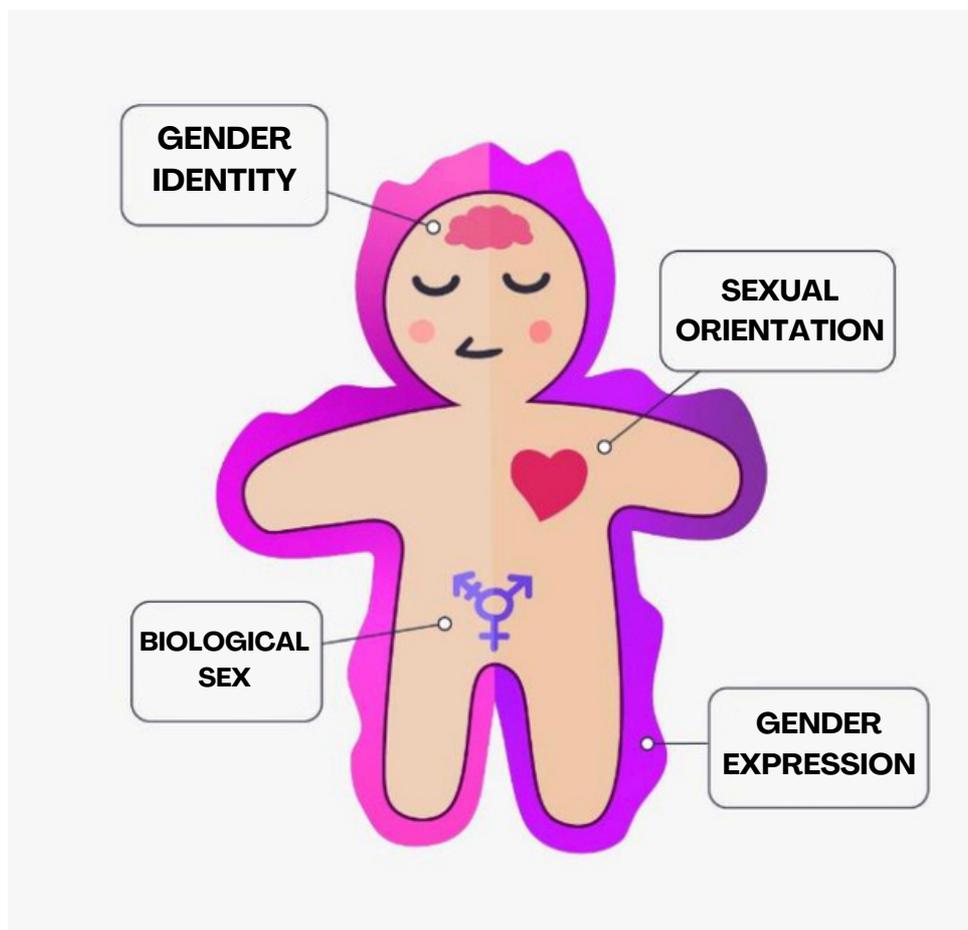
To know the conceptual and terminological starting point it is necessary to know several terms and concepts, the theoretical framework from which we start. In this section we will pay special attention to our emotions, feelings and affections. It is important to be able to talk and acknowledge how we find ourselves and feel. The terminological definitions will serve to know and facilitate expressing the situation in which I find myself, in case the need exists.



# HOW I FEEL? WHO I AM? WHAT'S HAPPENING TO ME?!!

Here you can find some definitions that can help you understand different issues, that these definitions exist does not mean that you have to be one or the other, that you have any "label" but they can help you understand what is happening to you or what you feel in some point in your life.

It is your decision and your desire that will make you happy.



# BIOLOGICAL SEX

Biological sex corresponds to the physical-biological characteristics that differentiate people at the sexual level, defining sexual organs, hormones and chromosomes. It is the sex we are born with. It is determined at birth, are the anatomical biological characteristics of the body.

**Woman** with XX chromosomes female genitalia and female reproductive system, vagina, and uterus.

**Male** with XY chromosomes, testicles, and penis.

**Intersex:** Genitals or organs that do not correspond to the traditional masculine or feminine categories or to the Man-Woman binary system. Male or female external genitalia but their internal organs or hormones are not.

# GENDER

Assignment of roles, male or female due to biological sex at birth, is educated and manifests itself in a certain way.

**Sex-Gender:** Set of ideas and behaviors that are socially held about how a man and a woman behave.

Each culture, society and ethnic group has a certain way of **expressing**, manifesting and different expectations about the role of men and women (gender), they vary from one culture to another and can change over time.



# SEXUAL ORIENTATION

Erotic-affective inclination for one sex/gender or another. It is the sexual and affective attraction that we feel for other people.



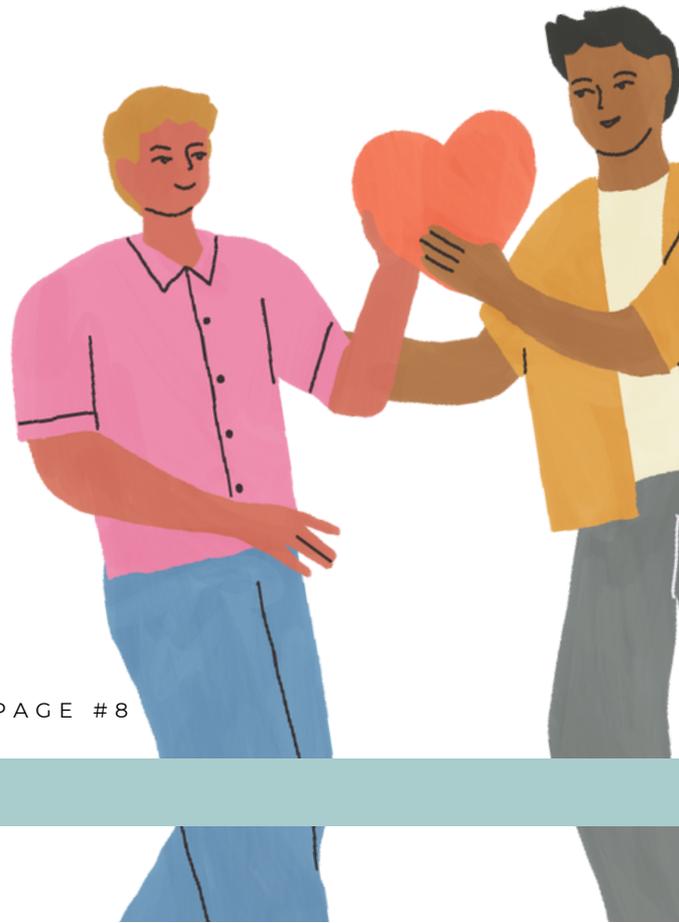
**Gay Pride Flag**  
Trans, lesbian, gay and  
bisexual pride symbol.  
(1978 Gilbert Baker)

**Homosexual:**  
Attracted to the  
same sex



**Lesbian:** A woman who is  
attracted to another woman.  
I am a woman, I like women.

**Gay:**  
A man who is attracted  
to another man.  
I am a man, I like men.



## **Bisexual:**

Are attracted to  
both sexes  
regardless of the  
sex assigned at  
birth



## **Heterosexual:**

Are attracted to  
the opposite sex  
assigned at  
birth

# GENDER EXPRESSION

The way we express ourselves and manifest ourselves independent of our sex assigned at birth and related to gender roles, masculine and feminine. Expression of a gender role other than biological sex. You are born with one sex, but your gender expression is opposite to the biological sex (Ex. a woman who dresses opposite of her assigned role / a man who dresses as a woman...)

Gender expression (how I manifest, dress, behave according to traditional gender roles) does not have to be related to gender orientation (desire or attraction) I am a woman, I dress like a man, but I like men. I am a man, I like to dress as a woman, but I like women... I am a woman seen as a woman, I like women. I am a woman seen as a man I like women...

It is the way in which each person chooses to express their gender identity. It can be manifested through the name, behavior, clothing, attitudes, body characteristics...

*I dress as a woman because I feel like a woman.*

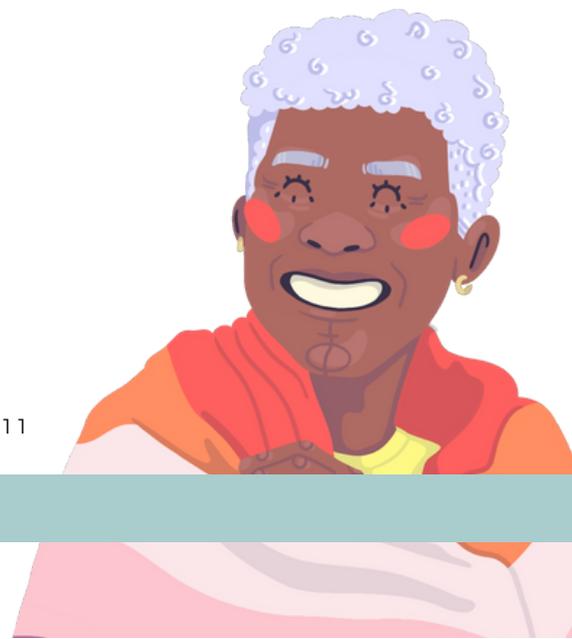
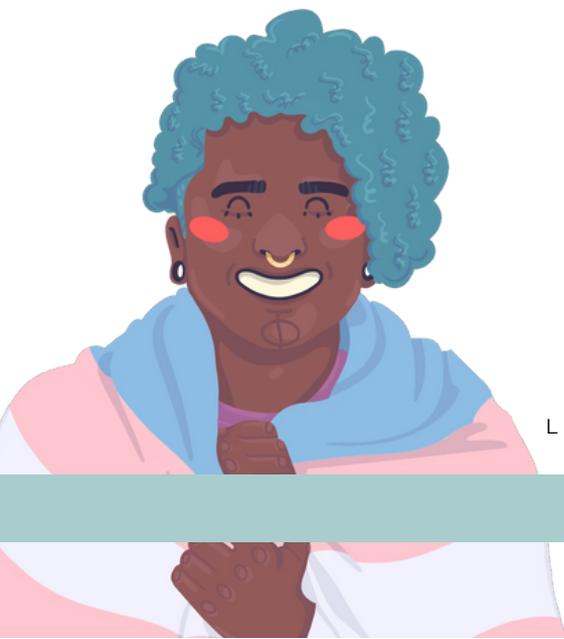
# GENDER IDENTITY

Feeling of identification of belonging to the female or male gender. It is the internal experience of each individual of the gender, just as each person feels (it may or may not correspond to the sex assigned at birth) including the personal experience of the body.

*I feel like a woman*

## Transgender:

Person who does not identify with their gender at birth and has not undergone operations or hormones (androginia, genderqueen or non -binary gender, bigant, fluid gender, transsexuality). All trans identities refer to a gender experience that does not correspond to the gender assigned to birth, these experiences can be framed in a process that can include or non -body modifications.



## Travesti:

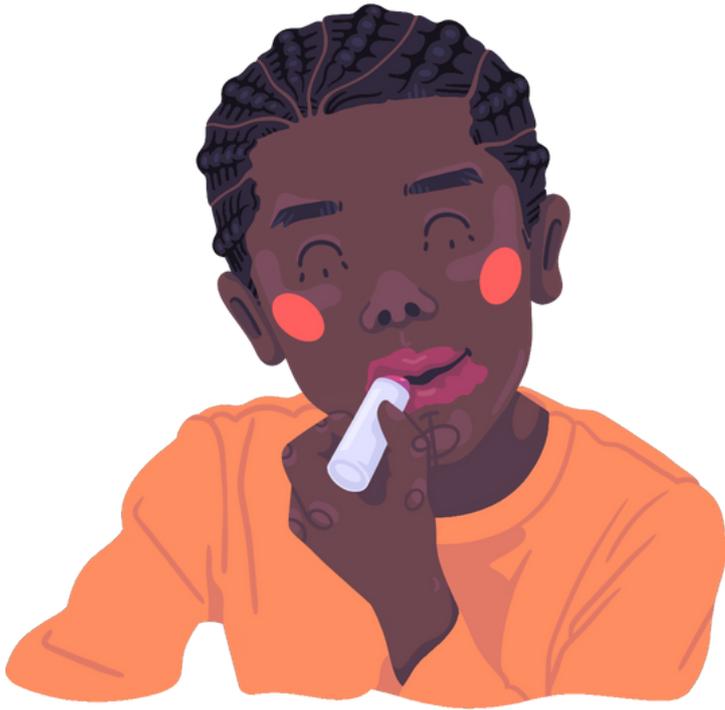
The transvestite identity is a construction that assumes and expresses a gender identity different from the socially assigned sex/gender, thus generating a break with the feminine-masculine binomial.



## Intersex:

A person born with biological characteristics of both sexes, their gonadal and genital chromosomal characteristics defy the binary criteria of male-female classification.





## Queer:

from English "strange or unusual" is used to designate those who question their gender identity, gender expression, sexual orientation... It is a critical position towards the definition of identity from the questioning of the hegemony of sex, gender and desire in society.

## Trans Pride Flag (1999 Mónica Helms)



## Black transgender pride flag (2015 Raquel Wills)

DO WE HAVE A  
FLAG?

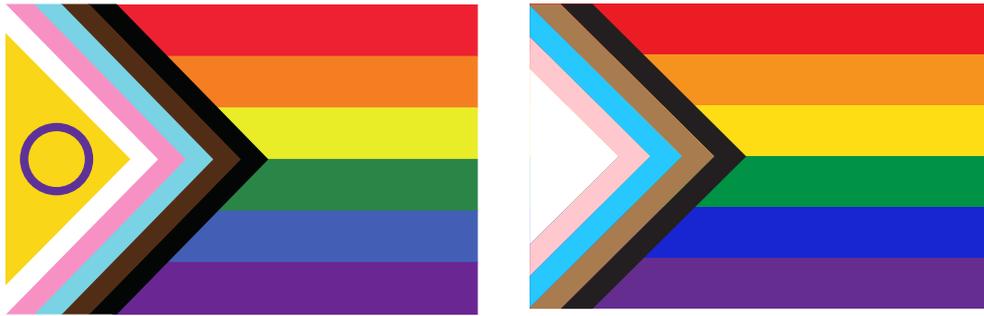
DO WE NEED?

SHALL WE  
PROPOSE?



HOW WOULD IT  
BE?

# FLAGS



These flags integrate the historical and current struggles of the movement. Intersex, intersectionality, trans pride, and racialized claims.

## Transsexual:

Their gender identity does not match the gender assigned at birth and they have undergone transformation (operation, hormonal...) It has to do with gender identity (how I feel) and not with gender orientation (who do I want/desire)





### **Pansexual:**

A person who is attracted to anyone regardless of their sex, gender, sexual orientation. The attraction is determined by other issues. (Voice, smell, strength, mind, hands, beauty...) Feels affective or sexual attraction regardless of identity or sexual orientation. You can establish relationships with women, men, transsexuals, intersex... (“Pan” means “everything”).

**Omnisexual:**  
erotic-affective desire or inclination for people of any sex-gender



### **Polysexual:**

No interest in specific sex or gender

In relation to sexual orientation, people can also be explained according to their **attraction and sexual desire**:

**Allosexual:**

People who feel sexual attraction

**Asexual:**

People who do not feel sexual attraction to anyone

**Graysexuality:** only feels sexual attraction on very certain occasions.

**Circumstances in which sexual attraction is felt:**

**Fraisexual:**

You feel sexual attraction to people you barely know and when you meet them you lose interest.

**Reciprosexual:**

You feel sexual attraction when you realize that you arouse the interest and desire of the other person.

**Acoisexual:**

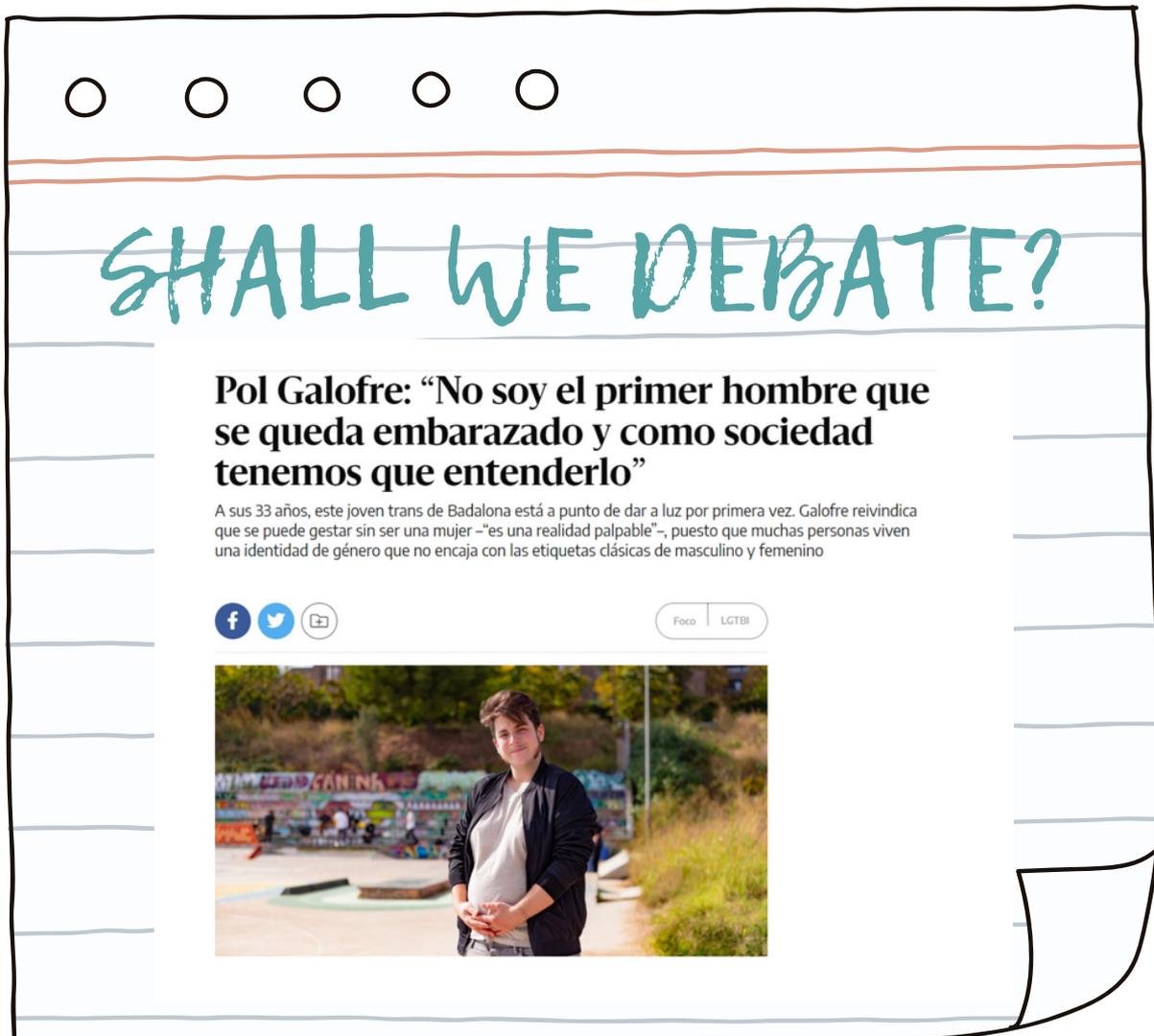
Feeling sexual attraction to another person until it begins to be reciprocated.

**Demisexuals:**

They can only feel sexual attraction to a person if they establish an emotional bond with them, usually of a romantic nature.

## Heteronormativity:

Discourse and social practice that are imposed as a norm in society and designate heterosexuality as the only natural, correct and accepted sexuality.



[https://www.eldiario.es/catalunya/pol-galofre-no-primer-hombre-queda-embarazado-sociedad-entenderlo\\_1\\_6386515.html?fbclid=IwAR0G8SO692LlICuQCXwloUY6btnjZnmyS4q.pR9DDj9bMyuAAg3SPSsrV2rg](https://www.eldiario.es/catalunya/pol-galofre-no-primer-hombre-queda-embarazado-sociedad-entenderlo_1_6386515.html?fbclid=IwAR0G8SO692LlICuQCXwloUY6btnjZnmyS4q.pR9DDj9bMyuAAg3SPSsrV2rg)

# REALITY ANALYSIS



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Trainers, monitors and youthworkers who intervene in the field of youth must be familiar with different issues of vital importance for youth. This prior knowledge and information about the reality of the Roma LGBTBI collective will make it possible for them to understand their needs and the obstacles they face, as well as being able to include the reality and existence of the group. The situation of the young Roma LGBTBI collective presents diverse characteristics that need to be addressed from the knowledge and understanding of the current reality.

In this section we present a brief historical approach to the LGBTBI claim movement and its current situation in the different partner countries, from a Roma perspective, including Roma struggles and claims.

# LAWS AND REGULATION

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The laws that address and affect LGTBI people (Lesbians, Gays, Transsexuals, Bisexuals...) are different depending on the country and territory. There are laws ranging from the legal recognition of marriage to the death penalty as a conviction and punishment for sexual or romantic activity with someone of the same sex.

LGTBI rights are also human rights. In 2011, the United Nations Human Rights Council approved its first resolution recognizing the rights of LGTBI people, which was followed by a report<sup>1</sup> documenting observed human rights violations based on sexual orientation and gender identity. Countries are urged to protect the rights of LGTBI people. In 2014, the second resolution<sup>2</sup> to combat violence and discrimination based on sexual orientation and gender identity was approved. In 2016, the resolution against violence and discrimination<sup>3</sup> was approved and an independent expert was appointed. In 2017, another new resolution<sup>4</sup> was approved urging States that have not yet abolished the death penalty to ensure that it is not assigned as a sanction for relations between people of the same sex in a consensual manner. This is a general resolution that names and includes the collective, but it is not a specific resolution for it.

# LAWS AND REGULATION

The mandate of the Independent Expert on protection against violence and discrimination based on sexual orientation and gender identity was approved on July 19, 2019<sup>5</sup>

The United Nations Resolutions on sexual orientation, gender identity and sexual characteristics<sup>6</sup> are the worldwide framework that a legal system can provide in different countries for the protection and equal rights of the LGBTBI+ collective.

The European Parliament<sup>7</sup> in the Resolution<sup>8</sup> on the future of the list of measures in favor of LGBTBI people (2019-2024) in its approved text<sup>9</sup> requests the commission:

Parliament noted that although the guidelines adopted by the European Council to promote and ensure respect for all fundamental rights of lesbian, gay, bisexual, transgender and intersex (LGBTBI) persons are binding on the Union and its Member States in the context of its external action since 2013, the absence of a complementary internal commitment from the Union constitutes a threat to internal and external cohesion.

MEPs added that the Commission's reports on the implementation of the list of measures (published in 2015) to promote equal treatment for LGBTBI people show that important steps have been taken, but much remains to be done to ensure equal treatment. all citizens of the Union, including LGBTBI citizens.

# LAWS AND REGULATION

Therefore, Parliament asked the Commission, among other things, to:

- Adopt another strategic document aimed at promoting equality for LGBTI people and involve Parliament and civil society organizations in the design of its future list of measures in favor of LGBTI people.
- Monitor and enforce the implementation of anti-discrimination legislation in order to guarantee the rights of LGBTI people in all spheres.
- Continue its work on the issues already included in the list of measures in favor of LGBTI people.
- Continue public awareness and communication campaigns on LGBTI people and their families.
- Support Member States in the implementation of high-quality and comprehensive sexual and relationship education programs that provide information and education on sexual and reproductive health and rights, designed without judgment. positive and inclusive way for LGBTI people.
- Take concrete measures to guarantee the free movement of all families, including LGBTI families, in accordance with the recent Coman case before the CJEU.

# LAWS AND REGULATION

- Support Member States in the implementation of high-quality and comprehensive sexual and relationship education programs that provide information and education on sexual and reproductive health and rights, designed without judgment. positive and inclusive way for LGBTI people.
- Take concrete measures to guarantee the free movement of all families, including LGBTI families, in accordance with the recent Coman case before the CJEU.
- Take into account the intersecting experiences of discrimination faced by marginalized LGBTI people and develop measures to meet their specific needs, including making funds available for targeted support networks of marginalized LGBTI groups.
- Continue its work with the Member States with a view to the implementation of their future actions in the area of the rights of LGBTI persons.

Finally, Parliament noted that eight Member States require sterilization, and 18 Member States require a mental health diagnosis to obtain legal recognition of gender identity. He invited the Commission to assess whether these requirements are in line with the Charter of Fundamental Rights of the European Union.

A close-up photograph of two people's hands clasped together. The person on the left has a rainbow-colored tattoo on their wrist. Both are wearing light blue denim jeans. The background is a soft, out-of-focus light blue.

# BRIEF HISTORY OF THE LGTBI+ MOVEMENT

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We call the LGTBI+ movement the social and political movement that demonstrates and fights against discrimination, based on sexual orientation or identity, and that is committed to the recognition of the rights of lesbians, gays, bisexuals, transgender and transsexuals.

In 68 States of the 193 that make up the Member States of the United Nations Organization (UN) there are still laws by which the people who make up the LGTBIQ+ collective can be repressed, persecuted, punished, imprisoned for their sexual orientation and their gender identity.

UNTIL 1990, the World Health Organization removed the concept of “homosexuality” from the list of mental illnesses.

The mobilizations and actions of struggle, protest and vindication have been and continue to be necessary to achieve and defend LGTBI rights. The pride marches suppose the visibility of the demands.

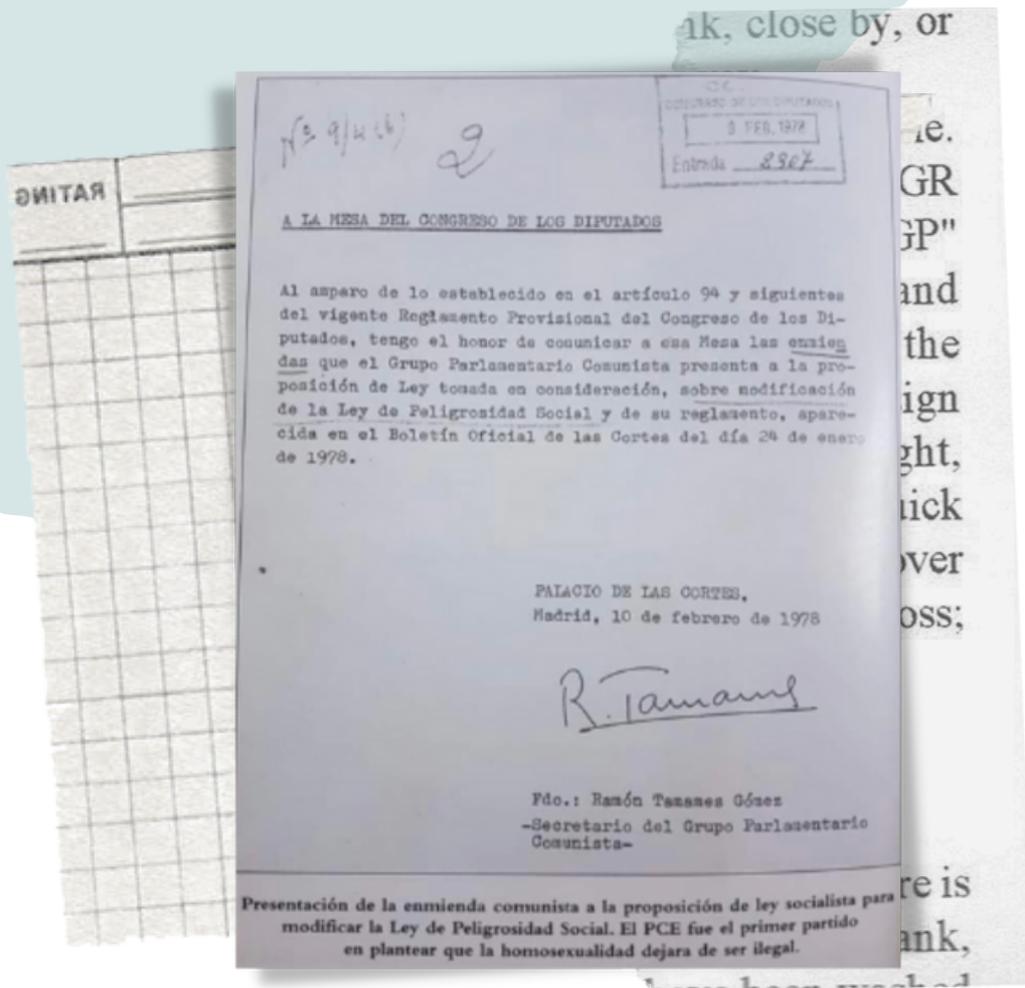


# SPAIN

Homosexuality was part of the Dangerousness and Social Reform Law until 1978.

After the dictatorship, the Communist Party was the first group in congress to propose the decriminalization of homosexuality

Amendment for the table of the congress of deputies to modify the law of social dangerousness.



# MIRIAM AMAYA<sup>10</sup>



A Roma transsexual woman, was one of the organizers of the **First gay pride** demonstration in 1977 in Barcelona. The march brought together a multitude of protesters demanding rights for lesbians and gays.



On June 26, 1977, the first demonstration in favor of the rights of homosexuals was held in Barcelona. More than 4,000 people participated in it. The demonstration was presented against the homophobic repression suffered during Franco's dictatorial regime and making visible a group that until now had been silenced and retaliated against, with victims of 40 years of dictatorship. This day was proclaimed as Pride Day.

Currently (2022) the Government has approved and sent to the courts (Parliament) the Bill for the Real and Effective Equality of Trans Persons and for the Guarantee of the rights of Lesbian, Gay, Trans, Bisexual and Intersex (LGTBI). The text establishes the principles of action of the public powers, regulates the rights and duties of natural and legal persons, both public and private, and provides specific measures against any form of discrimination.

The following aspects stand out as relevant:

- It is expressly recognized the right of people **not to be discriminated** against based on sexual orientation, sexual identity, gender expression or sexual characteristics is expressly recognized.
- A legal definition of the following **terms related to LGBTI people is established**: direct and indirect discrimination, multiple and intersectional discrimination, discriminatory harassment, positive action measures, intersex, sexual orientation, sexual identity, gender expression, trans person, family LGTBI, LGTBIphobia, homophobia, biphobia, transphobia and intragender violence.
- The public powers are entrusted with fostering the institutional **recognition of LGTBI people**, launching campaigns to raise awareness, dissemination and promotion of respect for diversity and carrying out studies and surveys on the situation of LGTBI people.
- The elaboration of the **State Strategy** for equal treatment and non-discrimination of LGTBI people is foreseen, which will constitute the main instrument of territorial collaboration for the promotion, development and coordination of policies to guarantee the rights of LGTBI people.

**This Law is directly related to Human Rights and includes the demands of collectives.**

# ROMANIA

The LGBTQ+ community in Romania became more visible with the decriminalisation of homosexuality in Romania in 2001, when article 200 which was incriminating the homosexual relationships was repealed and same-gender consensual sex was legalised. Until that year, same-sex relationships were criminalised, and LGBTQ+ people were forced into hidden relationships.

**ACCEPT** is the first founded ngo for lgbt rights in Romania who organised the Gay Fest starting with 2006 until 2011.

First Roma trans person who was open and appeared on tv shows and music competitions was **Naomy** who in 2008 participated at the [Mamaia Music Festival](#) and in [Eurovision](#) in 2014.

However, a referendum held in 2018 to elevate the ban on same-sex marriage to a constitutional level failed.



In the context of the family referendum, MozaiQ, a community organization that addresses LGBTQIA+ people in Romania founded in 2015 implemented the campaign "Love is NOT voting". In the framework of this campaign MozaiQ carried out several types of activities including two protests (Let us vote! and Love is not voting), the crowdfunding campaign "I support LGBT in the Referendum", a series of community meetings with the aim of consulting and informing the community, online and offline information campaign, boycott campaign in which various well-known names participated.

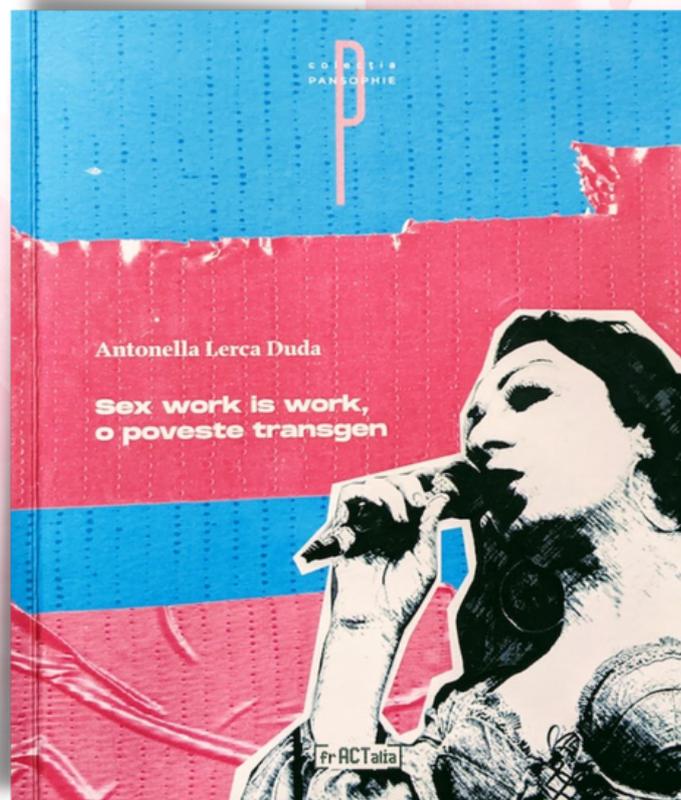


# ANTONELLA LERCA DUIDA



is the most visible and important voice of the trans community from Romania. She is the **first ever trans Roma sex worker** woman from Romania who ran for election in 2020 in Bucharest District 2 office. Even if Antonella didn't win the local elections, her candidacy brought a lot of visibility to the trans community in Romania.

After her candidacy in the local elections in Bucharest, also in 2020 Antonella launched the book' "[Sex work is work a transgender story](#)" a revendication story of her life based on the intersections of race, gender and class.



At the Pride in 2021 participated 10.000 persons and there where present roma women and men feminist and activist participating. Some young queer roma were present holding the roma lgbt flag and playing manele<sup>12</sup>

# PRESENT SITUATION

The LGBT+ community in Romania is quite big and visible but there is **no political representation**.

Same-sex **marriage is still not allowed** in Romania.

Initiatives on civil partnership were done by LGBT+ rights NGOs but the laws on civil partnership were **rejected** by the parliament members.

Studies are showing that LGBT+ and Roma are the **most discriminated groups** in Romania.



# HUNGARY

In Hungary, in addition to many other minority groups, the LGBTQ + community is usually subject to social, legal and political discrimination. The party political and extreme right-wing measures of the past year also prove the legitimacy of LGBTQ + movements. These measures have now resulted in embedded stereotypes in the majority society that hundreds of thousands of people have to fight day in and day out. In addition to social perceptions, members of **the group also suffer legal and political disadvantages**, in which fundamental human rights are **constantly violated**. We find that compared to the capital, these problems are even more concentrated in rural areas. One of the main reasons for this is the **lack of information** and personal experience, so we can fear of the unknown.

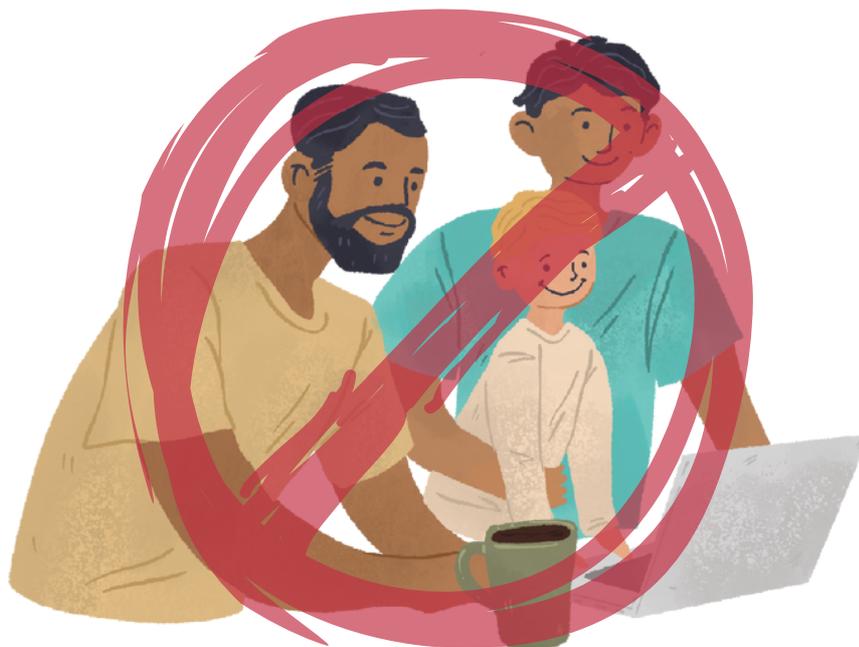
The circumstances of 2020 provided an opportunity for the Hungarian government to enforce proposals referring to the COVID-19 situation, the proposals were clearly not related to COVID-19 treatment. These included "Article 33", adopted on 28 May 2020, which made it impossible for Hungarian transgender people to change their legal gender. An amendment to the law enacted in the Szabolcs-Csanád Lawpack proposal submitted on Transgender Visibility Day (March 31) also came about when the government should have addressed the proper handling of the viral situation.

Paragraph 33 changed the category of “gender” to “birth gender” in personal records, so that people who live as women and look like women must use male records (and vice versa). They must use an opposite locker room to their gender and appearance and be cared for in a ward opposite to their gender. Each time, they should explain why they have male documents when they need to present their ID, student ID, or credit card (and the same is true for transgender men, vice versa). Zsolt Semjén (Member of the Hungarian Parliament) made the lives of many people impossible in an unnecessary and inhumane way, which has no social benefits.

Furthermore, the proposal is not legally valid either: it contradicts the unanimous decision of the pro-government Constitutional Court in 2018, which stated that changing the non-legal is a fundamental right. The bill contradicts the Basic Law because it violates the fundamental right of citizens to privacy, human dignity and security. It confronts the domestic practice that has existed since the 1990s, which until 2016 allowed Hungarian transgender citizens to obtain personal documents appropriate to their gender. The decision runs counter to international standards, the Charter of Human Rights of the European Union and the 20 years of consistent jurisprudence of the European Commission of Human Rights. That is why, with its adoption, a lengthy dispute began.

Among others, 22 NGOs, 8 Hungarian opposition representatives, Dunja Mijatović, Council of Europe Commissioner for Human Rights, the two largest LGBTQ organizations in the European Union: ILGA-Europe and Transgender Europe, the European Parliament's LGBTI Intergroup, the UN and the Hungarian Psychological Company.

In its next measure, the Hungarian Government criticized the concept of the family and eventually took away the possibility of adoption from single parents, thus making it impossible for LGBTQ + people to start a family. Amendment to the Constitution was clearly aimed at members of the community, even if it was hidden. Thanks to the amended law, same-sex couples have no chance of having a child through adoption and starting a family.



From the Adoption Act: "(1) A child may be adopted only by spouses, except for adoption by relatives and the parent's spouse and in the case provided for in subsection (4)." After the amendment of the Basic Law, the members of parliament of the ruling party applauded. By voting for an amendment to the law, in the future the minister without portfolio responsible for families with Christian conservative views, Katalin Novák, will be able to judge "cases worthy of special appreciation" in one go.

As LGBTQ + people in Hungary can only live in a registered partnership, they lose the possibility of adoption as couple. We have opportunity to make register relationship, but we cannot adopting anymore, and transgender cannot change gender and name anymore from 2019.

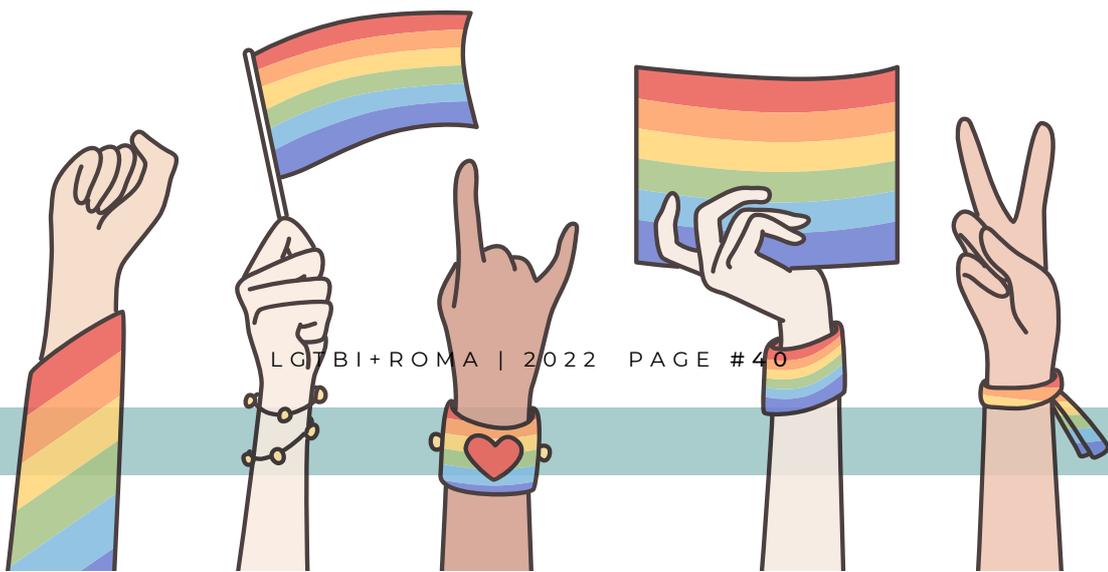


# BULGARIA

In Bulgaria **LGTBI rights are different** and are not complete as the rights of heterosexual people are. Same-sex sexual relations have been **decriminalized** since 1968, but same-sex couples and families do not have the same legal protections available to heterosexual couples. Adoption is prohibited for same-sex couples. Sexual reassignment surgery must receive consent from a court. Without undergoing sex reassignment surgery, a person cannot change their legal gender on any official document.

Since 2008 in Sofia (Bulgaria's capital) takes place in June "**Sofia Pride Parade**" a march of LGBTBI people and allies that combines protest and revindication with entertainment.

In 2008 around 120 people attended the Sofia pride parade, From then until today the number of participants has been increasing until congregating about 12,000 people in 2022.



*“After 15 years of Sofia Pride, there is still a lack of legislative changes guaranteeing security and equal rights for LGBTI people, as for all citizens of Bulgaria. But Pride has achieved change and it was in the faces of all those over 12,000 people we were with on Saturday. However, big change requires political will and the realization that the thousands of people in the square are not a colorful carnival, but a clear call to action.”* says the GLAS Foundation chairman Simeon Vassilev (Sofia Pride 2022)

Pride in Sofia has come to be considered **the largest public demonstration in support of human rights, articulating a protest against racism, xenophobia, and support for the LGTBI community.** Struggle and vindication of the minorities that are oppressed.



# AZIS



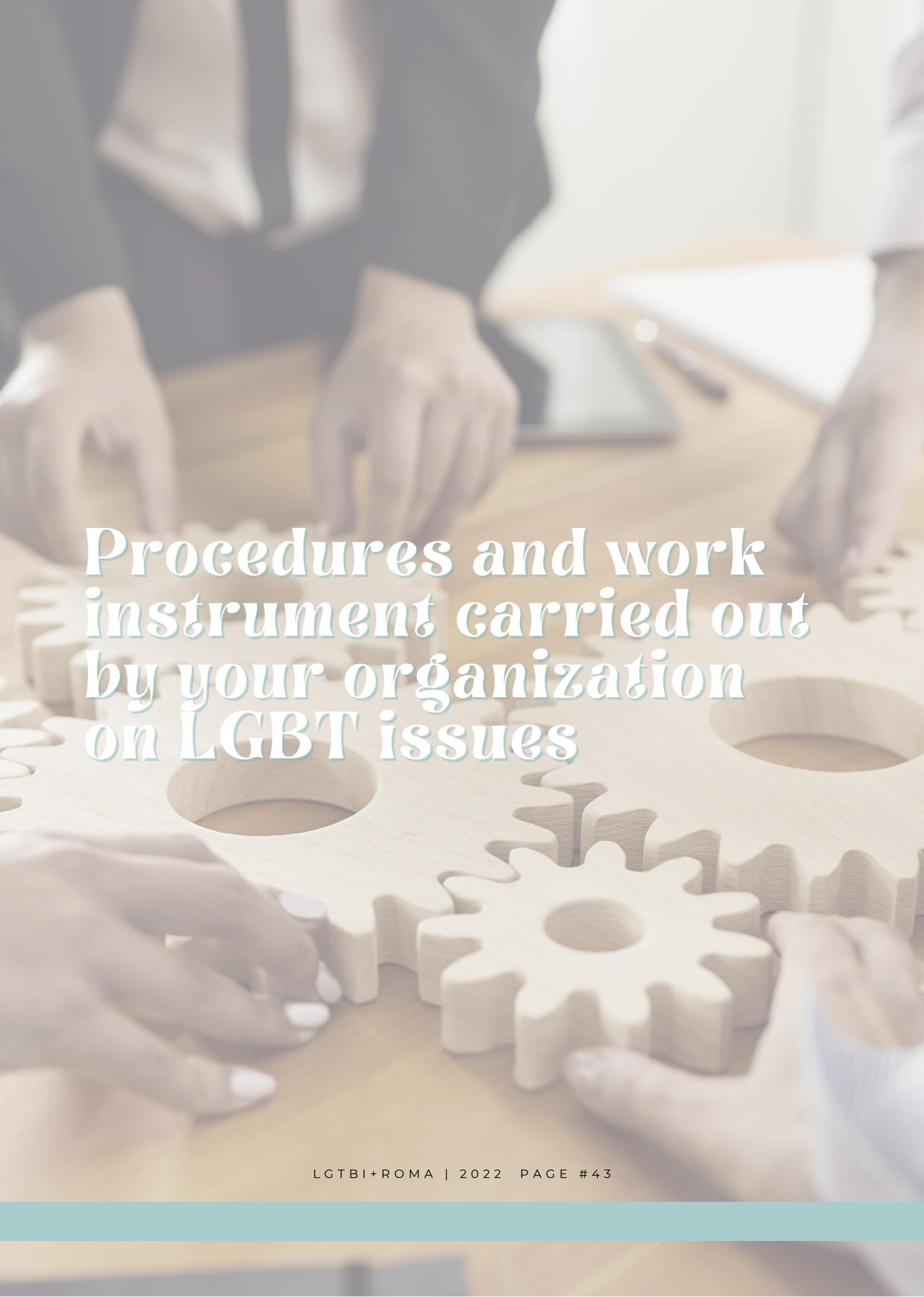
Azis – Азис (Vasil Troyanov Boyanov) is a visible and important **homosexual personality of the Roma community** from Bulgaria. Is a Bulgarian singer, groundbreaking and provocative.

Azis ran in 2005 general elections without getting representation in parliament. He presented as a candidate of the euroroma<sup>3</sup> party.

In 2006 he married her husband. Their marriage is not legally recognized in Bulgaria.

In 2007 the Mayor of Sofia, decided to remove the posters with Azis kissing her husband promoting a television program due to homoerotic content (the two men appeared shirtless).

Azis : [AZIS - Sen Trope / АЗИС - Сен Тропе](#)



# Procedures and work instrument carried out by your organization on LGBT issues

# Feminist Community Intervention

An essential part of our work is feminist community intervention. In the last seven years of grassroots work in several communities, with different groups of women, this method has undergone modifications as it developed and adapted organically according to the reality of the field.

**S.O.R.A** is the work **method** that we developed in E-Romnja in the last years of work. It is the method that we apply in our work and when we use the same steps when we tackle LGBTBI+ issues in our work.



# Our method of community intervention is called S.O.R.A. (*sister*) and involves four stages, as follows:



# Antigypsyism, homophobia and intersectionality

Roma people from the LGBTBI collective are intersected, among others, by **homophobia and antigypsyism**.

The widespread hostility and negative prejudices towards the Roma population mean potential conflicts in the population. These potential conflicts can translate into **crime, discrimination and antigypsyism**.

Antigypsyism is the specific form of racism against the Roma population. Antigypsyism according to the definition of the European Roma Information Office of 2005, it defines antigypsyism as a specific type of racist ideology, different from and at the same time interconnected with other types of racism.

Antigypsyism is presented in a violent way, in hate speech, in exploitation and discrimination. The discourses and representations in academia, politics and society, segregation, stigmatization, exclusion are other forms of antigypsyism.

The current situation of the Roma People throughout Europe is marked by anti-Gypsyism. The common experience of all gypsy women is having suffered anti-gypsyism and discrimination at some point in their lives or that of a family member or close acquaintance.

Antigypsyism is the specific form of racism suffered by the Roma population. It is an ideology based on racial superiority. It is a form of institutional racism fueled by historical discrimination. It is particularly persistent, violent, recurrent and trivialized. It is the main cause of the inequalities suffered by the Roma population.

Antigypsyism is an ancient ideology shared by broad layers of the European majority society that leads to a specific and particular form of racism and discrimination directed towards populations defined as Roma and that stigmatizes our identity and affects all of the people who make up the European Roma community regardless of social or cultural class and gender.

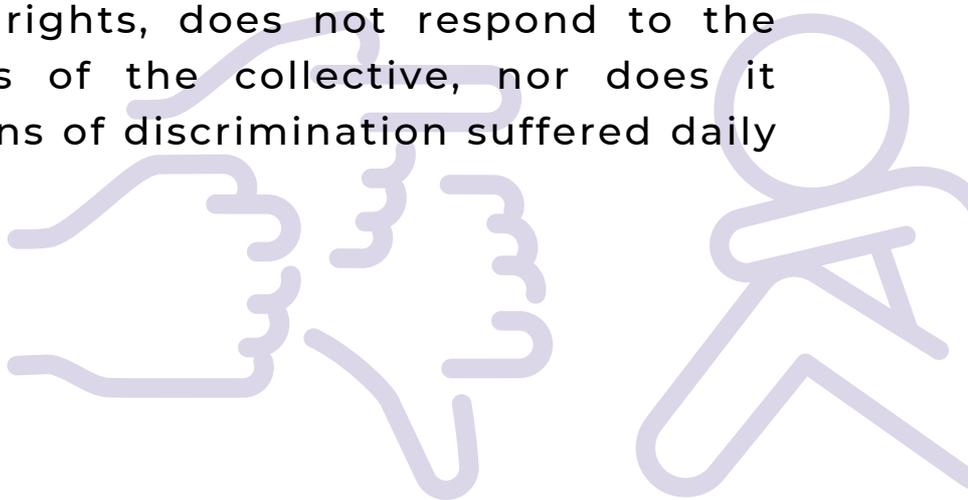
The ideology behind antigypsyism is the vile belief in the inferiority of Roma people that is reinforced in the history of persecution and in stereotypes and prejudices.

**Extreme poverty and social exclusion** reinforce the disadvantages suffered by Roma communities across Europe.

To the LGBTBI Roma collective, in addition to this situation of dehumanization and rejection that antigitainism supposes, **homophobia and transphobia are added**, the aversion to homosexual, transsexual and transgender people.

They suffer rejection and irrational hatred that leads to violence and discrimination for being LGBTBI Roma. These negative, prejudiced and discriminatory attitudes prevent the development and exercise of full citizenship and fulfillment of rights.

The lack of intersectionality in the analysis of the social and vital needs of a collective as specific as the LGBTBIQ in the Roma ethnic group, produces systematic and structural violence, which does not guarantee human rights, does not respond to the needs or demands of the collective, nor does it respond to situations of discrimination suffered daily basis.



# Intersectionality

Intersectionality is found in all our interventions as the life experiences of Roma women are found in the interaction between ethnicity, gender, social status, sexual identity and colour. For us, intersectionality dismantles the essentialist image of "Roma", which is seen in a unified way and excludes the most marginalized experiences and voices.



The concept of intersectionality is found in our work from involvement in community actions, advocacy, work in the networks in which we engage, through the prism of the partnerships we develop both at national and international level with organizations, platform groups and movements with which we intersect in various battles against violence, homophobia, transphobia, capitalism, so on and so forth. Our projects and initiatives are also designed and developed from an intersectional perspective.

By developing and supporting initiative groups made up of Roma women, young people and young women at the local level, we are careful to have as much diversity as possible from the perspective of the types of peoples, their religion, age groups, etc. We treat their experiences in an intersectional key that ensures that we include all the dimensions and contexts in which they live. This approach, which envisages an entire eco-system, provides us with the knowledge and learning we transfer to the allies we work with.

Every year we organize events on the topic of intersectionality where we bring together authorities, groups of women from the communities in which we work, local actors, corporations and civil society to change the narrative about us and to create solidarity to support our advocacy work.



NON-FORMAL  
METHODOLOGICAL  
RECOMMENDATION



# LGBTQ+

In this section we intend to establish a mechanism and advice to adapt the most appropriate work methods to face the barriers that we face as Roma, LGTBI+ and young people. We place special emphasis on non-formal pedagogical principles in the orientation process and the profiles that we consider suitable to be able to work with the young Roma LGTBI+ collective.

The recommendations that we propose to youthworkers and trainers who facilitate the work of youth groups and collectives are various. We understand that these people must have extensive knowledge about the processes that young Roma and LGTBI women go through.



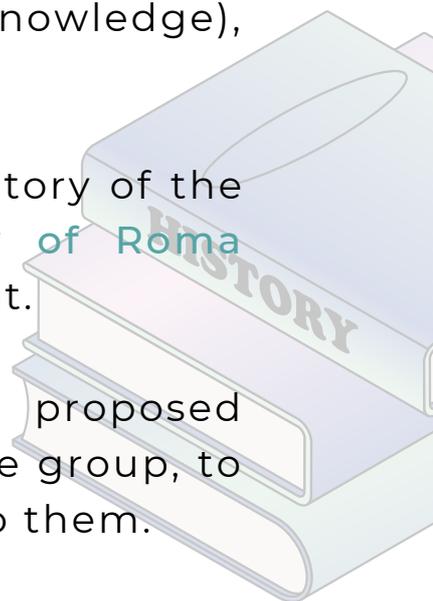
The role they must play should be that of facilitators throughout the entire intervention process.

**Recognize the knowledge, individual experiences, and experiences of the collective** (LGTBI young Roma), without exercising authority or positions of hierarchy or superiority (cultural or knowledge), facilitating critical thinking.

You always must know the context and history of the group. **Expand and train in the history of Roma people** and anti-gypsyism as a starting point.

The interventions and sessions that are proposed must start from the center of interest of the group, to frame their needs and be able to respond to them.

**Recognize and value the effort and life situations** in which they find themselves. Being an ally in our situations, contexts and struggles. of the allies must always be based on support, understanding the difference between being an ally and a protagonist, **supporting without excluding**, transferring the same speeches to their anti-Gypsy spaces, not appropriating Roma voices and spaces.



The youthworker It must be part of the **defense of the cause of the LGTBI+ Roma** collective. The main objective is to improve the situation of the collective.

In case of detecting situations that violate human rights, **ask the person, inform them of their rights, guarantee confidentiality**. Always let him choose and make the decision and show and have support for whatever decision he makes.

Always **be careful with the language** used, not be sexist, offensive, racist, homophobic, based on prejudice or stereotype.

**Equity, ethics, intersectionality, and social justice** are some of the most important principles.

Thank you for your dedication,  
participation and defense of Roma  
LGTBI+ rights. Participating in our  
cause is to improve the world for  
everyone.



NECESSARY SERVICES<sup>14</sup>  
FOR FULL INCLUSION  
OF LGTBI+ ROMA  
YOUTH

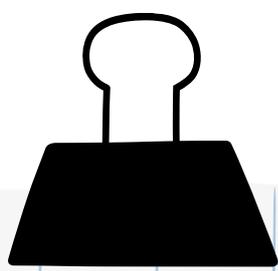


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Knowing the situation of exclusion and rejection in which the Roma LGTBI collective finds itself, it is necessary to make a battery of proposals so that the entities that use this guide create or adapt the necessary services, especially the labor, educational, housing and social spheres for deal with exclusion.

Specific resources for the young Roma LGTBI+ collective are almost non-existent. Although we find LGTBI associations and Roma associations, there are not enough or specific resources in Europe for the full inclusion of LGTBI+ Roma youth.

These four areas are formulated in the European Roma Strategies. It would be important if the Roma LGBTQ community was also included in the national strategies as one of the repeatedly discriminated and vulnerable groups.

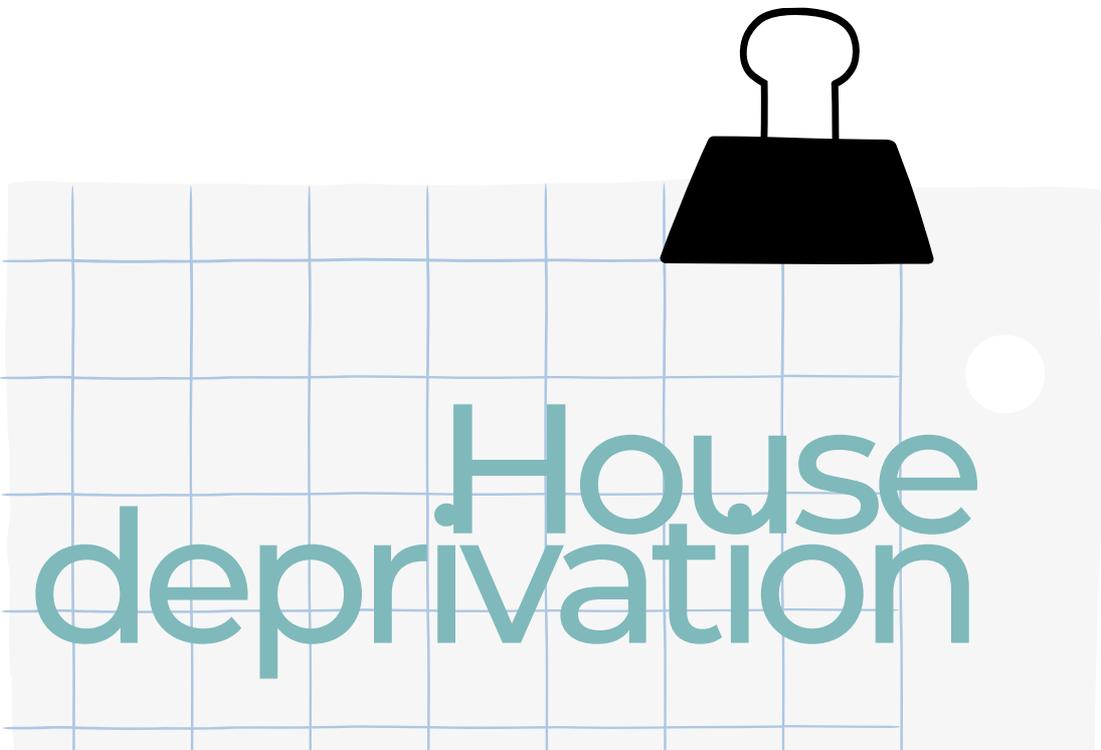


# Working market

The expectations of access to the labor market of LGTBI Roma youth are reduced compared to the general population, the patterns of disadvantage and social discrimination in the collective are repeated.

Awareness and mediation work with companies is necessary to reduce and stop situations of disadvantage and rejection in the workplace, since hiring does not depend on greater training or experience of Roma LGTBI youth, but on the prejudice of the employer.





# House deprivation

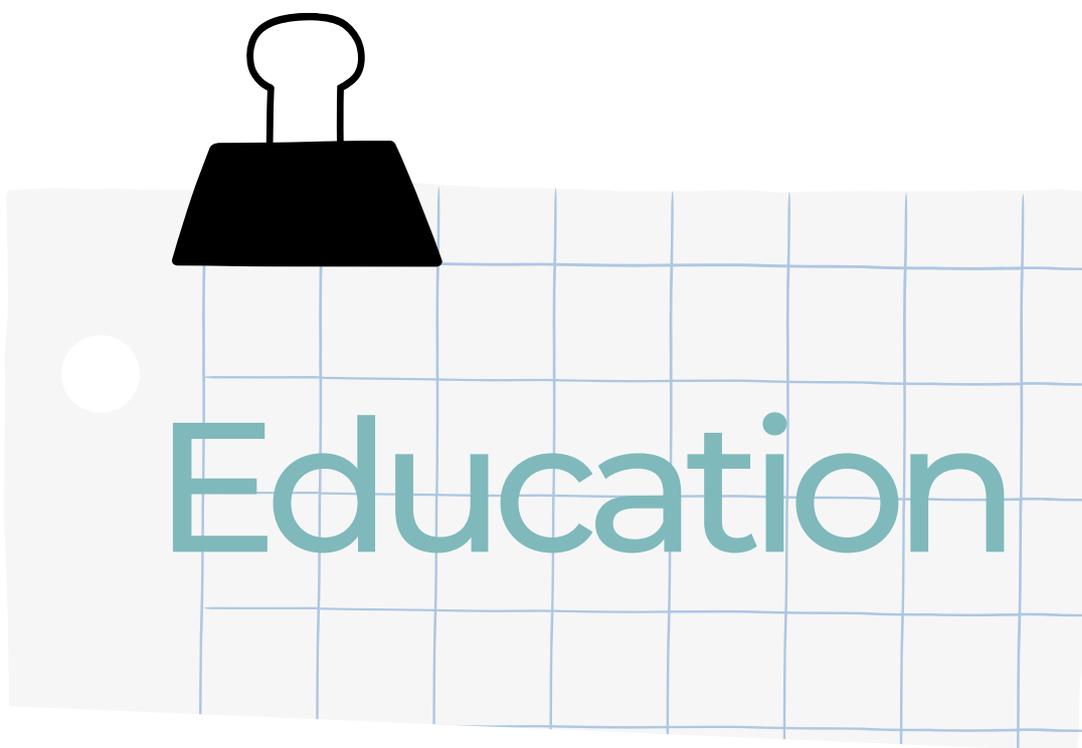
Is one of the biggest challenges that Roma LGTB<sup>i</sup>+ face in their lifetime and one of the main reasons for migrating. It affects both their private lives, their relations and time and also their connection with the public sphere in terms of access to education, labor market or healthcare services and in general contributes to an insecure environment that they live in.

When living in informal settlements, their housing condition is of low quality, constructed with improper materials, property situation could be undocumented, unclear, without connection to basic infrastructure and utilities (sewage, water, electricity, public transport or roads)

There is a high probability of exclusion and marginalization when the lack of access to facilities needed is present. Also, their inactivity on the labor market or access to education are affected and influenced. There are clear associations between living standards in Roma segregated settlements with poor access to infrastructure, on the one hand, and living conditions in neighborhoods populated by non-Roma people, on the other hand.

Experiences of discrimination and humiliations occur because of their ethnicity, residence, social status and gender identity.





In education their first interaction is a negative attitude coming from teachers and classmates. School is not a safe place. They usually find harassment and bullied since the first day of school. In school, ethnic discrimination intersects with the status as migrants, gender, social class (including the residence: neighborhood or camps for immigrants) or with a different sexual orientation.

Teachers play the most important role here and their behavior is remembered by many of respondents as perpetuating ethnic stereotypes about Roma. That is why dropping out of school has to be understood as a long series of events where they are discouraged by the educational system.

Intersectionality continues to present challenges as the amount of work to unveil it is not easy, requires effort, understanding and sensitivity towards issues so that no experience is excluded. The research has treated all the experiences collected in an intersectional key, included all dimensions and contexts, and avoided treating uni-dimensional categories. Structural problems are not solved as long as they reproduce racism, sexism, classism and homophobia.

Discrimination is not a matter of choice in most cases, due to the male, white dominated, bureaucratic, elitist and inaccessible system.

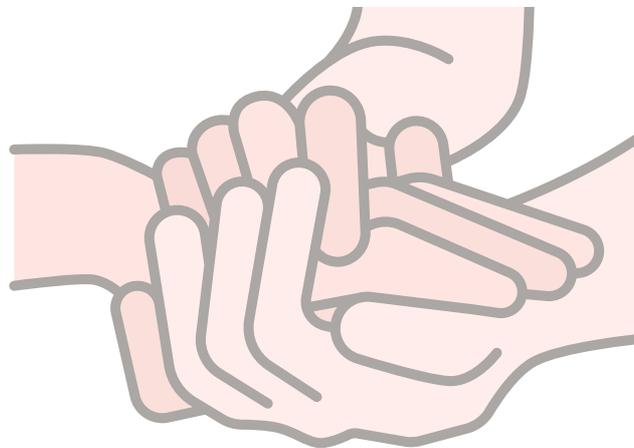
In the light of navigating through different spaces and struggling to build a future for themselves and their families, they rarely find safe spaces where they are not restricted to one or another identity.



# Reception service and emergency accompaniment

From our experience with the collective, we agree on the vulnerability analysis to which Roma LGTBI youth are continuously subjected. For this reason, **specific inclusion services are necessary** for the group in all areas, but especially in basic and primary emergency care.

The helplessness in which they can sometimes find themselves is absolutely greater than that of a person from the LGTBI collective, since they can turn to the LGTBI collective and be rejected, just as it could happen in their community or close circle. For this reason, we believe that it is vitally necessary to create specific resources, adapted to the reality and needs of young LGTBI Roma.



Lgtbi youth belong to historically oppressed and rejected communities, they also suffer the risk of suffering from homophobia and belonging to the youth group, the violations due to age, training, experience, roots are greater. Youthworkers must be people close to the different groups that have the cause as their own, in addition to having sufficient specific knowledge about the realities and circumstances that surround them.

Faced with any aggression, a young Roma lgtbi can be attacked several more times when going to the emergency services, due to the anti-Gypsyism rooted in all areas. It is not the first time that we have come across similar cases when they go to the security or emergency forces to report what is happening to them, instead of finding the protection and help established by law, they find new attacks and rejection.

That is why we understand and encourage not only to denounce, but also to provide support that guarantees rights and equal treatment at all times.



MODELS AND  
EXPERIENCES:



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In this section we describe the models and experiences of the partner entities in the development of work with the young Roma LGTBI collective.

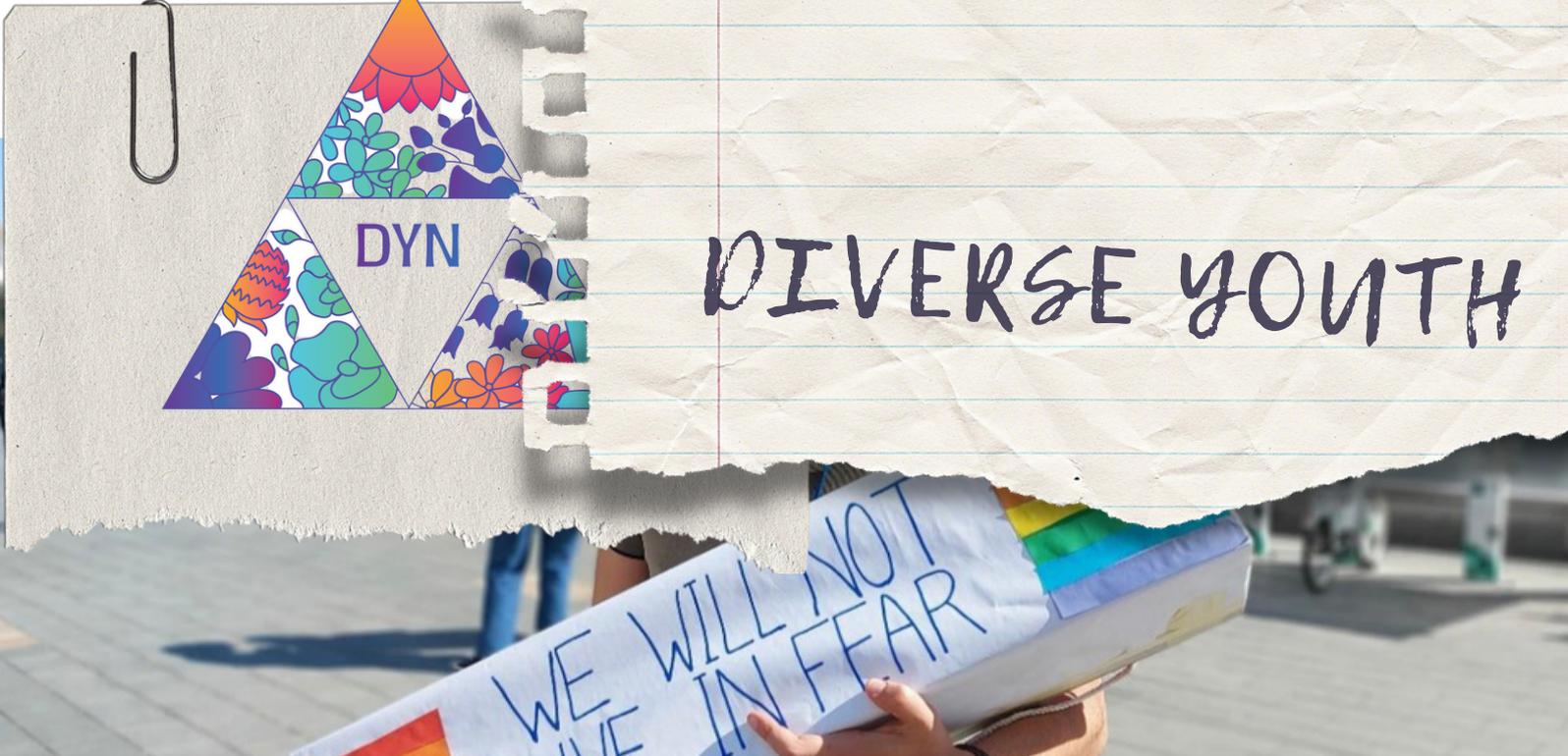
The entities work on and address the LGTBI+ theme from different areas: awareness, intervention, protection, legal advice, employment guidance, help, mutual support, resource guide, access to resources, campaigns, intermediation, complaint, claim... it can be individually, in groups, collectively, locally...



# E-ROMJA

The way that we work with the LGTBI+ community is mainly done through partnerships, we do not work directly based on community organizing with the group, we are an ally and by having the intersectionality perspective in our work what we do is to organize events in order to involve people from the LGTBI+ community. We also create space for members of the LGTBI+ community and our local groups in order to get to know each other and we participate in Erasmus project together with our youth workers to get knowledge on the topic of LGTBI+ and more specific on roma LGTBI+ issues.





# DIVERSE YOUTH

Youth organization based on human rights, models and experiences of work and participation with the collective is a specific LGBTI+ program based on the Pécs Pride and Roma LGBTQ forum. The forum was very difficult to create both times. Unfortunately, due to their social and economic status and their low level of education, the people involved have other priorities in everyday life, which are not necessarily related to their gender or sexual identity. The purpose of the forum was for the Roma LGBT community to thematize itself and to formulate the problems of the community that they would like to deal with in the future. In addition, we try to implement all our programs in the spirit of inclusion and not to homogenize them, and we strive for dialogue and cross-sensitization between minorities.

The logo for GLAS is displayed on a piece of torn, light-colored paper. The word "GLAS" is written in large, bold, sans-serif letters. The 'G' is blue, the 'L' is light green, the 'A' is a darker green, and the 'S' is a bright green. A silver paperclip is attached to the top left corner of the paper. The background behind the paper is a piece of lined paper with the words "GLAS FOUNDATION" written in black, hand-drawn, uppercase letters. The paper has a jagged, torn edge at the bottom.

GLAS

GLAS  
FOUNDATION

([Gays and Lesbians Accepted in Society](#)) is a non-governmental organization, which was founded in 2014. GLAS strives to bring forth a positive change to the lives of the lesbian, gay, bisexual and transgender people in Bulgaria, guarantying them full equality and protection from all forms of discrimination. The organization's goal is the complete inclusion of LGBT people in all aspects of life and society. The main focus is on working with parents of LGBT people, creating an integrated work environment and campaigning against homophobic hate crimes, as well as promoting tolerance.

Since 2015 the GLAS Foundation has held a series of public campaigns with the purpose of raising awareness towards the discrimination of LGBTI people and initiating a discussion for the addition of sexual orientation and gender identity to all articles of the penal code that concern hate speech and hate-motivated crimes.

## POSITIVE REPRESENTATION OF THE LGBT COMMUNITY WITHIN SOCIETY

The GLAS Foundation has done considerable work to combat the negative portrayal of the LGBTI community, as well as the stereotypes in the media, by **creating more positive content**. Far too often gay men and lesbians are portrayed in a negative light and looked upon as morally degenerate by the media. This leads to an easily recognizable and widespread negative and stereotypical image of people with non-traditional sexual orientation.

## WORKING WITH PARENTS OF LGBTI CHILDREN

We want to help parents cope with the feelings of confusion, shame, blame, denial and anger that they get once their children come out. We also want to make sure they don't fall into the trap of the myths surrounding homosexuality. We are conducting regular informal groups and individual gatherings where parents discuss their experiences and problems.

**“Mom, I Have to Tell You Something”**

<https://www.youtube.com/watch?v=oANUzHtbbb4>

## CAMPAIGNING FOR TESTING AND PREVENTING HIV/AIDS

A considerable amount of the GLAS Foundation's work is aimed at the support of quality health education, as well as combating the stereotypes and prejudices that surround the HIV virus amongst not only Bulgarian society at large, but the group of men, who have sex with men – the group that is most vulnerable towards infections. Through a series of focused campaigns and organized support groups, the foundation seeks to stimulate regular HIV/AIDS testing, as well as to provide information concerning the latest methods used to prevent and fight the virus with the help and collaboration of partners and health organizations.

## WORKING WITH PARENTS OF LGBTI CHILDREN

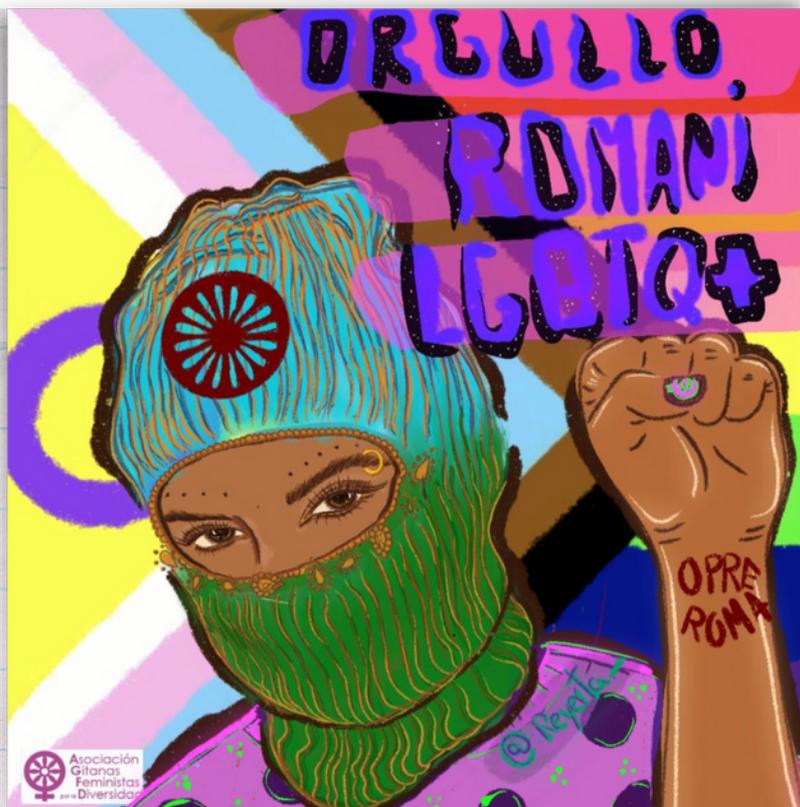
With initiatives like the first network for diversity and equality Work It OUT, awareness-raising campaigns and various activities, the foundation strives for workplace inclusion and equal opportunities for LGBT employees, empowering them to be their true self at work, without fear of discrimination. We assist local and international businesses in their efforts for reaching diversity at work.



Asociación  
Gitana  
Feminista  
por la Diversidad

# GITANAS FEMINISTAS

They have focused and based their work experience on awareness campaigns, training, discussion tables, forums, participation in communities reporting on the LGBTBI+ reality, offering support when a specific demand has been made, denouncing excluding racism in the LGBTBI+ movement. highlight campaigns in networks and demonstrations.



## PRIDE Romani LGTBIQ+:

Live and be happy with what I feel, I am and I express myself. Proud to be gypsy and proud to have the gender identity that we want, the sexual identity that we feel makes us free and happy, the expression of gender and sexual orientation that comes out of our guts.

Let's not forget that lgbtq+ Gadge Pride (not Roma) can also be exclusive and racist, its white exclusivity leaves us out of lawsuits, campaigns, job proposals, political representations, lgbtq+ houses. They have taken centuries to include the colors black and brown in the flag. How long will it take for them to see us as a political subject, designers of our own lgbtq+ Roma political proposals?





Romani lesbian visibility. LOVE AND live with the right to be free to feel and choose.

Let's bet on a trans law that does not forget to combat antigypsyism My gender, sexual identity and orientation adds to my gypsy identity.

Rights for all.

#feminismoromani #gitanasfeministas

#transgenero #visibilidadelgbt

#visibilidadtrans

# POR TODAS LAS GITANAS *que tuvieron que callar*



My cultural identity does not limit my sexual identity.  
My sexual identity does not limit my roma identity.

Lesbian gypsies also existed, exist and will exist.

#DiadeVisibilidadLesbica #LesbianVisibilityDay

#26deabril #26april #LGBTQI

#GitanasFeministas #AGFD #feminismo

#FeminismoRomaní #GitanasValientes



Participation demonstration pride Madrid,  
gitanas feministas por la diversidad



RESOURCES FOR  
INCLUSION FROM AN  
LGBTI PERSPECTIVE

We include a compilation of the websites, social networks and services to which you can resort, where you can train and consult. This information can be used to improve the activity of youthworkers from Roma and LGTBI+ entities throughout Europe, in addition to raising awareness and generating mechanisms to promote feminism and LGTBI+ Roma diversity as one of the priorities and claims on the agenda of the majority movements. Rome and LGTBI.

In the educational resources section you can find materials and links to continue training.

- <https://www.araart.cz/en/roma-lgbt>
- <https://www.lgbttravellerpride.com/resources-for-lgbt-travellers>
- <https://ajuntament.barcelona.cat/bcnacciointercultural/es/espai-avinyo/recursos/interculturalidad-lgtbi-donde-estan-las-disidencias-sexuales-y-de-genero>
- <https://ajuntament.barcelona.cat/bcnacciointercultural/es/espai-avinyo/recursos/interculturalidad-lgtbi-donde-estan-las-disidencias-sexuales-y-de-genero>
- <https://www.reuters.com/article/us-romania-lgbt-rights-idUSKBN23O22G>
- <https://researchbriefings.files.parliament.uk/documents/CBP-9479/CBP-9479.pdf>

- <https://universul.net/romanian-rights-groups-condemn-ban-on-gender-identity-studies/>
- <https://felgtb.org/que-hacemos/recursos/documentos/>
- <http://diverseyouthnetwork.eu/>
- <https://www.araart.cz/en/>

LGTB+ members of Romani communities were part of Prague Pride this year

- <https://romea.cz/en/news/czech/lgbt-members-of-romani-communities-were-part-of-prague-pride-this-year-activists-introduced-program-to-aid-people>
- <https://www.pecsma.hu/top/ilyen-volt-a-masodik-pecs-pride-csak-kepek/>
- <https://www.youtube.com/watch?v=V7zww3NbmRc>
- <https://www.youtube.com/watch?v=KAQXIBzdAvU>
- <http://diverseyouthnetwork.eu/2021/12/the-roma-lgbtq-minority-and-its-status-in-selected-eu-countries/>
- <https://budapestpride.hu/>
- <https://prizma.lgbt/>

- <https://hatter.hu/>
- <https://www.labrisz.hu/>
- <https://www.melegvagyok.hu/szimpozion-klub.html>
- <https://transvanilla.hu/>
- <https://szegedilmbt.hu/index.php>

Here are info about HIV and ITS info

- <https://campus-pride.ro/resurse/testari-gratuite-hiv-its/>

Here are some info about group support from the ACCEPT lgbt+ ngo

- <https://www.acceptromania.ro/grupuri-de-suport/>

This one is an European website

- <https://www.queereurope.com/gay-guide-to-Madrid/>
- <https://kripkit.com/category/derechos-lgbt-en-europa/>

Flags

- <https://www.prideflags.org/>

# GLOSSARY

1. [https://www2.ohchr.org/english/bodies/hrcouncil/docs/19session/A.HRC.19.41\\_Spanish.pdf](https://www2.ohchr.org/english/bodies/hrcouncil/docs/19session/A.HRC.19.41_Spanish.pdf)
2. <https://undocs.org/es/A/HRC/RES/27/32>
3. <https://undocs.org/es/A/HRC/RES/32/2>
4. <https://undocs.org/es/A/HRC/36/L.6>
5. <https://undocs.org/es/A/HRC/RES/41/18>
6. <https://www.ohchr.org/SP/Issues/LGBTI/Pages/UNResolutions.aspx>
7. [https://oeil.secure.europarl.europa.eu/oeil/popups/ficheprocedure.do?lang=fr&reference=2019/2573\(RSP\)](https://oeil.secure.europarl.europa.eu/oeil/popups/ficheprocedure.do?lang=fr&reference=2019/2573(RSP))
8. [La resolución fue presentada por los grupos PPE, S&D, ALDE, Verts / EFA y GUE / NGL.](#)
9. <https://oeil.secure.europarl.europa.eu/oeil/popups/summary.do?id=1573893&t=e&l=fr>
10. [https://es.wikipedia.org/wiki/Miryam\\_Amaya](https://es.wikipedia.org/wiki/Miryam_Amaya)
11. <https://www.acceptromania.ro/istoric/>
12. Manele is a type of music played mostly by roma people in Romania.
13. the largest political party representing the interests of the Roma people in Bulgaria
14. This section is base don the study: Gheorghe, Carmen. Mocanu, Cristina. (2021) "Intersect Voices in Europe - combating discrimination against Roma women. Research. Challenging intersectionality: Roma women's voices and experiences. *Experiences of discrimination of Roma women in housing, education, health and employment - Comparative research on multiple discrimination in Finland, Italy and Romania*"

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LGTBI +  
ROMA

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