



## Cologne - Germany

### Policy

The City of Cologne has an LGBT Office (“Fachstelle LST”) staffed with one full-time and one part-time position. In order to increase the political representation of the LGBT community, the Cologne City Council has an LGBT Advisory Committee. It has an advisory function towards related council committees, meets about four times a year and consists of representatives of LGBT NGOs, members of the political parties elected into the Cologne City Council and members of the city administration.

### Goal

The LGBT office’s main goals are to reduce discrimination of LGBT in Cologne; to improve equal opportunities for LGBT in Cologne and to increase acceptance of LGBT in Cologne.

### For how long has there been a specific LGBT emancipation policy?

In 2006 the Cologne City Council decided to establish the LGBT Advisory Committee. In 2007 Cologne signed Germany’s diversity charter (“Charta der Vielfalt”). The LGBT Office was established in 2010. In 2016 the City Council published a “Diversity Concept”.

### Key focus areas (short term and long term)

The main tasks of the LGBT Office are:

- to represent the interests of the LGBT people inside and outside the city administration
- to mediate between politics, the city administration and members of the LGBT communities
- to organise and support public events reducing homo- and trans\*phobia and promoting diversity
- to administer the LGBT Advisory Committee and implement its decisions

Within the last two years the LGBT office has worked

- to develop a local action plan against homo- and trans\*phobia;
- to administer a study about the city’s LGBT community as an economic location factor
- to organise suitable accommodation for LGBT refugees
- to increase the visibility of lesbians and rainbow families
- to re-establish a network for LGBT employees within the city administration
- to increase lesbian visibility and to empower LGBT activists (mainly lesbians) of Cologne’s sister cities (e.g. Volgograd/Russia, Cluj/Romania, Katowice/Poland, Rio de Janeiro/Brazil, Tunis/Tunisia, Istanbul/Turkey) by organising an international exchange during Cologne Pride

### Municipal sectors/services involved

The LGBT office is part of the Diversity Unit within the Department for Social Affairs. Depending on the agenda other municipal sectors and services are involved as well.

### Collaboration with advocacy/interest groups

With all members of the city’s LGBT Advisory Committee including: an advisory and counselling center for LGBT, a youth center for LGBT, the organisers of the Cologne Pride event, the Cologne AIDS foundation, an LGBT sports club, a gay fetish group, a network of gay managers, a support group for trans\* people, an organisation for LGBT rights, a traditional shooting club for gays and lesbians and a gay and lesbian business network. In addition: Dyke March Cologne, a gay history group and various support groups for LGBT refugees.

### Collaboration with social and/or health-care and welfare organisations

Depending on the agenda, different organisations will be invited into the LGBT Advisory Committee.

### Other collaboration partners

There is a regular exchange with other LGBT offices on a regional and national level.

### Contact person at the municipality

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### URL to (information on) local LGBT policy on municipal site

[www.stadt-koeln.de/leben-in-koeln/soziales/lesben-schwule-transgender](http://www.stadt-koeln.de/leben-in-koeln/soziales/lesben-schwule-transgender)