



SALZBURG
GLOBAL
SEMINAR

SESSION REPORT

551

SALZBURG GLOBAL LGBT FORUM III

Strengthening Communities: LGBT Rights & Social Cohesion



The Salzburg Global LGBT Forum 2015 was held with the generous support of the **Austrian Development Cooperation**, the **German Federal Foreign Office**, **Hivos**, **Michael Huffington**, and the **Open Society Foundations**. Additional support was provided by the **Austrian Federal Ministry of Science, Research and Economy**, the **German Federal Ministry for Family Affairs, Senior Citizens, Women and Youth**, **The HDH Wills 1965 Charitable Trust**, the **Korea Foundation** and the **Nippon Foundation**.

Salzburg Global Seminar would like to thank all the participants for donating their time and expertise to this session.

Session 551

June 14 to 19, 2015

Salzburg, Austria

SALZBURG GLOBAL LGBT FORUM III

Strengthening Communities: LGBT Rights & Social Cohesion

Report Author:
Ivan Capriles

Photos:
Herman Seidl



Table of Contents

05 Introduction

06 *Background*

08 *Key Themes*

09 Day 1

09 *Opening Statement*

10 *Starting Point – Going Global? Progress and Backlashes*

13 Day 2

13 *Exclusion and Inclusion: The Cost of Social Discrimination*

16 *Life Stories: Truth and Transformation*

19 *Knowledge Café on Social Inclusion*

22 *Culture and Resilience: The Open Forum*

25 Day 3

25 *Extreme Forms of Exclusion: The Situation of LGBT Refugees*

27 *LGBT Human Rights Groups, Embassies and Their New Relationship*

30 *Rescuing Activists – Losing Activism?*

32 *Making Pictures: Documentary Photography and Storytelling*

34 Day 4

35 *Telling Our Lives: Family Is...?*

38 *Portraying Our Lives Through the Camera*

41 *Exclusive Preview: “Because of Who I Am”*

43 Day 5

43 *Transformation: Learning from Other Human Rights Movements*

46 *Salzburg Global LGBT Forum: Brainstorming on the Next Steps*

49 Conclusions and Key Points

49 *Ideas to Support the Work of LGBT Organizations*

50 *Crosscutting Themes*

52 Our Work in the Years to Come

52 *Outlook by Founder and Chair Klaus Mueller*

Appendix

56 *Participants List*

Introduction

The third Salzburg Global LGBT* Forum – *Strengthening Communities: LGBT Rights & Social Cohesion* – took place from June 14 to 19, 2015. For five days, participants attended some 25 sessions varying from panel conversations and group discussions, to film and exhibit presentations and workshops. Informal conversations, a city excursion, spontaneous events and evening get-togethers furthered the sense of camaraderie and bonding that is fundamental to the vision of the Forum.

We all turned from experts to learners. We forged new friendships, began collaborations, tested new ideas, and developed a strong sense of global connections. We heard new and unexpected perspectives – listening is a key value of our Global LGBT Forum – and this experience not only furthered the sense of urgency in our respective battles for equality and inclusion; it made the world smaller and adversities more bearable.

The Forum produced some 40,000 words of minutes, and more than 40 documents that include newsletters, participants' feedback and group discussion records. Also, many reports, Internet links, videos, publications, articles and further complimentary materials of excellent quality and insight were and are shared amongst Fellows before, during and after the Forum.

It has been at times difficult to select, condense or leave out so much material to provide the reader with a concise and enriching insight into this wonderful experience. Hopefully, these pages will allow the reader to grasp as much as possible the spirit of our growing Global LGBT Forum.

*LGBT stands for Lesbian, Gay, Bisexual and Transgender

We are using this term as it is widely recognized in many parts of the world, but we would not wish it to be read as in any way exclusive of other cultures, terms or groups.





Fellows Angeline Jackson, Patricia Davis and Rangita de Silva de Alwis examine earlier sessions' reports

intersex and gender non-conforming communities. To access the full report of the first Forum, please visit: www.SalzburgGlobal.org/go/506

Those first 60 participants issued the guiding **Salzburg Statement of the Global LGBT Forum**, providing concise “Principles and Recommendations to advance LGBT human rights.” They are, as stated in the Statement, not exhaustive or prescriptive, but a guide for future conversations on LGBT human rights.

The statement calls for LGBT communities, leaders, professionals, supporters and activists to form broad alliances within and outside LGBT communities and to ground LGBT efforts within universal human rights while respecting local contexts. It gives recommendations on the strategic use of international law, funding, capacity building, international networks, communications, storytelling, arts and skills development to further the struggle for equality. To access the Salzburg Global LGBT Forum Statement, please visit: lgbt.SalzburgGlobal.org/our-statement

The second Salzburg Global LGBT Forum took place in May 2014 in Berlin, in cooperation with and with support from the German Federal Foreign Office. Fellows convened under the theme *Creating Long-Term Global Networks to Sustain LGBT Human Rights Organizations*. This Forum centered on the issues of **Network Improvement** amongst organizations, embassies and activists globally; **Context Awareness** for LGBT human rights work through assessing what works, where and when; and the **Globalization of Hate Campaigns**, understood as a trend of backlash against the increasing visibility of the LGBT human rights movement. For the full report of the second Forum, please visit: www.SalzburgGlobal.org/go/545

Key Themes

This session brought together 57 participants from 34 countries from all professional sectors, ages and expertise. They reflected upon LGBT inclusion and social cohesion in relation to democratic institutions, families, communities, social justice, activism, education, employment, hate crimes and bullying. Three general themes were proposed for conversations:

1. **The Cost of Social Exclusion:** What are the economic effects of social exclusion? How does LGBT exclusion affect national economies or international corporations? What are the implications of LGBT issues on the refugee crisis, migration, and those left behind?
2. **The Power of Storytelling:** How are we portrayed in media? As monsters or ordinary citizens? As individuals or as a community? How do we tell our own stories?
3. **Transformation:** How far can we advance LGBT human right issues before the global attention wanes?

The use of the **Chatham House Rule** to protect individuals, the intimate conversation style of activities and the calm ambiance of Schloss Leopoldskron helped us to share and listen to both expert knowledge and lived experiences from around the world, in many different voices. The Forum is built on the conviction that this allows the kind of trust we deeply need for future global cooperation and understanding.



Mariano Ruiz, Monika Pisankaneva and Tamara Adrian

Day 1

“Trust needs time,” Session Chair Klaus Mueller remarked before the Forum opening. But new and old faces to the Forum quickly built a comforting and supportive environment upon arrival at Schloss Leopoldskron. The first full house gathering had opening statements by Mueller and Salzburg Global Vice President and Chief Program Officer Clare Shine, followed by a panel on improvements and setbacks of the current LGBT rights global context. Next, through roundtable discussions Salzburg Global Editor Louise Hallman collected key topics for the first issue of the daily newsletter and to guide the week’s dialogues. In the evening, Fellows were given a tour of the Schloss under the captivating narration of Salzburg Global Program Director John Lotherington and closed the day with a reception that already had all the elements of a big family reunion.

Opening Statement:

Strengthening Communities – LGBT Human Rights and Social Cohesion

Clare Shine *Vice President and Chief Program Officer,
Salzburg Global Seminar, Austria*

Klaus Mueller *Founder & Chair of the
Salzburg Global LGBT Forum, Germany*

Shine welcomed all participants and introduced them to Salzburg Global’s history, its thematic foci and the story behind the organization’s support for the LGBT Forum. The Forum’s format aims to encourage reflection, retreat and trust amongst participants. Shine underlined that the Forum transcends the conference approach: “This is different, this is an opportunity to stand back from your day jobs and talk about topics that you can’t address when you are back home.”

Mueller recounted the process leading to the Forum’s founding and its growth to now a network of members from 54 countries. Introducing the session’s proposed general themes, he argued that the global discussion is marked by “growing polarization worldwide on human rights, sexuality and gender, causing both rapid progress and severe backlashes.” Recounting the Western export of homo- and transphobia during colonialism, he addressed how violence against LGBT people is endangering both their lives and the social cohesion of their societies.



“We are in a singular moment of our struggle to claim and reach full equality. Before the global attention wanes – and it will – we need to identify the decisive steps to advance LGBT human rights. ”

Klaus Mueller

Starting Point – Going Global?

Progress and backlashes following the new global attention for LGBT human rights and their impact on regional and national situations

MODERATOR:

Saskia Wieringa *Professor, University of Amsterdam, The Netherlands*

PANELISTS:

Kasha Nabagesera *Founder, Freedom and Roam Uganda (FARUG), Uganda*

Xing Yin *Executive Director, Beijing LGBT Center, China*

Tamara Adrian *Human Rights Activist; Professor, Central University of Venezuela, Venezuela*

Rooi Teve* *LGBT activist, Russia*

The opening panel brought us voices from five regions of the world, presenting a general assessment of current LGBT human rights issues.

Tolerant or discriminatory societies may have been historically the opposite Wieringa opened the panel with a word of caution about national narratives of LGBT rights. Societies and governments may take pride on their LGBT inclusion, or on their homo- or transphobia, but history shows us the societal shifts in their treatment of LGBT communities: Historical accounts show, for example, episodes of homosexual-targeted executions in the Netherlands and acceptance of trans people and same-sex relations in Indonesia.

* Owing to concerns for their safety outside of the Forum, some Fellows of the session chose to participate either under pseudonyms or public anonymity.

1. Saskia Wieringa

2. Kasha Nabagesera

3. Xing Yin





1. Moderator Wieringa and panelist Yin

2. Tamara Adrian

There are backlashes and stagnations of LGBT human rights

Teve recounted the gradual opening to LGBT issues seen in 1990s Russia and the following deterioration of LGBT acceptance until present. She recalled the active participation of radical orthodox Christian groups and parliamentarians in the dismantling of tolerance.

Adrian reported on Venezuela's critical stagnation on LGBT rights. While increasing LGBT inclusion benefits 80% of Latin Americans through equal marriage, adoption or transgender recognition, her own country has lagged behind. The widespread influence of military and evangelical groups in the state has kept Venezuela from following regional trends.

Despite adversity, mobilization and alliances bring about change

In Russia, there is rise of social media activism, mostly led by teenagers, against the Russian propaganda laws. In the African context, visibility has at times fuelled scapegoating and persecution, but for Nabagesera global visibility "is helping us progress. Now you can't say that we don't exist." In China, according to Yin, small gains are setting precedents for LGBT rights such as the first anti-gay discrimination legal case won in 2014 by a gay man. Building connections with lawyers, teachers and psychologists has been of great help. Nabagesera described international networks as "our strongest weapon," but had a word of caution that describing certain places as LGBT rights' "lost cases" – such as her home country Uganda – may create international stories, but not necessarily help the local LGBT movement.

LGBT people face the dilemma of changing their societies or seeking safety

From Teve's own experience in Russia, when doing activism at home "you don't assess danger adequately; you go numb to danger." People leave home for safer countries, "and think that all is fine there but they forget the history of struggle in those places." Adrian furthered the point by highlighting the constant pressures on activism: "Funding is difficult, we rely a lot on voluntarism. I host an NGO in my own house."

ROUNDTABLE DISCUSSIONS OF PANEL CONVERSATIONS

Building on the topics discussed in the opening panel, eleven roundtables provided points to be addressed throughout the Forum. Some of these were:

- What strategies are effective to sensitize police forces, lawyers and the media on dealing with LGBT groups?
- How do we deal with the fact that visibility is a two-sided sword that brings international support and protection but also stigmatization and backlash in national contexts?
- How can we strategize for social change as much as legal change?
- How can a global LGBT movement exchange best practices, know-how, support and protection?

TOUR OF SCHLOSS LEOPOLDSKRON AND RECEPTION

After discussions, Fellows were given a tour of Schloss Leopoldskron, led by John Lotherington, who vividly shared architectural, historical and symbolic anecdotes from the palace and surroundings. Dinner and a lakeside reception followed. By the day's end, there was no sign that twelve hours before, handshakes and nametags were the only bridge to one another.

1. & 2. Fellows discuss the opening panel and their thoughts for the week in Parker Hall

3. Kaoru Aoyama



Day 2

The second day of events began with a panel on the costs of discrimination. Then, we were moved with the powerful storytelling of three participants who shared their life stories. The Knowledge Café had seven Fellows lead discussions providing first-hand knowledge on topics that ranged from legal fights to conservative groups management. During an open mic session, an improvised space was established for everyone to share achievements, projects or hidden talents. Saskia Wieringa introduced us to the hidden transgender history of deity Guanyin, on display in the Chinese Room of Schloss Leopoldskron. A spontaneous viewing of the upcoming release film *Tamara*, based on the life of Tamara Adrian, was organized after dinner.

Exclusion and Inclusion:

The costs of social discrimination

MODERATOR:

Benjamin Glahn *European Development Director, Salzburg Global Seminar, Austria*

PANELISTS:

M.V. Lee Badgett *Director, Center for Public Policy & Administration, University of Massachusetts Amherst, USA*

Angeline Jackson *Founder and Executive Director, Quality of Citizenship, Jamaica*

Fumino Sugiyama *Author and Transgender Activist, Japan*

Philip Crehan *Grant Coordinator and Researcher, World Bank Group, USA*

DISCUSSANT:

Pooja Badarinath *Program Coordinator, Advocacy & Research, CREA, India*

This conversation addressed the implications of LGBT exclusion, the economic quantification of its costs and whether this data can translate into better policies for inclusion, comparing diverse experiences in the United States, Jamaica, Japan, India and Austria.

Identifying the economic costs of exclusion

Badgett has worked on defining and quantifying exclusion costs of LGBT people on businesses, government budgets and the general economy in different case studies. Costs are based on three forms of exclusion:



“Human rights approaches and economic approaches need to be mixed because on their own, they do not work.”

Angeline Jackson

Employment exclusion leading to workforce discrimination or over qualification; **Education exclusion** preventing people from acquiring skills; and **Health exclusion** limiting access to health services and leading to wellbeing deterioration. The aim is to identify monetary values to these forms of exclusions and quantify them.

Tensions between economic and moral arguments

There were concerns that adding a monetary value to exclusion would translate into a reductionism of human suffering. Would financial themes dilute moral and rights questions? For Badgett, “the economic argument does not dilute the human rights discourse,” while another Fellow saw the importance of pragmatism: “Using the financial thinking finally helps dealing with the human rights issue.”

Although present-day research does not fully clarify the sequence between greater inclusion and higher GDP, Badgett pointed out that: “World Bank data worldwide does show that exclusion has a cost.” Another Fellow emphasized that pragmatism helps, “so that those who don’t listen, do so.”

Context awareness and adjusting to relevant audiences

The discussion on quantifying exclusion raised the importance of context awareness, be it an international organization, a company or a ministry. Glahn questioned that while moral issues should be at the core of human rights: “how do we tailor our message to different audiences?” During his advocacy work, Sugiyama told us of his group’s engagement with a Japanese city major: “He did not understand LGBT issues, so we framed it within the issue of diversity. He understood about diversity.” Badgett saw the same pattern in the dynamics of some developmental agencies: “They are reluctant

1. Philip Crehan and Fumino Sugiyama

2. M.V. Lee Badgett





1. Panelists Jackson, Badgett, Crehan and Sugiyama with moderator Benjamin Glahn

2. Benjamin Glahn

3. Discussant Pooja Badarinath



to take topics that seem political, like human rights. If we bridge political and economic topics, we can open opportunities.”

Challenges of LGBT-sensitive and inclusive data collection

Crehan shared his experience in the World Bank in helping data collection standards and procedures become more inclusive of LGBT groups. Session Chair Klaus Mueller pointed out that data is crucial because “it takes the realm of opinion into fact.” Crehan addressed challenges, such as the difficulty to quantify the effect of LGBT discrimination on social cohesion.

Jackson brought attention to the inequalities of data and policy responses within LGBT groups: “Very often the focus of work and services targets HIV gay males but excludes other groups.” She called for more attention on issues like violence against women, homelessness, mental health and disability groups.

Brain drain as a result of exclusion

Labor migration should be framed as both employment and education exclusion. “How can we show countries that their discrimination triggers a brain drain with direct economic costs?” Jackson asked. In the Japanese case, Sugiyama mentioned “companies pay a lot of money for training good employees, which is lost when they leave because of the stress of discrimination.”



Marc Pachter (far right) with (left to right) Joe Wong, Michael Kirby and Kaoru Aoyama

Life Stories: Truth and Transformation

INTERVIEWER:

Marc Pachter *Director Emeritus, National Portrait Gallery, USA*

NARRATORS:

Kaoru Aoyama *Professor, Graduate School of Intercultural Studies,
University of Kobe, Japan*

Michael Kirby *Former Judge of the High Court of Australia;
Vice-President, Human Rights Institute of the
International Bar Association, Australia*

Joe Wong *Program Manager, Asia-Pacific Transgender Network, Thailand*

Aoyama, Kirby and Wong captivated us with personal narratives that were inspiring, heart breaking and humorous. Pachter did an impeccable job in setting a tone of comfort

for our narrators. He began with one simple question: “What was the world into which you were born?”

KAORU'S STORY

Kaoru Aoyama was born to a middle class heterosexual family. At a young age for Kaoru, and in an unusual occurrence in Japan at the time, her mother left home after twenty years of marriage. But Kaoru remembers her mother fondly: *"I admired her very much. She would always tell me: 'I gave birth to you, not to become the servant of a man. You are here for something greater.'"*

Kaoru grew up without questioning her sexuality. She had a first heterosexual love, married and had two children. She went to university and took a job, and then moved to England due to her husband's studies. There, she joined a women studies course at university. *"That's when the problem started,"* she said with a smile. It gave her knowledge about gender, and exposed her to a whole world of awareness.

Years later, Kaoru undertook a one-year Master's degree in the UK. It was then that she fell in love with a woman. On this period Kaoru reflects: *"Some people disagree and say that I was born like that but I feel I changed into something else."* She returned to Japan, and decided to pursue a PhD in England. It was clear for her, that a heterosexual relationship was becoming impossible.

In her last summer in England, she fell in love with another woman. She came out to her husband, who left the marriage. Kaoru returned to Japan and faced the hardships of being a single working mother of two. Kaoru's love eventually relocated to Japan. Together, they raise the children while Kaoru teaches at university, open about her sexuality at work, and living and pushing Japan's gradual change towards acceptance.



"I admired [my mother] very much. She would always tell me: 'I gave birth to you, not to become the servant of a man. You are here for something greater.'"

Kaoru Aoyama

MICHAEL'S STORY

The oldest of five siblings, Michael Kirby remembers growing up in a leafy Sydney suburb. By age eleven, Michael was aware of his homosexual orientation, and aware *"that it was not a good thing"* from the point of view of society. This was the time when pianist Claudio Arrau was arrested in a Sydney toilet with another male before a concert and a scandal ensued. Michael knew that *"This was a dangerous and serious matter. So I essentially just accepted that this was the rule of life."*



"I was playing the game in a way that society had imposed it on me. I was the one that deserved an apology. I was the one that was forced to hide reality. I deserve an apology for the relationships I couldn't have and the dishonesty imposed on me."

Michael Kirby

He kept himself busy in student politics, partly to suppress his sexuality. This led to his excelling in academic and leadership engagements. However, he never felt wicked. *“I knew I was one of many,”* Michael reflects. He eventually met his partner, Johan van Vloten, who has been in Michael’s own words, for 46 years, *“someone of sterling quality, a blessing.”*

In 1999, Michael made history by becoming the first Australian High Court judge to come out as gay. His relationship with Johan had evolved. Originally they used telephone calling codes to avoid exposure. Michael remembers that *“The first years were surreptitious.”* However, then Johan said, *‘We owe it to the next generation to be honest.’* *I proposed, ‘What if we wait until I finish my judicial life?’* He said *‘No!’*. Of course, these were the years of the AIDS epidemic. So hiding felt no longer an option.”

In the aftermath of his coming out, some colleagues suggested that it was dishonest of him to not have come out earlier. But Michael puts things in their place: *“I was playing the game in a way that society had imposed on me. I was the one that deserved an apology. I was the one that was forced to hide reality. I deserve an apology for the relationships I couldn’t have and the dishonesty imposed on me.”*

Michael reflects on his wonderful journey with Johan: *“It has been a wonderful thing in my life to live with him. Whoever tries to impede such relationships for other people, is not a kind person.”*

JOE’S STORY

Joe Wong, a trans man from Singapore, now living in Thailand, was born to a conservative family and educated at a Catholic girls’ school. He felt uncomfortable in his body when touched, and eventually used duct tape as an attempt to conceal the female parts of his



“ [My father] would put a relevant article or book on my desk. There was no discussion about it but he helped. He died when I was 21 and I wondered where his tolerance came from. I later discovered that he was gay. ”

Joe Wong

body that he felt shouldn’t have been there. One day, while in an elevator with a close relative and a stranger, the relative noticed the duct tape, humiliating Joe on the spot and demanding an explanation. *“In school I was taught not to show emotions. So I let my relative yell at me, and tear away the duct tape in the elevator,”* he recalls. It was hard for Joe to tell his closest relatives about his body issues.

His father supported him despite the family’s tendency to not share many personal issues. Joe remembers: *“He would put a relevant article or book on my desk. There was no discussion about it but he helped. He died when I was 21 and I wondered where his tolerance came from. I later discovered that he was gay.”*

When Joe decided to transition, he asked his parents to choose his post-transition name *“since they gave me my first name.”* His father gave him his own English name – which he took to be a sign of his father’s love and acceptance.

“It is interesting to discover myself through coming out. A lot of internalized hatred disappears,” he says through a broad reassuring smile.

Knowledge Café on Social Inclusion

MODERATOR:

John Lotherington *Program Director, Salzburg Global Seminar, UK*

The Knowledge Café gave space to seven Fellows who had prepared to guide group discussions on their expertise.

BEST PRACTICES AND MAKING CHANGE: WORKING WITH THE AUTHORITIES AND MOBILIZING COMMUNITIES IN NEPAL

Manisha Dhakal *Executive Director, Blue Diamond Society, Nepal*

Dhakal led a group discussion on best practices in Nepal to change laws, forms of community mobilization and the importance of working with religious leaders. The group conversation also focused on the need to build bridges to other non-LGBT communities to expand the know-how and solidarity base of LGBT demands.



Manisha Dhakal (center) with Ying Xin and Wei Wei

ENHANCING YOUNG LGBT LEADERS' SELF-EMPOWERMENT

Monika Pisankaneva *Chairperson, Bilitis Resource Center, Bulgaria*

This group dealt with country-specific youth engagement. In Japan, the pride parade had been a divisive topic for LGBT groups but younger activists are increasingly participating. In Kosovo, youth participation amidst the homophobic social context takes place in community centers, movie screenings, group discussions and training of LGBT activists abroad. In China, activists are trained on documentary making and story-telling. In Jamaica, lack of funding limits programs' continuity so reliance is on peer-to-peer support.



John Lotherington



Monika Pisankaneva



Hyun Kyung Kim (center) leads a table discussion at the Knowledge Café

LGBT HUMAN RIGHTS SURROUNDED BY CONSERVATIVE CHRISTIAN GROUPS

Hyun Kyung Kim

Researcher, Korean Society of Law and Policy on Sexual Orientation and Gender Identity, Republic of Korea

When dealing with conservative groups, it was recommended to grasp certain themes of importance to these organizations, such as economic arguments. Fellows discussed how to adapt economic arguments, understand data, and use specific human rights mechanisms to confront conservative groups.

THE DOS & DON'TS FOR EFFECTIVE CAMPAIGNING AND ADVOCACY: CASE STUDY OF THE MARRIAGE EQUALITY BILL IN ARGENTINA

Mariano Ruiz

Latin America & Caribbean Outreach Communications Officer, IDAHOT (International Day Against Homophobia and Transphobia) Committee, Argentina



Mariano Ruiz

Ruiz presented the strategies used by LGBT movement in Argentina for the approval of the same-sex marriage bill in 2010. Their advocacy focused on highlighting constitutional provisions of equality, lobbying congress members individually, high-profile media mainstreaming, and training of activists.

READING BETWEEN THE LINES: BATTLING DISCRIMINATORY LAWS

Danish Sheikh

Advocate & Researcher, Alternative Law Forum, India

The group discussed legal mechanisms to push LGBT rights forward, such as narrowing the scope of discriminatory laws or broadening legal principles to make them more inclusive. Legal strategies used in India were studied. In India, activists made oppressive laws irrelevant by preventing enforcements; they fractured the law by highlighting conflictive laws; and they expanded the coverage of transgender laws to include as many LGBT groups as possible.



Danish Sheikh

UNLEASHING POWER: UPTURNING OPPRESSION IN LGBT MOVEMENT

Victor Yang

Community Organizer, USA; Doctoral Student, Oxford University, UK

This group reviewed historical movements that upturned traditional hierarchies of power. Yang presented the case of the Philadelphia chapter of the AIDS Coalition To Unleash Power (ACT UP), which included a vast array of vulnerable populations such as homeless or incarcerated populations.

THE LIFE OF LGBT MUSLIMS

This discussion centered on LGBT issues in Muslim societies. For security issues, we do not specify the name and country affiliation of this table's organizer or the details of their discussions.



Victor Yang takes notes during his table's discussions



Stella Murungi



Rajmonda Sylbije

Culture and Resilience: The Open Forum

HOST:

Stella Murungi

Protection Officer, Security Management and Protection Department,
East and Horn of Africa Human Rights Defenders Project
(EHAHRDP), Uganda

This event was an unscripted setting in which Fellows could have their “moment of fame.” There was only one guideline: ten minutes on stage. Stella Murungi did a superb job in hosting while doing a ruthless yet elegant timekeeping of performances. Fellows were encouraged to share their creative sides, passions or intellectual produce with us all.

Filmmaker **Popo Fan** broke the ice by sharing a short documentary film portrait *The Story of Iron* (the nickname of Beijing LGBT Center’s executive director **Ying Xin** who was sitting among the audience). This portrait is part of the documentary *Stories of Being Me* about LGBT people in Asia. Fan also showed the satirical short film *CCTV Breaking News from a Homosexual China*. Done in collaboration with youth-led group, Queer University, the short film was done in reaction to a CCTV news report on “how to make sissy boys more masculine.”

Next, activist and law professor, **Tamara Adrian** surprised us all with news that an hour before the event she had received the final cut of the film *Tamara*, from Venezuelan director Elia Schneider. The film is an adaptation of Tamara’s own life. We were proud and honored to watch the opening sequence of this film to be released in late 2015.

Filmmaker **Benjamin Cantu** showed a scene of his 2011 feature film *Harvest*. Set in the German region of Brandenburg, it tells the story of two young farm workers, whose mutual interest evolves into a secretive but gentle romance.

Danish Sheikh wooed the crowds by shifting from legal expert to actor, performing an excerpt of the play *Parenthesis*. **Mariano Ruiz** told the behind-the-scenes story of the funding for the Argentinean IDAHOT 2015 report. **Fumino Sugiyama** presented the www.outinjapan.com website which uses photography and music videos to raise awareness of the LGBT community.

Kasha Nabagesera showed footage of the first Beach Pride Uganda 2012, while sharing her first person account of the police intervention that ended the event until they managed to be released by “making one big noisy party in the police station.” We watched the marching crowds holding slogans like “African & Gay: Not a Choice” and “Marching for those who can’t.”



Fellows watch Popo Fan's film *The Story of Iron*, featuring Fellow Ying Xin

Rajmonda Sylbije talked about her experiences in Kosovo and engagement with the Natalia Project, a Stockholm-based initiative to provide human rights defenders with electronic tracking bracelets that are assault alarm system. For more information, please visit: www.nataliaproject.org

Laurindo Garcia presented the social entrepreneurship platform www.b-change.org, which provides support of LGBT youth groups in Asia and produces the documentaries *Stories of Being Me*. B-Change enables LGBT people to “discover about identity and gender, connect with peers and find help where and when needed.”



Stella Murungi leads the applause of Fumino Sugiyama's presentations



“Queering the Castle”

We all gathered in the Chinese Room of Schloss Leopoldskron for a surprise presentation by **Saskia Wieringa** – which gave us a sense of belonging. Klaus Mueller told us how during the first Salzburg Global LGBT Forum, Wieringa happened upon a central décor detail in the room: a statue of the East Asian transgender deity Guanyin – a detail overlooked for almost a century at the Schloss. The statue had been installed during the Max Reinhardt era and is one of the many hidden LGBT histories within Schloss Leopoldskron. Wieringa noted that this deity, present under different names across temples from Indonesia to Japan, is often depicted with either or both male and female features. We were captivated by Wieringa’s presentation of Guanyin’s different facets across Asia and the historical evolution of the deity’s interpretations and depictions in historic records, artefacts and statuettes.

After uncovering this layer of LGBT history, Wieringa shared her prayer:

*You are many and yet one
As we are
You have travelled all over
continents and oceans
As we have
You went through many
transformations
As we did
Honorable God/goddess Guan Yin,
Venerable Avalokiteshvara
Merciful Kannon
Bountiful Tara*



Martin Vidaurre and spoof medication "homolestransfobizina"

Martin Vidaurre presented an awareness campaign from the Bolivian Training on Civil Rights Center (CDC in Spanish). They distributed pillboxes of "homolestransfobizina" – a capsule described as a "unique and specific treatment against homophobia, transphobia, biphobia and lesbophobia." For more information on the campaign, please visit the Facebook page "[Homolestransfobizina Bolivia](#)"

TAMARA: FIRST FINAL CUT VIEWING

After seeing a sneak preview of film *Tamara*, we organized a spontaneous viewing after dinner. Although Adrian had contributed extensively to the film project, this was the first time she would watch the final product. We enjoyed a story that will certainly leave a strong mark on Venezuela's LGBT visibility. After the viewing, Tamara told us: "It is exciting and at times difficult to watch yourself represented in a film. The story has a high percentage of free adaptation from real events, but many situations hit you hard when you see them on screen."



1. Tamara Adrian presents her life story in the feature film biopic *Tamara*

2. & 3. Fellows were encouraged to bring materials about their work to share with the Forum



Day 3

The day started with a panel addressing the situation of LGBT refugees, followed by a discussion on the work of embassies and foreign services in supporting LGBT human rights and activists around the world. Afternoon events started with a conversation about the impact of activists' exile on LGBT movements. Thematic global working groups were set up for In-depth discussions of the session's lead topics and events closed with a presentation of Alvaro Laiz Garcia's photographic documentation of trans communities in Mongolia and Venezuela.

Extreme Forms of Exclusion: The Situation of LGBT Refugees

MODERATOR:

Fadi Saleh *Gender and Sexuality Studies Lecturer, Syria/Germany*

PANELISTS:

Dennis Wamala *Project Manager, Icebreakers, Uganda*

Mary Audry Chard *Board and Co-Chair, Gays and Lesbians of Zimbabwe*

Michael Heflin *Director of Equality, Open Society Foundation's Human Rights Initiative, USA*

Evangelina Ybo *President, United Filipino Organization, Philippines*

DISCUSSANT:

Stella Murungi *Protection Officer, Security Management and Protection Department, East and Horn of Africa Human Rights Defenders Project (EHAHRDP), Uganda*

This panel dealt with the question of LGBT refugees and the particular forms of discrimination and hardships that hit people in these contexts.

Economic hardships behind migration are harder on LGBT people

Saleh opened the debate on migration stating: "We tend to forget about queer migration." Wamala elaborated: "Financial migration comes more pronounced on LGBT people. If you cannot get a job you need family support." Ybo had faced that very dilemma: "In the Philippines, I experienced prosecution from my own family. It was a devoted family. I had to move out."



Fadi Saleh



Panelists Michael Heflin, Mary Audry Chard, Evangelina Ybo and Dennis Wamala with moderator Saleh

LGBT discrimination in refugee camps

Wamala told us of how the Ugandan discriminatory laws pushed people to migrate to Europe or other African countries. In some cases, Kenya or Tanzania have become destinations for LGBT refugees to wait for the improvement of circumstances at home. But in the camps, attacks began. Chard has noted that in refugee camps, fellow nationals would attack LGBT people, a situation worsened some instances when the UN fast-tracked LGBT cases and the perception of LGBT privilege ignited anger at the camps. Heflin remarked that LGBT people often do not have the support of other refugees.

Challenges within the refugee system

Heflin explained that same sex couples are discriminated against in the refugee system, which is biased towards heterosexual families. While the United Nations High Commission for Refugee (UNHCR) has started implementing guidelines for protection of LGBT refugees and sensitizing local personnel, *“sensitization doesn’t have an impact unless it trickles down in the system.”* He mentioned that changes needed in the refugee system would include social services, legal advice, initial application procedures and resettlement.

Survival outside of the camp

Wamala shed further light on life as an LGBT refugee. People run away from camps and it becomes a survival situation. This makes LGBT groups the target of sexual harassment and beatings. *“It becomes an issue of which would be the worst place to die,”* Wamala said. Chard mentioned that her organization in Zimbabwe tries hard to keep track of LGBT refugees, but often fails because they do not register or stay in one place. Murunghi explained that at refugee camps, passports are taken away, and this complicates matters when people leave: *“In this situation, I am irregular where I am, where I am from, where I want to*



Saleh and discussant Stella Murunghi

go and where I should transit. This makes anyone vulnerable to corruption, bribing, human trafficking and illegal activities,” she said.

The question of sex trafficking versus sex workers

In some countries, LGBT refugees are subjected to human trafficking, at times pushed to the pornographic industry. But the issue of sex work is slightly more complex. One Fellow noted that not every case of a sex worker is a case of human trafficking, and it is instead a question of choice and lifestyle.

Access to information

Often LGBT people lack information on the refugee process, such as conditions in the camp, languages in transit countries, procedures, risks or waiting times. Wamala calls for organizations to help “manage expectations”. He added that at times, “people may contemplate suicide because they had a good job and the process takes long or they go to an isolated village in Europe or end up unemployed. They get depressed.”

LGBT Human Rights Groups, Embassies and Their New Relationship

Discussing results and extending perspectives from our 2014 Berlin meeting

MODERATOR:

Sudeshan Reddy *National Information Officer, UN Information Center, South Africa*

PANELISTS:

Patricia Davis *Director for Global Programs, Human Rights & Labor, Department of State, USA*

Stefan Scholz *Head of Department for Planning and Programming Development Cooperation, Federal Ministry for Europe, Integration and Foreign Affairs, Austria*

Lucas Hendriksen *Project Manager, HIVOS Regional Office for Southern Africa, Zimbabwe*

This panel dealt with the evolving and increasing interactions between LGBT organizations, embassies and more generally, the shift in foreign policies that certain countries have undergone in support of LGBT human rights groups



Patricia Davis



Stefan Scholz



Lucas Hendriksen



Sudeshan Reddy presents the recommendations from the 2014 Salzburg Global LGBT Forum in Berlin

across the world. Part of the discussions built on issues addressed by the second Global LGBT Forum in Berlin, which was supported by the German Federal Foreign Office.

Foreign policy changes

Fellows discussed the gradual adoption of LGBT-supportive foreign policy strategies. In the USA, President Barack Obama issued an executive order to agencies and departments worldwide to protect LGBT people. The Netherlands' foreign policy has made LGBT rights issues one of their three high priority themes. Austria has undergone a quick shift of policy towards LGBT human rights by including it within its international development policy.

Continuity of support despite foreign service turnover rates

Often, programs for LGBT support are weakened both due to activists' emigration and because of the quick turnover of diplomatic posts, which can be disruptive for activists and projects. Some organizations have started programs that allow coordination between embassies and groups to ensure program continuity.

Assessing and applying sanctions

An important part of the discussion centered on a reflection of the Ugandan anti-gay law case and how foreign services dealt with this situation. "*Uganda was a wake-up call,*" remarked one panelist. Options such as severing contracts or suspending programs were heatedly debated while impact assessments had to be precise to avoid scapegoating against LGBT groups. Local LGBT voices helped in accurately evaluating sanctions.

Some foreign services revised forms of assistance that would not harm populations. In one case, support was severed to the prosecution and legal policy offices in Uganda, which was in charge of overseeing the implementation of the anti-gay laws.

Challenges of fortress embassies and the training of local staff

Panelists recognized the difficulty for LGBT groups in dealing with embassies partially due to what they defined as a pattern of “fortification”, even if embassies are in theory open to dialogue. One Fellow commented that despite the difficulties of access, officials can meet with activists off the embassy grounds, and meetings with extensive representations of the LGBT movement are encouraged so that embassies get a multi-actor view of the urgencies on the ground. Training and sensitization is needed to ensure that local personnel at embassies are aware of LGBT issues.

Embassy coordination and state perception of foreign intervention

One Fellow raised the point about the risk that embassies’ coordination with LGBT groups could be denounced by national governments as an intrusion into domestic affairs. It was acknowledged that some coordination activities might be counterproductive. It is better, Fellows argued, if Western diplomats not only support LGBT groups but also go to the ministries of the national governments. As Scholz aptly noted: keeping channels of communication open is what diplomacy is about. However, at times it is counterproductive to publicly corner public officials. *“Governments are, after all, people; they don’t want to be cornered or bullied in public,”* a Fellow commented.



Panelists Scholz, Hendriksen and Davis with moderator Reddy



1. Tobias Wolff

2. Kasha Nabagesera and Georges Azzi

Rescuing Activists – Losing Activism? How can we keep exiled activists connected?

MODERATOR:

Rooi Teve *LGBT Activist, Russia*

PANELISTS:

Kasha Nabagesera *Founder, Freedom and Roam Uganda (FARUG), Uganda*

Georges Azzi *Executive Director, Arab Foundation for Freedom and Equality, Lebanon*

Tobias Wolff *Professor of Law, University of Pennsylvania Law School, USA*

Rooi Teve led a conversation on exiled activists, and how different strategies can minimize the impact of their departure.

An activists' departure is an emotional and know-how setback. When activists leave, their expertise leaves with them. This also disrupts the international community's knowledge of which activists to follow up with for the continuation of their programs.

Preventive and reactive strategies for dealing with an activist's exile need to be established in advance. Some organizations in the Middle East have been working to avoid the cycle of "visibility-backlash-exile" often hitting

“In rescuing missions, they ask for a name, not for lists. The others know they won't be rescued. How do we support members that are not as visible?”

Kasha Nabagesera

LGBT activists. Often, emergency agencies have exile as the only strategy for activists, even though this should *only* be a last resort. But even when asylum is unavoidable, some geographic destinations are preferable to enable a degree of continuation of activists' engagement with their countries.

The group is as important as the leading activist. In cases where activists face difficult situations, rescuing missions often protect specific leaders, leaving peers behind. This focus on specific individuals can demotivate, demoralize and disempower movements at large.

Economic hardships and unstable support affects sustainability. Activists need skills and jobs to support their activists and non-activists livelihoods. This is only worsened by irregular support from international allies. *“Some diplomats would argue that so much support is given to anti-gay discrimination that they eventually have to focus on other things,”* said Nabagesera.

COUNTRY CONVERSATIONS

Fellows gathered for brief country-specific presentations of the LGBT communities in Nepal and Bhutan as well as one other country that we cannot specify in order to protect the activists present. We thank them deeply for being with us, and their courage.

Bhutan

Ugyen Tshering

Activist, Lakh-San-Bhutan, Bhutan

Although there is no state recognition for trans individuals and little awareness of LGBT issues in general, in Tshering's experience, LGBT people are not subjected to police harassment. In the capital Thimphu, people are starting to become aware and informed of this community. Very few individuals are openly LGBT and activists receive support from UNAIDS on setting up organizations.

Nepal

Manisha Dhakal

Executive Director, Blue Diamond Society, Nepal

Nepal has made huge progress in some aspects of LGBT rights and inclusion. Activists from Southeast Asia travel to Nepal to find out how successful advocacy for changing laws can be achieved. The 2015 earthquake strongly effected all aspects of life in Nepal, and LGBT groups lost their homes and offices as did many other groups and individuals.



Ugyen Tshering



Manisha Dhakal



Álvaro Laiz

Making Pictures: Documentary Photography and Storytelling

MODERATOR:

Klaus Mueller

Founder & Chair, Salzburg Global LGBT Forum, Germany

PRESENTER:

Álvaro Laiz

Photographer; Co-Founder, ANHUA, Spain

Álvaro Laiz's work has been featured in the *New York Times*, CNN and the *Washington Post*. For this Forum, some of his work on the trans community in Mongolia was exhibited around the meeting space. He shared the stories behind these captivating images.

A project's beginning

"Photography for me is a tool to promote social change. And this drives my ideas. To start, I think of one word that allows me to search for something. In this case I was thinking of identity: national identity or sexual identity or something else. You have to lure people into your stories if you want them to be told and this takes time," explained Laiz.

Mongolia: Ulaanbaatar's Trans Community

"Mongolia is a nation facing a future of capitalism and a past of communism. Several NGOs helped me arrive and deploy in Ulaanbaatar. The LGBT community has suffered attacks for long so it isn't easy for them to trust



From *Transmongolian* by Alvaro Laiz: Gambush, 67 years old dressed in a traditional Mongolian queen costume



you. Before I took my first photos, I spent three weeks hanging out with the trans community. They have a family life and a secret life. They are men in daylight and in nightlife they burst into their desired identities. Gammush is a key member of the LGBT community in Mongolia. She is the only one allowed to publicly dress as a woman. She opened many doors for me into the community.

“You can see that in some pictures, members of the trans community are in full make up, but after going out they remove it to go home safely. My main idea was to take pictures of them in their traditional queen dresses, deep in the desert. We drove around for a week to find the right shots. I learned that since my departure, they decided to dress up as queens in the desert once a year. So they began a sort of pride parade. They definitely inspired me and I hope it was mutual.”

Venezuela: Orinoco River Delta's Tida Wena

“Many projects happen by chance. I once met an anthropologist in Caracas who talked about the Tida Wena, which in the Warao language means ‘the twisted women.’ The Orinoco River delta is a rough place to live. There are problems of pollution, criminality, and it is one of the places with the highest HIV rates in the world, hitting up to 80% of some communities. Some have started to blame the Tida Wena for the HIV pandemic in the delta. The Tida Wena takes a woman’s role. They clean the hanoko (the communal house) and take care of running the household. The worst thing that can happen in the delta is to get expelled from the community and this can be particularly tragic for a Tida Wena. I tried to send the stories to Venezuelan newspapers but they haven’t been published yet in Venezuela.”

If you would like to see more of Laiz’s captivating work, please visit:

www.alvarolaiz.com



Bradley Secker is a British photographer currently based in Turkey. Besides his regular work as a photographer, he has focused on the theme of LGBT refugees with an ongoing series of portraits, documenting individuals claiming asylum based on their sexuality or gender identity in Turkey and Syria as part of a long-term documentary on LGBT identity in the Middle East and Northern Africa. While Becker unfortunately could not attend, we showed an exhibition of his work which we had prepared for the Forum. For many information please visit his website: www.bradleysecker.com



Day 4

A conversation between Session Chair Klaus Mueller and German State Secretary for Family Affairs Ralf Kleindiek addressed the issue of family from a LGBT perspective. The thematic global working groups continued their deliberations and in the afternoon Fellows enjoyed some hours in Salzburg, meeting with the local LGBT group. In the evening participants attended an exclusive preview of Benjamin Cantu's documentary *Because of Who I Am* on site.

Telling our lives: Family is...? Conversation on Storytelling and Politics

IN CONVERSATION:

Klaus Mueller

Founder & Chair, Salzburg Global LGBT Forum, Germany

Ralf Kleindiek

State Secretary, German Federal Ministry of Family Affairs, Senior Citizens, Women & Youth, Germany

“None of us come from families that were prepared for us, and so-called ‘traditional family values’ advocate hierarchies of exclusion and hate,” commented Session Chair Klaus Mueller at the opening of the Forum. The implication of family definitions for exclusion and discrimination has been an issue that has

brought together the Salzburg Global LGBT Forum and the German Ministry for Family Affairs since the Forum’s 2014 session in Berlin. As part of this on-going collaboration, Mueller and Kleindiek came together for a conversation on family and politics.

FAMILY IS...? A CONVERSATION

Klaus Mueller: When our LGBT Forum met in 2014 at the German Ministry of Foreign Affairs, Ralf said: “Come to us too to talk about family issues.” Out of this, we developed this new cooperation on “Family is...” as we both believe in the need to embrace families of all kinds and shapes.

Ralf Kleindiek: Collaboration with the Salzburg Global LGBT Forum is important because family is for most people a crucial part of their lives, of their identities. It is important that we have a very wide interpretation of what family is. Family is whenever people of different generations look after each other. Married



Klaus Mueller and Ralf Kleindiek

or unmarried, with children or not, old and young, same-sex or heterosexual couples. It is a very serious matter of discrimination if we define family as a closed unit.

Mueller: What is the state of affairs in Germany? Why can't Germany keep up when compared to Spain or Ireland?

Kleindiek: Indeed, we are trailing behind. There is a lot of discussion now, especially after the decision in Ireland [Ireland had just voted in favor of same-sex marriage a month before the 2015 Forum – the first popular vote of its kind]. But our conservative coalition partner blocks equality, and Chancellor Angela Merkel defines marriage as “exclusively between a man and a woman.” Within the Ministry of Family Affairs led by my party, we are making clear changes, but we lack a majority.

Mueller: How are LGBT issues dealt with now in the ministry? I think you told me once that the acronym wasn't even there until recently?

Kleindiek: When I arrived at the ministry, we had a unit for families on “special situations.” I wondered if it was a special unit for vulnerable families or in poverty, but it was about same-sex couples. Imagine, that was a surprise! Now there is a unit for sexual orientation and gender identities and we coordinate our government politics for that issue across all ministries.

Mueller: Symbolic politics are important. What does the ministry do in contexts such as LGBT Pride?

Kleindiek: We will raise the rainbow flag at our ministry. There was a lot of resistance. We had a discussion because of the regulations for flags on federal buildings. I brought this discussion to state secretaries' meetings. We found a compromise. Initially, those ministries that wanted to raise the rainbow flag could do so for two days. But now we can do it for a week. For us, this is an important symbol in order to raise awareness and furthering the discussion.



Kleindiek (fifth from left) with Mueller and Fellows of the Salzburg Global LGBT Forum

WHAT IS FAMILY?

During the Forum, Fellows were asked to offer some thoughts on their own personal ideas and definitions about family. The following is a list of some of their submissions to the question:

What is family?

“Family to me is that which I can call my own. Family members are those that I can rely on and they can rely on me. Family backs you up no matter what the physical and emotional circumstances.”

Name withheld

“I have two families. The one I am born in to and loves me in the best way they can. The other is made up of people of my choosing, second mothers and fathers, friends that are like family and a partner.”

Angeline Jackson

“My natal family: oppressive; my family of choice: warm, responsible, supportive; my family by marriage: wife and four stepchildren – terrific, exciting.”

Saskia Wieringa

“Family to me is tightly connected to the socially constructed concept and values, which in reality can be a fundamental source of incomparable happiness but also be a cause of stress and pain that nobody else can give.”

Yuko Higashi

“The definition of family should be changed. When we think of family we often think of love, respect, solidarity. Family may not just be based on the goal of reproducing.”

Ying Xin

“Family to me is attachment and support, no matter who is in the family. It could be mom, dad, friends, supporters, colleagues, and parents.”

Manisha Dhakal

“Family to me is often burdensome when it’s blood-lineage, though I dearly and desperately keep the lineage with my biological daughter and son, even though I don’t know if they think I am burdensome.”

Kaoru Aoyama

“Family to me is individuals who have come together to form a unit that provides love, safety and security, either by birth or by love.”

Mary Audry Chard

“Family to me is a community of love that we create by choice, as opposed to just one we are born in to. An institution that can be incredibly disempowering, but also unleash power.”

Danish Sheikh

“Family to me is any configuration of people with various or the same gender and sexual identities, who take care of one another and call themselves ‘a family.’”

Monika Pisankaneva

Portraying Our Lives Through the Camera What do we tell and whom do we reach?

MODERATOR:

Sahar Mandour

Cultural Reporter and Columnist, Assafir Newspaper, Lebanon

PANELISTS:

Laurindo Garcia

Founder, B-Change, Philippines

Popo Fan

Filmmaker, Writer and Activist, China

Mandour sat down with Laurindo Garcia and Popo Fan for a conversation about their stories and approaches to portraying LGBT lives.

Fan comes from a family with no background in filmmaking. After securing a place in an arts academy, Fan was initially unsure of his choice, due to the heavy focus on theory instead of practice, but eventually, he discovered his love for and the power of filmmaking. He recalls his way of dealing with LGBT issues at university: When confronted with a homophobic classmate, he opted to introduce him to gay German filmmaker Rainer Fassbinder's movies. After a month, the classmate began to change his views about LGBT people. Fan's first documentary was *New Beijing, New Marriage*. In it, he asked people in the street about LGBT marriage. Although respondents were generally ambivalent, many had a negative reaction to the possibility of equal marriage happening within their families. This triggered Fan's interest in looking further into family issues for LGBT people through film.



A Fellow snaps photos of the panel



Sahar Mandour



Laurindo Garcia



Popo Fan

Garcia grew up in Australia, where at the time of his childhood had almost no visibility of Asians and much less gay Asians in the media. Even more, Garcia was confronted by attitudes in some Asian societies towards LGBT people, which were seen, according to Garcia, as Western exports, “despite the wide evidence of LGBT stories across Asia.” A journalist by profession, Garcia’s determination for storytelling and support for LGBT groups gained further strengths after becoming the first Asian to openly acknowledge his HIV+ status in international forums and confronting the discrimination of being rejected entry into a country on this basis. Garcia became dedicated to using technologies and multimedia platforms to encourage change and provide support to LGBT people across Asia.

The impact of storytelling

For Garcia, film is not a one-sided conversation but a trigger for mobilization. In his work, filmmaking is a process of engagement and empowerment. For Fan, storytelling is crucial in informing people about LGBT issues. “If we keep showing the stories, we bring visibility and we help to influence. It goes in parallel to policy change,” Fan concluded.

Methods of outreach

The ways to disseminate their stories and messages are varied. Fan’s films have been blocked from mainstream distribution in China. But this has not deterred him. He participates in screenings at LGBT bars, community centers, LGBT centers and universities. Garcia has set up platforms such as the B-Change Foundation and the *Here I Am* campaign. These platforms use video narratives and offer online maps, social group databases, legal assistance, peer connection platforms, online councilors and small grants so filmmakers can tell their own stories.

Balancing funders and audiences

Regarding funding, Garcia reflects: “We can’t please everyone. Donors ask us for content on topics such as human rights and abuse. But in consultations with young people, they are not thinking about human rights, they are thinking about coming out to families or finding a job. We had to make donors understand this.”

Fan funded his first film with his own resources, and has gradually built resources for follow up projects, moving in small steps. He eventually bought his camera, and built a support network with other filmmakers. In some films however, angel investors can give a big push. “For my film titled *Mama Rainbow*, we got funding from a Beijing couple; they felt that through the film’s patronage they could help the community.”



Benjamin Cantu



Exclusive Preview: “Because of Who I Am”

MODERATOR:

Klaus Mueller *Founder & Chair, Salzburg Global LGBT Forum, Germany*

PRESENTER:

Benjamin Cantu *Film Director and Writer, Hungary/Germany*

The day ended with an exclusive preview of Benjamin Cantu’s and Nils Boekamp’s film *Because of Who I Am* (52min, 2015).

Cantu discussed the journey he took following the eight LGBT artists featured in their film and thanked the Salzburg Global LGBT Forum for its early support. During the conception of the film he worked closely with Mueller who connected him with artists and writers in Cambodia, Namibia and Morocco and shared global perspectives artists at the Forum had raised.

Following are some of the questions raised by the moderator and the audience during the screening.

From *Because of Who I Am*
Photographer Benyamin Reich
prepares a portrait of his father
(photo by Alexander Gheorghiu)

What was the first impulse to start the project?

Benjamin Cantu: I have a background in realizing feature and documentary films that deal with LGBT themes. I was approached by the Franco-German TV broadcaster ARTE to contribute a specific film. We were two co-directors in the film, my producer and former boyfriend Nils Boekamp and myself.

Was this originally a travel movie to tell stories about gay artists?

Cantu: We wanted to talk about artists connected to activism, especially in regions of the world where these forms of expression are suppressed. The film is an exploration of the question to what extent art can trigger change.

What surprised you in the process of making the film?

Cantu: It was harder than we imagined to approach this topic with the required distance. We became very passionate about the topic and our protagonists, who put up with a lot in their creative and personal endeavors, coming from Russia, South Africa, Lebanon or Morocco.

Is this a film about global artists dealing with LGBT issues?

Cantu: One guiding principle was to find the right balance of people to work with us. We wanted to find people that even if they live abroad they haven't lost touch with what is happening at home, and are very much connected to where they are from.

Is this a portrayal of artists that do queer art or a queer person doing art?

Cantu: You have that tension in the film. Some artists would say that their work is accidental regarding their sexuality, but for others it is a main driving force. I wanted to focus on artists who amplify what happens around their community.

For more information on the film, please visit: www.becauseofwhoiam.com



From *Because of Who I Am*
Benjamin Cantu in conversation with
South African choreographer and
dancer Mamela Nyamza
(photo by Jenny-Lou Ziegel)

Day 5

The last day of the Forum began with a panel on the lessons that other human rights movements can provide to LGBT human rights for pushing transformation in favor of inclusion. The thematic global working groups that had been meeting regularly for several days presented their proposals at plenary, and members and organizers of the Forum discussed future steps regarding communication and coordination as well as strategic planning of the Salzburg Global LGBT Forum. The week ended with a concert by pianist Damir Sertic and with a final banquet and party that wrapped the intense week of events.

Transformation:

What can we learn from transformative moments in LGBT and other human and civil rights movements?

MODERATOR:

Clare Shine *Vice President and Chief Program Officer,
Salzburg Global Seminar, Austria*

PANELISTS:

**Rangita de Silva
de Alwis** *Associate Dean of International Programs,
University of Pennsylvania Law School, USA*

Clifton Cortez *Cluster Manager, UNAIDS Partnerships,
Bureau for Policy Program Support, UNDP, USA*

Yuko Higashi *Co-Chair, World Association for Sexual Health and
Professor at the Osaka Prefecture University, Japan*

Joe Wong *Program Manager, Asia Pacific Transgender Network, Singapore*

DISCUSSANT:

Danilo Da Silva *Executive Director, Lambda, Mozambique*

Panelists looked at social movements from which LGBT organizations can gain lessons, and evaluated current windows of opportunity and obstacles.

Sexual health and wellbeing versus medicalization

Higashi explained that through the work of the World Association for Sexual Health, the declaration of sexual rights has been a vehicle to break away



Clare Shine

1. Clifton Cortez

2. Rangita de Silva de Alwis



from medical models of gender and sexuality. A reinterpretation of health as a concept about wellbeing rather than illness would help LGBT groups to transcend often-counterproductive medical models.

The lessons of the HIV movement

Cortez listed the many lessons learned from the HIV movement. It was a movement, Cortez explained, that was built on community leadership for impact across broad sectors such as health, education, governance, poverty reduction, gender and employment.

Embracing the global big debates

Reflecting on his experience within the United Nations, Cortez encouraged the LGBT movement to participate actively in processes such as the Millennium Development Goals and their successors, the Sustainable Development Goals. These have direct relevance to LGBT people such as ending poverty, enabling healthy living for all ages, expanding access to education, advancing gender equality, developing inclusive societies and ensuring equal access to justice.

Da Silva posited that LGBT groups should spread beyond their own demands and embrace global issues such as climate change, not only for mainstreaming and building alliances, but because such topics impact the LGBT community as well.

United Nations conventions are vehicles for inclusion

Da Silva, reflecting on her broad experiences in global women movements, encouraged everyone to read UN conventions carefully. Article VIII of the UN Convention of the Rights of the Child calls for protecting identities,

while Article II of the UN Convention of Women Rights has a provision on intersectionality. These examples of broad definitions can be instrumental in reinterpretations that enable inclusion and protection of LGBT groups.

The UN could provide more mechanisms for transformation

We engaged in an open discussion on whether the existence of a UN Special Rapporteur for LGBT rights would help LGBT inclusion or if it would be better to have LGBT issues covered by a rapporteur for overarching human rights themes.

Direct trans engagement needed for greater visibility

Wong believes that trans issues had been historically more marginal even within the LGBT movement; but a new base of trans leadership has given more space for direct advocacy of trans issues. Direct trans engagement with the World Health Organization and the UN in regional contexts has allowed for the recognition of data and policy indicators that are sensitive of trans communities. It is better, Wong states, that instead of people speaking on behalf of the trans community, the community should speak for itself.

1. Joe Wong

2. Danilo Da Silva and Yuko Higashi

3. Moderator Shine (r) with the panel





- 1. Arber Nuhiu

- 2. Robert Moeller

- 3. Cynthia Burack

- 4. Working group in the Max Reinhardt Library Office

The Salzburg Global LGBT Forum Brainstorming on the next steps

We gathered for a strategic meeting on logistics, multimedia tools, and opportunities of the Salzburg Global LGBT Forum – in short: its future. Chair Klaus Mueller moderated the full house meeting that included members of the Salzburg Global team as well as the Forum Fellows. There was extensive focus on addressing questions of identity protection, secure platforms for communications, and suggestions for future topics. The group also discussed mechanisms for keeping track of Fellows’ activities, achievements and the diffusion across all years’ Forum members of materials relevant to activists, researchers and advocates.

THEMATIC GLOBAL WORKING GROUPS

Seven working groups met throughout the week to deepen on topics raised during discussion, draft ideas to combat exclusion and to share their life experience in a smaller circle. They convened on the last day of the Forum to present the outcomes of their discussion which are woven into our final conclusions and key points below.

CLASSICAL CONCERT

Salzburg Global Seminar has a long tradition of on-site concerts. On the last evening, the Salzburg Global LGBT Forum had its own classical concert in celebration of diversity by locally-based pianist Damir Sertic. He chose a program that celebrated the legacy of some LGBT maestros like Schubert and Tchaikovsky. For Sertic, the Schubert pieces “show a longing for love, while his second Impromptu transmits his fury.” Sertic included his own *Six Variations on Overture* by Björk, whom he greatly admires. He closed the evening with a cheerful rendition of *Maple Leaf Rag* by Scott Joplin, “who was not gay, but faced harsh times in America because of his skin color.”

Fellows made full use of the historic rococo palace, with working groups taking place in the numerous staterooms

1. Chinese Room
2. Board Room
3. Max Reinhardt Library Office
4. Clemens Heller Seminar Room





Conclusions and Key Points

We conclude by providing readers with a series of reflections, policy recommendations, proposals and ideas that were grouped from Forum events, the working groups or submitted by Fellows through different feedback exercises that they submitted to the Salzburg Global LGBT Forum.

Ideas to support the work of LGBT Organizations

The following is a list of guiding questions and recommendations extracted from written and audio-visual documentation gathered during the Forum discussions, specifically addressing LGBT groups.

- Learn to tell our stories: Telling stories and finding ways to share them defines our struggle for equality. Training to develop these skills is vital.
- Listen to trans and intersex people and their experiences: When the trans conversation is talked about, it is often men to women, rarely women to men, or intersex people; this must be expanded.
- Address the gender divide with the LGBT community: Gender equality and awareness within the LGBT community is essential for an inclusive approach. Stereotyping is a common enemy.
- Adjust to context: Language, values, mechanisms of visibility, lobbying, public protest, multimedia platforms, channels of dissemination or diplomacy should vary according to place, social context or political conjuncture.
- Integrate: LGBT rights must be located within broader anti-discrimination, diversity and human rights frameworks.
- Mobilization never looks the same: A movement consists of more than NGOs. Small groups, artists, and courageous individuals are essential voices of our communities.
- Activate youth: Student and youth initiatives are crucial to counterbalance the homophobic narratives of the preceding generations.
- Build global alliances: Organizations across the world should form connections for peer support, ideas and protection. In a globalizing world, our struggle for equality is increasingly shaped by international developments.
- Include the families: We are family. We should extend support to our families of birth and choice.

Crosscutting themes

Some questions and themes came up in different conversations.

What about the psychological dimension of exclusion? How can we better assess how discrimination impacts mental health? People who face discrimination do not flourish, and this is true across all forms of discrimination.

How can we pay greater attention to the effects of inequality? As LGBT people get older, they confront a heteronormative health system and lack support networks if their biological families have disowned them. Trans men and women often lack legal documents, access to health, education and decent work. The homelessness of young LGBT people who were shunned by their families is a pressing problem rarely addressed.

How can we add our expertise to strengthen social cohesion in general? As a result of their long struggle, LGBT activists often are more equipped on rule of law topics than many civil society groups. When LGBT groups have affirmative agendas and contributions in state-building processes, this shifts public officials' opinions.

1. Jacqueline Kasoma and
Sonja Grabner

2. Vasilika Laci

3. Ivan Capriles



The globalization of hate needs to be understood and tackled. Exposing homo- and transphobic movements can help LGBT activists' work in nations where these groups are active. Some religious groups from the West spread homophobia abroad, and can be sued at home for promoting hate speech.

Icons and role models can help progress, but change is carried by all of us. Celebrities and icons are very powerful, but we shouldn't be portrayed as a sensation. The extraordinary about us is how ordinary our lives are. Our ordinary families, friends, neighbors and colleagues are the most effective agents of change.

When do we stop debates? At what point do we stop accepting or tolerating de-humanization in discussions? If someone defies our humanity in reference to his/her belief system, debate seems futile.

ADVISORY COMMITTEE ON GENDER IDENTITY ON SALZBURG GLOBAL REGISTRATION FORMS

One immediate outcome of the Forum was the formation of an ad hoc advisory committee for Salzburg Global Seminar and its admissions, communications and IT teams.

Concerns had been raised internally at Salzburg Global and by Fellows before and during the Forum around the declaration of sex and gender during the application process and the use of preferred names. Therefore at the request of Salzburg Global, a small number of expert Fellows of the Salzburg Global LGBT Forum coordinated in the weeks after the session to provide new options and language for applications for all Salzburg Global programs – not only those concerning LGBT issues.

Declarations of sex (not gender) are required for visa application purposes, however due to technical reasons, Salzburg Global is unable to process two entries for a person's legal sex (as stated on their passport) and self-identified gender. Thus a compromise was found, based on the suggestions of the advisory group:

Salzburg Global now includes additional title options in the dropdown menu – Mx., Mre., Other – as gender-neutral titles, which will determine how they will be addressed in official correspondence they will receive from Salzburg Global. The binary "Gender" option on the

application form has now been renamed to "Sex" with the accompanying text:

Salzburg Global Seminar is committed to promoting an open and affirming environment inclusive of the diversity of sexual orientation and gender identity. Binary information about a person's sex is only necessary for legal purposes to ensure your visa and travel statements are aligned with your passport's entry.

Salzburg Global has also added a new field to the registration page that enables Fellows to input their chosen name that is to be used on all informal communication. This is also the name that will be printed on all session material Salzburg Global Fellows receive upon arrival at Schloss Leopoldskron, including their name badge.

Although this advisory committee was only formed for this specific purpose, with its commitment to not only diversity but also online security, Salzburg Global will continue to draw on the dedicated Fellows of the Salzburg Global LGBT Forum to provide guidance when needed, such as with the planned expansion of its Fellows-only login area and the launch of its bespoke online network in late 2015 and 2016 respectively.

Our Work in the Years to Come

Outlook by Founder and Chair Klaus Mueller

We see polarization worldwide on human rights, sexuality and gender. The local and the global increasingly intertwine, both causing rapid progress and severe backlashes. The current global attention given to LGBT human rights is encouraging, but will it be matched by real structural changes before we lose this attention? Or will we be left with a struggle for full human rights only half realized? Now is the time to combat for full equality.

The Salzburg Global LGBT Forum is based on our belief in the urgency of a global conversation about equal rights for lesbian, gay, bisexual, transgender and intersex people and communities. Our signature is the global representation of leaders from diverse fields – including human rights, legal, artistic, cultural and religious backgrounds. Fundamental human rights concern all of us: Gay or straight, cis-, inter- or transgender, our network of trust is built on the diversity of our Fellows – in terms of national, religious or cultural backgrounds, age, profession or affiliation. While communication across borders becomes ever more accessible through the web, trust needs time. Our meetings allow us to build trust in person and to explore together the new global interconnectedness of LGBT human rights.

Since its establishment in 2013, our Forum has grown exponentially and now includes members from 54 countries on six continents. Our Global Statement, as collectively issued in 2013, continues to guide our intersectional approach and lead themes. The Salzburg Global LGBT Forum has established itself as an important and unique network that convenes global dialogues on the most critical issues facing the LGBT community. It has developed a means of sharing the collective expertise of members with NGOs, governments, and





others, and it has built a communications platform capable of developing and sharing this expertise further. We have built strong and influential partnerships with government ministries, international development agencies, foundations, as well as filmmakers, photographers and writers to advance understanding and catalyze action around specific challenges for LGBT human rights.

As we move forward with our programs currently in development for October 2016 in Thailand and 2017 in Salzburg, we aim to capitalize on and expand this global network. Enhancing our online presence and communication is key. Our website lgbt.salzburgglobal.org is fed by submissions via a Listserv that connects all Forum members from the three years' programs. Our biannual newsletter is deepening key topics and enables members to share

1. Fellows of the first Salzburg Global LGBT Forum in 2013

2. Fellows of the second Forum in Berlin in 2014

3. Fellows of the third Forum at Schloss Leopoldskron in 2015

their professional achievements and initiatives. Subscription is possible via the Salzburg Global LGBT Forum website. Our Facebook group offers members an informal means of maintaining contact, further strengthening the connections made in Salzburg and beyond. Due to security concerns from members who face persecution, we decided that a private, non-searchable and invitation-only Facebook group would best address these needs.

Connecting our meetings, the website, Listserv, Facebook group and newsletter serve as tools to further develop our three lead topics:

Using storytelling

Storytelling is a major tool of expressing of who we want to be. Increasingly, LGBT lives are portrayed in popular culture, often through the lens of heroism or victimhood to reach larger audiences. Still, in many countries, enforced silence and government-sponsored discrimination reject LGBT people as part of the human family. As the world becomes a global village, voices are amplified, including those that export homo-and transphobia. Our Forum will continue to cooperate with and magnify the work of writers, filmmakers and photographers who portray the complexities of our lives. As stated in our 2013 Global Statement: *“culture and art are essential to dialogue on political and social change.”*

As part of this key focus, we continue collecting and disseminating life stories that portray the diverse and rich realities of families today, both in written and video format. It is the sharing of stories rather than mere facts and figures that helps to galvanize our supporters and challenge our opponents.

Strengthening the connections between embassies and LGBT human rights groups

In continuation of our work in 2014 and 2015, we aim to strengthen connections between human rights groups, embassies, and government agencies through networking, using both public and non-public tools to foster change. Training and capacity building for LGBT activists plays a critical role in advancing this growing cooperation. Together with donors and supporters of LGBT groups, we continue focusing on a multiplicity of issues, not only hate speech or physical violence. In many contexts the major challenges faced by LGBT communities relate to labor, health, housing, family, and educational policy.

Addressing the effects of globalization

As a truly global network, we address the effects of globalization on LGBT rights and facilitate knowledge exchange both within our network and outwards to the partners and donors who work with us. Together, we develop strategies on the local impact of a growing global debate on LGBT human rights.



With our focus on South East Asia and expanding our network in the region, we are currently developing our 2016 program with our partners, that we hope to hold in-region in early October in Thailand. As a global network, we want to better understand the rapidly evolving discussions on LGBT human rights in Asia and their growing global influence, as part of the larger realization how different cultures and regions provide different contexts for advancing LGBT human rights. Building on our networks within the United Nations, the European Union, and major LGBT human rights organizations, we strive to build stronger connections with ASEAN member states and regionally engaged NGOs.

Our 2017 program will tie-in with the wider Salzburg Global Seminar 70th Anniversary celebrations, taking place at Schloss Leopoldskron. We want to take stock of what we have achieved over the past five years and collate results into a publication. Beyond these larger gatherings, we are committed to create, support and facilitate smaller meetings and initiatives and actively share our expertise and connections with stakeholders from diverse fields.

As we work towards deepening and enlarging our network, our focus remains threefold: continuing to **build a strong global network** of leaders on the effects of globalization on LGBT human rights; strengthening (in)formal connections between **human rights groups, embassies and government agencies**; and using and supporting **storytelling** as a medium to portray the complexities of our lives, including those of our families by birth and choice. Last but not least, we remain a “**fluid network**” that responds to initiatives from our members and partners, and grows through evaluation and cooperation.

None of this would be possible without the support of our donors and partners. We look forward to continuing to engage with them as we work together to advance LGBT and human rights discussions around the world.

Appendix

Chair

Klaus Mueller

Founder and Chair,
Salzburg Global LGBT Forum,
Berlin, Germany

Rapporteur

Ivan Capriles

Research Fellow, Robert Bosch
Academy, Berlin, Germany,
(Venezuela)

Participants

Positions correct at time of session (June 2015)

Tamara Adrian

Professor of Law, Central
University of Venezuela, Caracas,
Venezuela

Kaoru Aoyama

Professor, Kobe University, Kobe,
Japan

Georges Azzi

Executive Director, Arab
Foundation for Freedom and
Equality, Beirut, Lebanon

Pooja Badarinath

Program Coordinator, Advocacy
& Research, CREA, New Delhi,
India

M.V. Lee Badgett

M.V. Lee Badgett, Director,
Center for Public Policy &
Administration, University of
Massachusetts Amherst Gordon
Hall; Williams Distinguished
Scholar, Williams Institute on
Sexual Orientation Law & Public
Policy, UCLA School of Law;
Professor of Economics, University
of Massachusetts Amherst, USA

Cynthia Burack

Professor, The Ohio State
University, Columbus, OH, USA

Benjamin Cantu

Film Director & Producer, Berlin,
Germany (Hungary)

Mary Audry Chard

Manager, Gays and Lesbians of
Zimbabwe, Harare, Zimbabwe

Clifton Cortez

Cluster Manager, HIV, Health
& Development Group, United
Nations Development Programme
(UNDP) New York, NY, USA

Philip Crehan

Grant Coordinator; Researcher,
World Bank Group, Washington,
DC, USA

Danilo Da Silva

Executive Director, Lambda
Mozambique, Maputo,
Mozambique

Patricia Davis

Director for Global Programs,
Human Rights & Labor, United
States Department of State,
Washington, DC, USA

Rangita de Silva de

Alwis
Associate Dean for International
Affairs, University of
Pennsylvania Law School,
Philadelphia, PA, USA

Manisha Dhakal

Executive Director, Blue Diamond
Society, Kathmandu, Nepal

Popo Fan

Filmmaker, Writer & Activist,
Beijing Queer Film Festival,
Beijing, China

Laurindo Garcia

Founder, B-Change, Manila,
Philippines

Sonja Grabner

Governance & Human Rights
Advisor, Austrian Development
Agency, Vienna, Austria

Michael Heflin

Deputy Program Director, Open
Society Institute - Washington
Office, Washington, DC, USA,

Lucas Hendriksen

Programme Officer for LGBT
Rights, Hivos, The Hague, The
Netherlands

Yuko Higashi

Professor, Osaka Prefecture
University, Sakai, Japan

Angeline Jackson

Co-Founder & Executive Director,
Quality of Citizenship Jamaica,
Kingston, Jamaica

Jacqueline Kasoma

Head of Programmes, The Human
Rights Centre Uganda, Kampala,
Uganda

Hyun Kyung Kim

Researcher, KSLP-SOGI, Wonju,
Gangwon-do, Republic of Korea

Michael Kirby

former Judge, High Court of
Australia, Canberra, Australia

Ralf Kleindiek

State Secretary, German Federal
Ministry of Family Affairs, Senior
Citizens, Women & Youth, Berlin,
Germany

Vasilika Laci

Program Officer for Albania, Civil
Rights Defenders, Tirana, Albania

Alvaro Laiz Garcia

Co-Founder, Photographer,
ANHUA, Madrid, Spain

Sahar Mandour

Cultural Reporter and Columnist,
Assafir Newspaper, Beirut,
Lebanon (Egypt)

Robert Moeller

Assistant Professor, Middlebury
College, Middlebury, USA
(Canada)

Stella Murungi

Protection Officer, East and
Horn of Africa Human Rights
Defenders Project,
Kampala, Uganda

Participants

Positions correct at time of session (June 2015)

Kasha Nabagesera

Founder & former Executive Director, Farug / Kucha Times Uganda, Kampala, Uganda

Arber Nuhii

Executive Director, Social Group Development (CSGD), Pristina, Kosovo

Marc Pachter

Director Emeritus, National Portrait Gallery, New York, NY, USA

Monika Pisankaneva

Chairperson, Bilitis Resource Center Foundation, Sofia, Bulgaria

Sudeshan Reddy

Communication Specialist, UNICEF South Africa, Pretoria, South Africa

Mariano Ruiz

Latin America Outreach & Communications Officer, IDAHOT Committee, Buenos Aires, Argentina

Fadi Saleh

Lecturer, University of Göttingen, Göttingen, Germany (Syrian Arab Republic)

Stefan Scholz

Head of Department, Federal Ministry for European and International Affairs, Vienna, Austria

Danish Sheikh

Advocate & Researcher, Alternative Law Forum, Bengaluru, Karnataka, India

Fumino Sugiyama

Transgender Activist, Tokyo Rainbow Pride, Tokyo, Japan

Rajmonda Sylbije

Executive Director, Centre for Equality and Liberty, Pristina, Kosovo,

Rooi Teve

LGBT Activist, St. Petersburg, Russian Federation

Ugyen Tshering

Activist, Lak-San-Bhutan, Olokha, Bhutan

Martin Vidaurre Vaca

National Chief Program "Iguales ante la Ley", Capacitacion y Derechos Ciudadanos (CDC), Casilla, Bolivia

Dennis Wamala

Program Manager, Icebreakers Uganda, Kampala, Uganda

Wei Wei

Associate Professor of Sociology, East China Normal University, Shanghai, China

Saskia Wieringa

Professor, University of Amsterdam, The Hague, Netherlands

Tobias Wolff

Professor of Law, University of Pennsylvania Law School, Philadelphia, PA, USA

Joe Wong

Program Manager, Asia Pacific Transgender Network (APTN), Bangkok, Thailand (Singapore)

Ying Xin

Executive Director, Beijing LGBT Center, Beijing, China

Victor Yang

Doctoral Student, Oxford University, Lexington, KY, USA (Canada)

Evangelina Ybo

President, United Filipino Organization (UFO), Amman, Jordan (Philippines)

Program Staff

Julia Stepan

Program Associate

Benjamin Glahn

Vice President – Business Affairs

Clare Shine

Vice President & Chief Program Officer

Louise Hallman

Editor

Jan Heinecke

Fellowship Manager

John Lotherington

Program Consultant

Rachitaa Gupta

Communications Intern

Natalie Bohyun Kim

Program Intern

Sarah Sexton

Development Intern

Salzburg Global Seminar Staff

Senior Management

Stephen L. SALYER, *President & Chief Executive Officer*
Benjamin W. GLAHN, *Vice President – Business Affairs*
Clare SHINE, *Vice President & Chief Program Officer*
Daniel SZELÉNYI, *General Manager – Hotel Schloss Leopoldskron*
George ZARUBIN, *Vice President & Chief Development Officer*

Program and Administrative Staff

Chanel Bell, *Program Associate,
Mellon Global Citizenship Program*
Thomas Biebl, *Director, Marketing and Communications*
Ian Brown, *European Development Director*
Jemma Clerkin, *Program Associate*
Charles E. Ehrlich, *Program Director*
Marty Gecek, *Chair, Salzburg Global Seminar Studies
American Association (SSASA)*
David Goldman, *Program Consultant, Mellon Global
Citizenship Program*
Michaela Goldman, *Internship Program Manager*
Barbara Grodecka-Poprawska, *Program
Development Assistant*
Emma Growney, *Davidson Impact Fellow*
Louise Hallman, *Editor*
Jan Heinecke, *Fellowship Manager*
Andrew Ho, *US Development Director*
Paul Jansen, *Program Director*
Julie L. Jones, *Contract CFO*
Lisa Karl, *Finance Assistant*
Astrid Koblmüller, *Program Manager*
Brigitte Kraibacher, *Assistant, Admissions Office*

Tatsiana Lintouskaya, *Program Director*
John Lotherington, *Program Director*
Sharon Marcoux, *Senior Finance Manager, US*
Paul Mihailidis, *Program Director,
Salzburg Media Academy*
Edward Mortimer, *Senior Program Advisor*
Klaus Mueller, *Program Consultant, Global LGBT Forum*
Michel Najem, *Assistant to the President*
Daniel O'Donnell, *Manager, Development Operations*
Beth Pertiller, *Director of Operations*
Bernadette Prasser, *Program and Admissions Officer*
Ursula Reichl, *Assistant Director Finance, Salzburg*
Manuela Resch-Trampitsch, *Director Finance, Salzburg*
Marie-Louise Ryback, *Program Consultant, Holocaust
Education and Genocide Prevention Initiative Director*
Katharina Schwarz, *Manager, Campaign Planning and
Leadership Gifts*
Susanna Seidl-Fox, *Program Director, Culture and the Arts*
Nancy Smith, *Program Consultant, Mellon Global
Citizenship Program*
Ginte Stankeviciute, *Program Associate*
Julia Stepan, *Program Associate*

Hotel Schloss Leopoldskron Staff

Richard Aigner, *Hotel Operations Manager*
Ernst Kiesling, *Executive Chef*
Karin Maurer, *Reservations and Revenue Supervisor*

Matthias Rinnerthaler, *Maintenance Supervisor*
Karin Schiller, *Sales and Marketing Manager*
Marisa Todorovic, *Housekeeping Supervisor*

Interns (at time of program)

Rachitaa Gupta, *Communications*
Natalie Bohyun Kim, *Korea Foundation*
Kevin Kolesnikoff, *Program*

Sarah Sexton, *Development*
MinJi Shim, *Korea Foundation*
TK Yilma, *Global Citizenship Program*

Report Author:

Ivan Capriles is a Research Fellow on International Rule of Law at the Robert Bosch Academy in Berlin, Germany. Prior to this, he worked as rapporteur at the Bosch Academy for the Berlin Conferences of International Rule of Law Practitioners I and II. Capriles obtained technical training on crude processing, as oil politics is his main field of interest. His other research interests include queer poverty, future studies, strategic planning, and digitalization. He has taken part in field research concerning post-tsunami housing reconstruction in Banda Aceh, Indonesia, fragile states in Waterloo, Canada, and process reengineering in Berlin, Germany. He has also engaged in internships and professional activities related to international relations in the Venezuelan embassy in Riyadh, Saudi Arabia and the Venezuelan Petroleum Ministry. Capriles presented a paper on coup d'états at the LASA Conference 2013 in Washington, DC, US. He participated as an extra in music videos for the bands Tubbe and The Hidden Cameras and cast member for the queer-themed short film Gold by German director Kai Staenicke. Capriles holds an International Baccalaureate from the United World College of Hong Kong, China, a B.A. in International Relations from Lancaster University, UK, and a Master of Public Policy from the Hertie School of Governance in Berlin, Germany. He is in the final phase of a Ph.D. in Political Science at the Humboldt University of Berlin, researching on autonomy and control dynamics in national oil industries.

For more information contact:

Klaus Mueller

Founder and Chair

Salzburg Global LGBT Fourm

km@kmlink.net

Clare Shine

Vice President & Chief Program Officer

cshine@SalzburgGlobal.org

Louise Hallman

Editor

lhallman@SalzburgGlobal.org

For more information visit:

www.salzburgglobal.org/go/551

lgbt.SalzburgGlobal.org

Salzburg Global Seminar

Salzburg Global Seminar is an independent non-profit institution founded in 1947 with a distinguished track record of convening emerging and established leaders to address global

challenges and drive progress based on **Imagination, Sustainability** and **Justice**. It convenes imaginative thinkers from different cultures and institutions, implements problem-solving programming, supports leadership development, and engages opinion-makers through active communication networks, all in partnership with leading international institutions.

FOR MORE *info*. PLEASE VISIT:
www.SalzburgGlobal.org

Salzburg Global LGBT Forum

The free expression of sexuality and gender identity has become a defining characteristic of tolerant, pluralistic, and democratic societies in the 21st century. In the context of the continuing globalization of the LGBT* human rights movement, positive advances of and backlashes against LGBT rights are now increasingly interconnected at a previously unseen scale.

The challenges confronting the LGBT and human rights movements are no longer only national or regional. They are influenced by a multitude of factors at the global level. The Salzburg Global LGBT Forum is therefore working to advance civil dialogue through further developing an active network of global LGBT and human rights actors. The Forum's goal is to negotiate these interconnected global challenges and advance the free and equal rights of all LGBT people.

FOR MORE *info*. PLEASE VISIT:
lgbt.SalzburgGlobal.org

SALZBURG
GLOBAL
SEMINAR