



SALZBURG  
GLOBAL  
SEMINAR

SESSION REPORT

578

# Home: Safety, Wellness, and Belonging



SALZBURG GLOBAL LGBT FORUM

The 2017 session of the Salzburg Global LGBT Forum was held in partnership with the **German Federal Ministry for Family Affairs, Senior Citizens, Women and Youth** and the **UNDP's "Being LGBTI in Asia" program**.

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## Session 578

May 14 to 19, 2017  
Salzburg, Austria

# Home: Safety, Wellness and Belonging

SALZBURG  
GLOBAL  
SEMINAR

SALZBURG GLOBAL  
LGBT FORUM

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## Introduction

The fifth session of the Salzburg Global LGBT\* Forum took place at the Schloss Leopoldskron, Austria from May 14 to 19, 2017. This time, Fellows gathered for a week long Forum under the topic, *Home: Safety, Wellness and Belonging*.

Much progress has been made in recent years to embed LGBT rights as an integral part of the global human rights agenda. Despite this, being truly “at home” remains out of reach for many LGBT individuals who are subjected to exclusion from their families, cultures and home countries. Legislative discrimination, social alienation, hate speech, migration and exile all affect the safety of LGBT people, their wellbeing and sense of belonging. Basic rights related to family, housing, health and safety are threatened or non-existent for many LGBT people and communities. Human rights defenders are subject to extreme pressures and often lack robust support networks. Protecting the safety and wellbeing of change-makers, activists, creators and allies is essential to help them stay motivated in their defense of LGBT human rights. Ultimately, the goal is that all LGBT populations can feel at home in their bodies, their families of birth, their families of choice, the families they raise, their communities and their societies.

The 2017 Forum brought together 56 Fellows and guests representing 33 countries, who took part in 24 activities during 54 hours of events spread over six days, producing some 70,000 words of documentation. Their discussions, panels, workshops, conversations and roundtables were structured around three key themes.

### \* LGBT: Lesbian, Gay, Bisexual and Transgender.

We are using this term as it is currently widely used in human rights conversations on sexual orientation and gender identity in many parts of the world, but we would not wish it to be read as exclusive of other cultural concepts, contemporary or historical, to express sexuality and gender, intersex and gender-nonconforming identities.

To facilitate the reading, this report uses the LGBT acronym throughout, but we would like to emphasize that Forum participants used many variations of this acronym and other terminology during discussions.



## Themes

### Family

LGBT people are often excluded in their birth families from feeling safe or at home and are prevented by laws from building families of their own.

### LGBT Migration and Refugees

More countries recognize sexual orientation and gender identity as grounds for asylum, but discrimination continues in the diasporas, societies and bureaucracies of the receiving countries.

### Wellbeing

Many health systems and networks are not prepared for coping with anti-LGBT violence, mental wellbeing and LGBT-specific sexual health.

The session objectives intended to guide participants' ideas for action:

- **Storytelling:** Collaborating with artists and creators on documenting and communicating the complexities of LGBT lives.
- **Extending Partnerships:** Bringing together ambassadors, legislators and policymakers with activists and artists to foster change.
- **Taking Stock:** Developing ideas to better share expertise, skills and ideas.

This cohort of exceptional Fellows used their personal experiences, professional expertise and endless creativity to address the session topics while looking at their implications for topics such as: safety, rule of law, filmmaking, social media, advocacy, international politics, community building, LGBT history, alliances, mental health, cybersecurity, transgender rights, diasporas, regional coordination, international treaties, housing, online harassment, access to education, coming out, parenthood, relationships and legal reform.

For matters of space and security, this report provides only an overview of deliberations, with some Fellows requesting not to be included for fear of reprisals. Our hope is that this report contributes to igniting conversations, inspiring actions and informing readers. More importantly, through the work of the Salzburg Global LGBT Forum, we hope to trigger change that can improve the rights and lives of millions of LGBT people, living and yet to come, who deserve to be treated equally, feel at home and love freely.



## PHOTOGRAPHIC EXHIBITIONS

For the full week of the 2017 session of the Salzburg Global LGBT Forum, photographers working in Bangladesh, Turkey and Syria graced the Forum with an exhibition showing their photographic work with vulnerable communities. The photographic work from a Bangladeshi Fellow (whose name has been withheld for safety reasons) has been guided by a desire to give voice to the alternative families built by the country's transgender communities. British photographer, Bradley Secker's photojournalistic work has covered the lives of LGBT people, LGBT refugees, their journeys to a new home and events such as "Mister Gay Syria" over seven years.





## PREVIOUS SESSIONS OF THE SALZBURG GLOBAL LGBT FORUM 2013–16

### **LGBT and Human Rights: New Challenges, Next Steps**

*(June 2013, Salzburg, Austria)*

The Forum's inaugural session organized discussions around five themes: **Mainstreaming**, analyzing how LGBT communities can open spaces dominated by heteronormativities and expand rights; **Connectivity**, looking into the opportunities or setbacks of the Internet for global and local initiatives; **Security**, considering mechanisms to ensure safety, health, and protection of LGBT communities; **Education**, examining the current state of LGBT access or exclusion from education worldwide; and the **Identity** discussion focused on the issues currently faced by transgender communities.

For the 2013 report, please see:

[www.SalzburgGlobal.org/go/506](http://www.SalzburgGlobal.org/go/506)

### **Creating Long-Term Global Networks to Sustain LGBT Human Rights Organizations**

*(May 2014, Berlin, Germany)*

The Forum moved to Berlin in May 2014, in cooperation with the German Federal Foreign Office to look at the ways in which LGBT issues are addressed by foreign services and embassies and how to improve the relations between embassies and LGBT rights organizations. Participants debated on global **Network Improvements** amongst organizations, embassies and activists; analyzed the **Context Awareness** necessary for LGBT human rights work; and discussed the **Globalization of Hate Campaigns** and the increasing backlash affecting some LGBT human rights movement worldwide.

For the 2014 report, please see:

[www.SalzburgGlobal.org/go/545](http://www.SalzburgGlobal.org/go/545)

### **Strengthening Communities: LGBT Rights & Social Cohesion**

*(June 2015, Salzburg, Austria)*

In June 2015 the Forum brought together 57 participants from 34 countries to focus on LGBT inclusion and social cohesion in relation to families, communities, democratic institutions, education, employment and social justice. Within this framework, discussions centered on three themes. The **Cost of Social Exclusion** opened debates on the effects of economic exclusion on LGBT populations and how this exclusion also impacts national economies, corporations and policies. Through the **Power of Storytelling**, participants reflected on LGBT portrayal in media and how the community can tell its own stories to different audiences. **Transformation** brought attention on how LGBT human rights could consolidate or retreat in the face of a global backlash or loss of momentum for LGBT inclusion.

For the 2015 report, please see:

[www.SalzburgGlobal.org/go/551](http://www.SalzburgGlobal.org/go/551)

### **The Many Faces of LGBT Inclusion**

*(October 2016, Chiang Rai, Thailand)*

The first Asia-based session of the Forum was held in Chiang Rai, Thailand in partnership with the United Nations Development Programme (UNDP)'s Being LGBTI in Asia program and the UNDP's Bangkok Office. The session covered the LGBT experience of **Family** as an excluding place and as a rich multi-format institution that provides love and safety. The social and legal issues impacting Asia's many **Transgender Communities** were a key theme throughout the week. Further panels covered LGBT **Storytelling** formats and **Building Effective International Alliances**.

For the 2016 report, please see:

[www.SalzburgGlobal.org/go/570](http://www.SalzburgGlobal.org/go/570)

## Day 1

### Welcome and Opening Remarks

**Clare Shine**

*Vice President and Chief Program Officer, Salzburg Global Seminar*

**Klaus Mueller**

*Founder and Chair, Salzburg Global LGBT Forum*

Opening the Forum, Clare Shine welcomed participants with a history of Schloss Leopoldskron and Salzburg Global Seminar. Sharing stories from the Schloss' periods of persecution that brought an end to its artistic activities under theatre impresario Max Reinhardt, through to its post-war rebirth as the home of Salzburg Global Seminar and its goal of creating a "Marshall Plan of the mind," Shine encouraged those present to continue their work as change-makers and to be "tough on the issues, but kind on each other."

Klaus Mueller opened with a brief account of previous Forum sessions and explained the importance of its signature concept: to bring together leaders from diverse professional, cultural and religious backgrounds for a global conversation in order to advance LGBT rights worldwide. As the Forum turns five years old, Mueller announced that the fifth session has brought the number of countries represented amongst participants to 70. With this diversity of backgrounds, nationalities, sexual orientations and gender identities, he encouraged everyone to shift "from experts to learners."

Mueller acknowledged that in the still Western-dominated discourse on LGBT equality, more global voices are needed. This is most urgent as growing global polarization on LGBT human rights sees rapid progress paralleled by severe backlashes. As hate, bullying, discrimination and violence are still widespread globally, the session's topic of Home is ever-more relevant. Mueller argued, "We have the right to live safely within the cultures where we are raised, but so-called 'traditional family values' are used to justify LGBT exclusion from families and societies." The session would provide the perfect opportunity to reflect on how to further push LGBT populations' rights to a home, family and wellbeing.

***“We have the right to live safely within the cultures where we are raised, but so-called ‘traditional family values’ are used to justify LGBT exclusion from families and societies.”***

Klaus Mueller



## Starting Point: Staying or Leaving Home? A Core Question for LGBT People

### MODERATOR

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

### PANELISTS

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

**Kasha Nabagesera** *Executive Director, Kuchu Times Media Group, Uganda*

**Tunggal Pawestri** *Consultant of Sexual Rights and Diversity Program,  
HIVOS, Indonesia*

**Rooi Teve** *Writer and Activist, Russia/UK*

The opening panel of the week confronted the conditions that push LGBT people to face the hard choice of leaving their homes and communities.

### Assessing to go

For Rooi Teve, LGBT activists wonder about their safety constantly, to the point that even in moments of calm, “you wonder if you are being paranoid.” Activists evaluate their options. “You assess where to hide or what to do at the threat of being arrested,” Rooi Teve added. In other situations, violence is palpable. Tunggal Pawestri explained that since 2016, the anti-LGBT statements of Indonesian political and religious figures have led to a rise in assaults in the country. Ultimately, the mixture of anxiety, harassments and the desire to live happy lives

“You wonder if you are being paranoid...You assess where to hide or what to do at the threat of being arrested.”

Rooi Teve



*“Safety is fragile, and even in countries with many freedoms, things can change.”*

M. V. Lee Badgett

adds to a growing conviction: that building a sense of home in their countries of origin is almost impossible.

### **Burn out and mental health**

While LGBT people bravely confront many adversities in their public, family, professional and private lives, harassment can reach a breaking point. Pawestri shared an experience: “One night an activist called me crying. He told me: ‘Why are people so mean to us?’ I have to look strong every minute, in front of the community while actually I am in pain.” From her experience, Pawestri synthesizes two key issues pushing the desire to leave: “None of us are emotionally ready to handle public hostility and most LGBT rights defenders never take a break from their work until they break down.” Kasha Nabagesera agreed: “You go from burnout to burnout. This affects both the activist and a movement’s wellbeing.”

### **Leaving is not only about the individual**

This relationship between activist and movement is telling of the wider implications of migration. For M. V. Lee Badgett, an activist’s decision to leave may be individual, but it is also a community decision. In an ideal situation “this is discussed so that everyone understands, plans, contributes and benefits from what’s to come,” remarked Badgett.

### **Safety after departure**

While advocates leave everything behind to safer destinations, Badgett urged caution and awareness about what safety means: “Safety is fragile, and even in countries with many freedoms, things can change.” On a similar line, Rooi Teve warned that diasporas can also feel threatening for LGBT emigrants. “Your own nationals can make you feel unsafe in a new place, since you do not know their political affiliations or LGBT attitudes,” she explained.

## **ROUNDTABLE DISCUSSIONS ON PRIORITIES FOR THE WEEK AHEAD**

Participants were asked to gather in small groups and suggest their own topics of interest for the week ahead:

- Burnout and depression in challenging circumstances calls for more attention to the self-care and the mental health of activists.
- LGBT emigrants often face higher risks of sexual violence, human trafficking and abuse.
- In conflict zones, LGBT people face greater difficulties when leaving and being accepted into neighboring safe countries.
- Those staying behind sometimes perceive LGBT activists’ emigration as “an easy option” but leaving implies sacrifices that are ignored.
- LGBT diasporas suffer isolation from those who stay home, when they could provide crucial skills, networks and information for advocacy.
- Activists returning home have mixed receptions. Some feel reproached and others embraced by their LGBT communities of origin.



## Day 2

### *Building Home on the Rule of Law*

#### MODERATOR

**Nana King** *Project Manager, Deutsche Welle Akademie, Ghana*

#### PANELISTS

**Mark Agrast** *Executive Director, American Society of International Law, USA*

**Monica Leonardo** *Consultant, United Nations Agencies and International NGOs, Guatemala*

Rule of Law is a concept that is often used but seldom defined. This session brought together a unique group of experts who debated the concept and looked at its pertinence to LGBT rights.

#### **Legal battles are not always the smartest battles**

Panelists explained that the struggle to advance LGBT rights through courts or legislatures has not always been effective. Unless they are part of a broader strategy to change hearts and minds, such efforts can fall short, or even provoke a backlash. Agrast recalled how early moves to achieve marriage equality in a number of US states resulted in federal legislation to outlaw same-sex marriage nationwide. Only after years of effort and major changes in popular attitudes did the U.S. Supreme Court affirm that same-sex couples have a constitutional right to marry in 2015. Leonardo echoed Agrast's point: In 2017, Guatemala's LGBT community

**“A healthy respect for the rule of law is necessary for human rights to flourish.”**

Mark Agrast

proposed anti-discrimination laws in congress – a move that triggered the threat of a counter-law that would have allowed opposition and enabled discrimination against LGBT minorities in areas such as marriage or sexual education in schools.

### Importance of global rule of law for LGBT rights

Panelists argued that while there are damaging legal leftovers from colonialism, such as sodomy laws, there are also international treaties that LGBT advocates should appropriate in their advocacy. As examples, panelists indicated the Inter-American Convention Against all Forms of Discrimination and Intolerance (A-69) as the first Pan-American treaty that contains specific provisions on sexual orientation and gender identity (SOGI) issues. As one participant explained, monitoring bodies have interpreted international treaties that do not address LGBT issues by including safeguard provisions against SOGI discrimination. Such instances include articles 17 and 26 of the International Covenant on Civil and Political Rights, Article 12 Paragraph 18 of the Economic, Social and Cultural Rights, General Comment N° 14 on the right to the highest attainable standard of health, and the paragraphs 21 and 22 of the Committee Against Torture General Comment N° 2: Implementation of Article 2 by States Parties.

## GLOBAL SNAPSHOTS ON LGBT AND THE RULE OF LAW

Fellows were invited to share the legal environments in their own regions.

Participants from the Middle East and North Africa **MENA** region explained that conservative supreme courts and religious courts are a bottleneck for LGBT rights, a situation that is worsened by the apathy, obstruction or stigmatization against LGBT people committed by regional bar associations, contradicting some of their professional and international guidelines.

In the **Americas**, vague legislation enables arbitrary enforcement of laws, detention and extortion in places like Honduras, Guatemala and El Salvador. Meanwhile, inclusive gender identities laws and other forms of regulation have been adopted in Argentina, Bolivia, Uruguay, Panama, Ecuador, Bolivia and the Mexican states of Mexico City, Nayarit and Michoacan. As for equal marriage and adoption, laws have been adopted by Argentina, Uruguay, Brazil, Colombia

and the Mexican states of Mexico City and Coahuila. Neighboring nations Guyana and Suriname have had different paths on LGBT rights. In Suriname, a trans woman won an eight-year-long court case in 2016 to change her passport gender. While in Guyana, trans people are banned from court. In the USA, despite recent federal progress, there are still legal gaps at state and local levels, permitting LGBT discrimination on housing or employment.

In **Ghana**, media portrayals of anti-sodomy laws have led many LGBT people to erroneously think that their own existence is illegal.

In **Indonesia**, the low number of supportive lawyers makes litigation and legal reform difficult, while the prevalence of homophobic local customs and the security risks faced by field operators makes it hard to bridge international treaties to local specific change for LGBT people in the provinces.

## Stakeholders

The role of international, regional and local bar associations, lawyers and lawmakers was discussed. Concerns were raised about how these actors often reject support or services to LGBT advocates and communities, which may contravene international professional or ethical frameworks. One participant stated that because of this, his focus is to train a new generation of local young lawyers that will eventually dismantle structures of exclusion in his country's legal and judicial systems.

## Strategies for the work ahead

Participants considered options available across the world for pushing LGBT rights within the framework of rule of law reform.

- Consider closely a country's political dynamics before pushing for legal reform advocacy.
- Focus on country and community-specific social sensitization campaigns to build empathy for LGBT rights within society instead of legal leapfrogging.
- Ensure rule of law reform goes hand-in-hand with public education. Storytelling so that people know of legal changes and their implications.
- Use storytelling from LGBT communities and those affected by legal exclusion to make more compelling cases for legal reform.
- Support international companies and bar associations in developing review mechanisms for SOGI protection policies in their national branches and local partners.

*“As a human rights lawyer I must be committed to ensuring dignity for all human beings.”*

Monica Leonardo



## Life Stories: Truth and Transformation

### MODERATOR

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

### SPEAKERS

**Abha Bhaiya** *Executive Director, Jagori Rural Charitable Trust, India*

**Michael Huffington** *Philanthropist, USA*

**Bao Chau Nguyen** *Member and Media Manager, Next Generation (NextGEN), Vietnam*

Each year, the most personal session at the Forum is based on a simple notion: tell your story of how you were born into a world not prepared for us. In this panel, Michael Pachter guided a heart-warming conversation where Abha Bhaiya,

Michael Huffington and Bao Chau Nguyen shared the worlds into which they were born, the reflections of who they are in the world and what they did with that awareness.

### ABHA

Abha Bhaiya was born into a traditional joint family and although her parents were progressive, she still had to face the tyranny of compulsory heterosexual marriage, as is every girl's destiny in India. At so many levels, she intuitively knew that she was different and tended to quietly challenge discrimination within her family on issues of religious practices, the role of women, and caste.

Her attraction to women felt natural. It persisted over time and she didn't question it. As a political feminist and a women-centered woman, she refuses the label of "lesbian" as she believes it flattens and homogenizes multiple expressions of sexuality. She believes it is an alienating label. As a trainer working in rural areas, Abha came across young women couples who were living hidden, and therefore painful lives.

In 1960s India, nobody talked about sexuality or sexual orientation or even had named it as such. Through the 1960s, Abha became a silent rebel, challenging the cultural and religious practices of her family. She didn't want to get married and fortunately, her mother, a Gandhian, had taught her over the years to become independent and

fearless. However, in 1968, at 21 years old the pressure to marry grew too much, pushing her to leave home unannounced to live in an ashram, a community of simple living and self-sufficiency. There, she wrote a letter to her father explaining why she couldn't go back. He was devastated, because he loved Abha very much. He went to her community and asked her to return. But she had her conditions: no pressure to marry and independence to work. She tried to adjust to the changed and tense environment at home that perplexed her. One of her woman friends helped her to get a small scholarship to go to Germany to study social work. Those two years transformed her.



In the midst of socio-political movements all over the world – the anti-Vietnam war, hippy, student and feminist movements in the West and the Naxalbari (communist) movement in India – the late 1960s were euphoric and had a lasting impact on Abha. Plays by Brecht were all over. It was a time to read, listen, watch and absorb. For the first time she read Mao, Lenin, Marx, Frantz Fanon, black feminist literature and much more. Her mind did not want to rest.

Abha worked with homeless people and obtained a Master's degree in philosophy. She returned to India and obtained a second Master's in social work. Her first engagement was through a small film collective to document the voices of struggling working class women as "herstory" and to creating an archival history. At the personal level, during those two decades, there were two sites of struggles regarding her sexual orientation: with her family and with the feminist movement. In one she was called a rebel, in the other a radical, she felt she didn't belong to either of the world. The denial and silence around issues of sexuality could not be addressed loudly; at most there were many whispers and emerging small hidden formations of women loving women. This was against the loud voices that began emerging within the gay movement.

As a feminist activist and trainer, Abha began holding sessions on sexuality within the feminist

training and during night meetings in early 1980s. The trainer's team used very innovative methods to break the silence around the issue of sexuality. This opening of space for sharing and articulating desires and dreams was the beginning of a long journey.

In the women's movement, Abha's community has confronted all sorts of hierarchies and oppressions, militarization and castes. She perceives her sexual identity not as an independent factor but as interconnected with all other systems of oppression. In her long journey working on sexual rights, she has most recently started a dialogue of "single women." Within this overarching term, she brings together nuns, unmarried women, those who have left marriages and those who have not been formed by the institution of marriage.

Abha adopted a seven-year-old daughter, who for the last many years has lived with Abha's ex-partner. Her daughter therefore has two mothers and has grown with women around her. This fluidity in familial relationships is something that Abha cherishes dearly. She doesn't believe in the nuclearized biological family, and celebrates her life belonging to multiple communities – something that gives her life strength and meaning.



## MICHAEL

Michael Huffington grew up in 1950s Texas, USA, at a time when there were few openly LGBT people around, and when homosexuals were referred to with offensive slurs. He went through high school and college believing he was only attracted to girls. It wasn't until he was 27 years old that he realized he also had an attraction to men. It was then that he had his first same sex experience. He recalls that he enjoyed it, but also that he couldn't really understand what had just happened.

After his first experience with a man, Michael mainly had girlfriends and only occasionally met guys during the next seven years. His experiences with men left him feeling guilty.

When the 1980s arrived, the AIDS epidemic came with it. The confusion and fear surrounding the virus led Michael to stop having sex with men – something he would not do again until 18 years later. During this time, he fell in love and married Arianna Stassinopoulos in 1986, and he joined the Greek Orthodox Church during their marriage. He told her about his experiences with men before they married. She accepted him for who he was, and in their 11 years together they had two wonderful daughters.

In the early 1990s, Michael rose to national prominence as a Republican congressman, particularly during his 1994 US Senate campaign which he narrowly lost. His was the most expensive non-Presidential election campaign in American history at that point. A couple of years later, he and his wife decided to divorce. By 1998, at 50 years old, he decided to come out as bisexual. He was a renowned public figure in California, but his decision went beyond politics, and instead was spiritually based.

His coming out made the national news; Michael hopes this was helpful for many others struggling with their sexual orientation.



**“So when I knew that God created me in his image, I said ‘OK, I need to love myself and not be concerned about anything else but to live a truthful life and be honest.’ That’s when I decided to publicly come out. I didn’t realize how extensive the publicity would be. I did it because I wanted to help other younger people, because I had suffered through stages of being guilty about my own sexuality and it made a huge impact.”**

He began supporting LGBT causes such as the work of the Annenberg School of Communications (University of Southern California) on “sexual orientation in the news” to influence a positive shift of LGBT portrayals in the media, and the Salzburg Global LGBT Forum to foster global conversations on and advance the struggle for LGBT rights.

Now, years after his coming out, Michael feels happier than at any point of his youth. He considers himself to be truly bisexual, and he admires the younger generation’s use of the word “fluid.” To him, this is a beautiful concept that reminds us that the soul is genderless, and it is simply poured into a body that becomes irrelevant after our death.

For the philanthropist, coming out has been a crucial and necessary step in building the world as a place of love. For him, making this possible begins by loving and accepting ourselves, and over time, this love will spread to those around us.



## BAO CHAU

As a kid in Vietnam, Bao Chau Nguyen always thought he was different. His mother wanted him to be a normal kid – a girl – and learn a lot. He remembers studying, drawing, playing the piano and going to dance classes. Although this was his mother’s favorite activity, Chau didn’t enjoy it, much less so because wearing dance dresses made him feel uncomfortable. As a kid he played with dolls and imagined himself marrying them. He always knew he was a normal boy. He enjoyed school and was relieved that school uniforms were composed of shorts and shirts that he could adjust to make them look more compatible with his identity.

At 13 years old his parents divorced. This led to depression and made Chau skip school for six months. His parents considered getting back together as they feared for Chau’s health. He was opposed to this, because it wasn’t motivated by their love of each other, but by their love to him. It was in that time, that he began to think of having a family of his own in the future.

During his first year of high school, he wore his hair short. On his 15th birthday, he cut it shorter than usual – something that made his mother uncomfortable. She confronted Chau and asked him to wear his hair “like a girl.” Chau was upset, and his mother asked for honesty. After a long

pause, Chau explained: “I want to be a boy.” Chau’s mother is a famous journalist in Vietnam, and he worried that his identity would ruin her career. But Chau needed to be honest to himself and to his family. She has been supportive since his coming out and asked Chau to focus on his studies, and ensure he was happy.

Chau has two younger twin sisters aged seven years old. They still call him sister because they don’t know about his coming out. Recently one of them asked him: “Do you want to be a boy or a girl?” They ask these questions lovingly, and Chau is taking his time to explain things to them.

Until recently, Chau was in a three-year-long relationship. He used to cook with his girlfriend at his father’s place. At first, Chau’s father was quiet as building comfort took time. But one day, during a holy celebration in Vietnam to remember ancestors, his father asked Chau to invite his girlfriend for dinner. Chau knew right then, that things were going to be all right.

In the future, Chau wants to build a family of his own, but until that happens, he is determined to live many experiences, achieve many of his goals, and continue working with filmmaking and Vietnam’s LGBT organizations.

## Knowledge Café on Visibility and Belonging

### MODERATOR

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**Louise Hallman** *Editor, Salzburg Global Seminar*

### FACILITATORS

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**Justin Bionat** *Member, Youth Voices Count – Asia, Philippines*

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**Anton Macintosh** *Coordinator, T-Action Initiative Group, Russia*

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**Rostyslav Milevskyi** *Director, Gender Z, Ukraine*

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**Dominik Koehler** *Social Development Consultant, World Bank Group, Germany*

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**Ieva Ruzgyte** *Member, Association LGL, Lithuania*

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**Palitha Vijaya Bandara** *Administrator and Coordinator, Positive Hopes Alliance, Sri Lanka*

Facilitators chaired discussions on topics of personal expertise with three groups of Fellows each, with the aim of gathering ideas, best practices, contacts and documentation from around the world valuable for their work and advocacy.

Justin Bionat presented the **Student Advocates for Gender Equality (SAGE) Network**. This network helps LGBT students to build safe learning environments in schools and universities and tackle issues such as uniform policies, gender-neutral bathrooms, unfair grading systems, stigmatization and bullying.

Dominik Koehler led the roundtable titled **Creating visibility through surveys and data**. Anecdotal evidence indicates that LGBT stigma leads to exclusion from education, employment, health care and housing. The session collected research and data information to help fill the global LGBT statistics gap at the World Bank.

Anton Macintosh presented his project, **Trans people visiting doctors: Raising support and competence in transgender issues among medical doctors**.

The project **Ukrainian Schools of Tolerance** was presented by Rostyslav Milevskyi. These “schools” are training courses on LGBT issues for journalists, social workers, psychologists and those dealing with internal displaced peoples, to help them breakdown their prejudices and improve support methods for vulnerable LGBT populations.

Ieva Ruzgyte led the **Creating LGBT visibility in sport** roundtable that dealt with the topics of homophobia, sexual harassment, forced outings and safety in sports.

LGBT visibility in elite sports, transgender athletes and the Olympic Movement's approach to anti-LGBT discrimination policies were also discussed.

Palitha Vijaya Bandara led a roundtable titled **Discrimination within the broader context of marginalization, human rights violations and equality issues in Sri Lanka**. Participants discussed social stigma, discrimination, family, media portrayals, employment, laws and police harassment against LGBT and PLHIV (Persons Living with HIV) communities in the country.



## CULTURE AND RESILIENCE: OPEN FORUM

The Open Forum was opportunity for Fellows to share their projects and talents in a showcase where each participant had five minutes to shine on stage.

**Fadi Zaghmout** read a passage from his 2012 debut novel, *The Bride of Amman*, which has been recently translated into English.

**Jaewon Shin** shared the moving video, “I love you as you are,” featuring parents of LGBT people giving loving hugs to attendants of the 2016 Seoul Pride.

**Estela González** read an excerpt of her short story *La Perla del Pacífico*, inspired by her father’s town, Mazatlan, Mexico.

**Danny Ramadan** presented a clip of his 2016 TEDx talk in Vancouver, where he captivated attendants with his journey as an LGBT refugee in Canada.

**Hiroko Masuhara** showed a Japanese TV advert addressing social diversity in which she and her wife featured in several sequences.

**Sukhdeep Singh** shared a video about the Gay Housing Assistance Resource (GHAR) program, which provides safe accommodation for LGBT people in India and prevents harassment from landlords, housemates and neighbors.

**Rooi Teve** explained her work on a blog about LGBT activists’ burnout and mental health.

**Georges Azzi** presented a video of the M-Coalition, a digital initiative where local activists can inform each other on LGBT rights in the Middle East and North Africa.

**Cha Roque** presented a clip of performance artist Floyd Tiogangco’s performance on homophobic labels. The video is part of an initiative using art for social change.

**Justin Bionat** shared the 2017 Outrage Magazine article *Justin and Art: Sharing LGBT love to the world* that featured the love story of him and his boyfriend. He likewise shared a video of his boyfriend’s LGBT-themed choreography.

**Laurindo Garcia** presented a soon-to-be-launched app to track safety, fair treatment and inclusion of LGBT communities in the service industry.

**Abha Bhaiya** recited a prayer in honor of Guan Ying, a Buddhist transgender deity whose statues were identified at Schloss Leopoldskron by LGBT Forum Fellow Saskia Wieringa at a previous session.

**Tamara Adrian** broke the news that the 2016 film *Tamara*, based on her own life had won three prizes at the Milan International Film Festival.





## QUEERING THE SCHLOSS: A JOURNEY INTO THE (SECRET) LGBT HISTORY OF SCHLOSS LEOPOLDSKRON AND SALZBURG GLOBAL SEMINAR

The Chinese Room of Schloss Leopoldskron was the meeting point for an evening presentation of LGBT stories from the 20th Century that took place or were related to the Schloss and Salzburg Global Seminar; a presentation put together especially for the session as part of Salzburg Global Seminar's larger 70th anniversary celebrations.

Political cabaret *Die Pfeffermuehle* (The Peppermill), founded by the German LGBT writers Klaus and Erika Mann, had its last performance at the Schloss in the 1930s and had among its many spectators the German actress Marlene Dietrich. Dietrich's own role in LGBT film history was presented as attendants were shown a clip from her 1930 film *Morocco*. In this film, a masculine tailcoat dressed Dietrich kisses a female movie extra on the mouth, staging one of Hollywood's first cinematic lesbian kisses.

In 2013, there was a serendipitous discovery in the Chinese Room during the inaugural session of the LGBT Forum: Fellow Saskia Wieringa identified a statue of Asian transgender deity Guan Yin, placed there during the Max Reinhardt years. The deity is depicted across Asia in temples, paintings and artifacts with both male and female attributes. The specific motivations for choosing Guan Yin as the guardian of the room are unknown.

Fellows also heard a love story. F. O. Matthiessen, an American literary critic, was the co-chair of the first session of the then-Salzburg Seminar in American

Studies in 1947. Matthiessen's relationship with American painter Russell Cheney lasted two decades until Cheney's death in 1945. Mueller shared fragments of the couple's moving love letters from September 1924. The loss of his loved one, his struggle with depression and the fears of world conditions in the nascent Cold War and McCarthyism era, were factors that led Matthiessen to commit suicide on April 1, 1950. He called the 1947 session "an island of peace in a storm-clouded sea" – a sentiment Salzburg Global Seminar with its LGBT Forum, and indeed all its sessions, seeks to continue.

There was a brief conversation on the impact of the film *The Sound of Music* (partly filmed at the Schloss) on LGBT pop-culture and Julie Andrews' own contribution to LGBT film history through her 1982 film *Victor/Victoria*.

Finally, Fellows were given a brief account the February 1988 Salzburg Global Seminar session entitled *HIV: Confronting an Epidemic*. Organized at a critical point of the global HIV/AIDS crisis, this session tackled policy, scientific and cultural questions necessary to overcome stigmas and influence policy change, and was a trailblazer by including participants from all over the world. At that session many gay Fellows felt they had to talk privately on the sidelines for fear of stigma – a stark change from the openness fostered by Salzburg Global Seminar at Schloss Leopoldskron today.



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## Day 3

### Seeking Home: LGBT Migration and Emigration

#### MODERATOR

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**Sudeshan Reddy** *Communication Specialist, UNICEF, South Africa*

#### PANELISTS

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

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**Irene Fedorovych** *Project Coordinator, Social Action Center/No Borders Project, Ukraine*

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**Elle Fersan** *LGBTQ Activist, Middle East and North Africa, Lebanon / USA*

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**Mariano Ruiz** *Latin America Outreach and Communications Officer, IDAHOT Committee, Argentina*

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**Dennis Wamala** *Director of Programs, Icebreakers, Uganda*

Being forced to leave and seeking home is common experience of many LGBT people. Panelists considered the complexities and implications of LGBT migration, with a particular focus on how it impacts groups battling for inclusion.

#### Activist guilt and legitimacy

A critical side to migration is how it affects those that leave. A participant remarked “those leaving wonder if they still have the right to speak on behalf of their countries”. Dennis Wamala recounted how he often stays up at night “talking to extremely depressed people living abroad.” For Elle Fersan, who left Lebanon for the USA, such feelings are triggered from knowing that “people at home feel upset because you left and the people where you are, do not often understand what you [have been] through.” Activists abroad have to continuously justify their decisions, their belonging to LGBT communities at home and their ability to contribute. Instead, “those staying and leaving need each other, this creates sustainability” explained a participant. Fersan explained that activism is not limited to work on the ground. Diasporas can give expertise back home, create coalitions abroad, and build young leaderships amongst LGBT diaspora communities in post-conflict situations.

#### Brain drain

As Wamala indicated, within the last ten years, nearly 70% of LGBT activists have left Uganda, and emigration continues and depletes the strength of activist networks. For Georges Azzi in the Middle East, it is important to build support systems so that when activists leave, they can stay in their regions. Fersan indicated that regional support networks can diffuse professionalization of activists.

“People at home feel upset because you left and the people where you are, do not often understand what you [have been] through.”

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Elle Fersan

### **New host countries**

Mariano Ruiz explained how Argentina’s progressive migration policy has turned the country into a destination for LGBT refugees. His organization had to learn on the spot how to manage this wave of migration to support LGBT people through bureaucracies, health access, employment and housing as the country lacks of a resettlement program for asylum seekers and refugees. Irene Fedorovych commented on Ukraine’s three aspects of LGBT migration in recent years: migration to Ukraine and subsequent transit to Western Europe because Ukraine is not a safe country; LGBT people from Ukraine seeking asylum in the West; and internally displaced people (IDPs) from the country’s eastern conflict. In such emergencies, her organization has focused on sensitizing local institutions on LGBT migrants and building partnerships with other NGOs.

### **Looking at new or underreported migrations**

Wamala explained that Uganda’s visibility is partly due to its vocal activists, “but the situation is also bad in Cameroon, Nigeria and the Democratic Republic of Congo.” LGBT migration from these countries needs attention. Ruiz explained that as diasporas find safe destinations, migration patterns shift, as shown by the recent wave of LGBT Jamaican migration to Argentina.



## LGBT Refugees Share Their Stories

### MODERATOR

**Klaus Mueller** *Founder and Chair, Salzburg Global LGBT Forum*

### PANELISTS

**Ta\*** *Human Rights Defender, Bangladesh*

**Negede Gezahegn** *Human Rights Activist, Ethiopia / Austria*

**Noël Iglessias** *Human Rights Activist, Ethiopia / Austria*

**Nader Turkmani** *Member, Skive Verden, Syria / Norway*

\* This name has been changed to protect the Fellow

Mueller opened a discussion with LGBT activists who have taken the decision to leave their home countries. He explained that ideally, everyone should have the right to live the life they want and to leave when they want, not

out of danger but because the wish to create another life somewhere. By contrast, the Forum heard stories of courage amidst adversity, as the panelists found themselves in situations when the only option was to find a way out.

## NEGEDE AND NOËL

Noël Iglessias and Negede Gezahegn, LGBT activists and co-founders of DANA Social Group, a grassroots LGBT support organization in Ethiopia, have been granted asylum in Austria after facing multiple threats due to their activism; from their home being ransacked to daily death threats.

“In 2013 we founded the DANA Social Group, an LGBT advocacy organization, in the context in which anti-gay rallies were being organized by evangelical Christian organizations. We ran an online campaign titled ‘Stop The Hate, Spread The Love’ to push the repealing of a constitutional article that criminalizes same sex relations with up to 15 years in prison. As the first LGBTI advocacy organization in Ethiopia, we tried to have the first nationwide conversation

about homosexuality. We reached out to LGBT groups abroad so that our campaign could have international attention. The reaction from locals towards the campaign was very negative. We remember one particular message we received. ‘I am going to get a machete in the name of love, name it ‘love’ and kill all of you while declaring the love of God.’ The harassments continued, but we kept at our work.

“In July 2015, after our participation in the Salzburg Global LGBT Forum, we did a ‘Rainbow Photo Project.’ In it, we showed with the rainbow flag near Addis Ababa. The slogan was ‘This is my story’ and it had a statement in Amharic [Ethiopia’s official language] and English. It became viral, but it triggered an unimaginable anger against us. It agitated the government, but

also many LGBT people who were angry at the visibility it caused. Eventually, the seamstress that made the rainbow flag we photographed talked about us and neighbors found out who we were. That was a breaking point. Our house was ransacked twice and the police asked constantly for bribes. This safe space we built for the LGBT community was now being attacked. Over three years, tensions built, some of us were beaten and the neighbors and police kept harassing us.

“By 2016 a state of emergency was declared nationally and people were being killed, intimidated or detained. The threats became more direct and real, including menacing messages from the government. We hadn’t become internationally

recognized or had any major significance in the LGBT movement, so we feared that our detention or death would go unnoticed.

“We received an invitation by Salzburg Global Seminar to bring an LGBT perspective to a session on genocide and extremism. At that time, we were in a dark state. While in Salzburg, the threats kept coming. It became a matter of safety or death. We had our lives, studies, job, community and activism in Ethiopia but it hit us that we no longer were safe in our very country of birth. We decided to seek asylum in Austria. We are in a healing process, and we feel safe and loved. But this is still a roller-coaster of feelings as we build a new home. ”

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## NADER

Nader is a volunteer at a refugee center in Bergen, Norway, welcoming LGBT refugees and helping them feel safe in their new home. A Syrian refugee himself, Nader knows first-hand how important it is for refugees to build new communities and lives in their new homes. Before being granted asylum in Norway, Nader lived in Istanbul for two years where he established the “Tea and Talk” support group for Arabic-speaking LGBT refugees.

“My teenage experience with psychologists that tried to ‘cure’ my homosexuality, although deeply scarring, inspired me to study psychology and plan to study the psychology of gender and sexuality. But the revolution started in 2011. I spent a year in the protests and had 27 of my friends killed.

“A cousin I had in the military service escaped to Jordan but he couldn’t stand life there so I helped him to return to Syria. One night, my mother told me of TV news

announcing that terrorists were killed trying to enter from Jordan. My cousin was amongst them. He had my number on his phone so I needed to think where to go. Going into Jordan, Turkey and Lebanon all posed risks. I found my way to Egypt. I didn’t think of leaving during the revolution but the risk I faced and the way in which the revolution was taken over by Islamists left me with nothing left. Two days after leaving for Egypt, the secret police came into my house in Damascus, accusing me of aiding terrorism.

“In my brief time in Egypt, my parents supported my university studies, but the Syrian currency collapsed. I tried to work but I didn’t get paid and I was beaten in the streets for being Syrian. I thought: It’s time to leave. I moved to Jordan. Unable to work or study, I spent six months selling tea to drivers.

*“I moved to Turkey, where I met photojournalist Bradley Secker and his network of friends that helped me with an asylum application. I waited for a year and a half. Suddenly, I got an asylum interview*

*and relocated to Norway. Now, I have a loving husband, and I’m building a life in Norway. The homesickness is there and I miss my family but I feel safe and I’m healing.”*

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## TA

Ta worked for a nonprofit that supported gay men and lesbian women in Bangladesh. After his friend Xulhaz Mannan, the founder of *Roopbaan*, the country’s only magazine for the LGBT community was brutally murdered, Ta briefly fled and continues to maintain a low profile for fear of attacks on him or his family.

*“It was in April 2016, like any other day. My phone rang and I was told that two of my activist friends were killed in their apartment. I couldn’t go back to my home so I had to go to a secret shelter offered by our allies. On the third day after the phone call, an Islamic movement claimed the attack and announced that more people were on their list.*

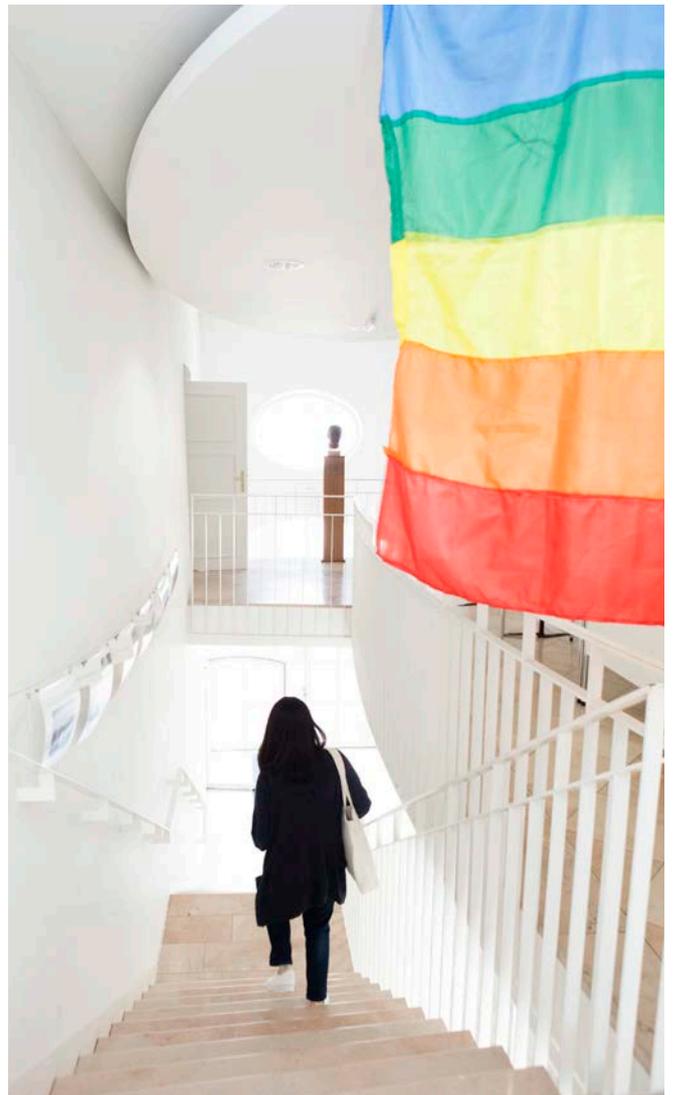
*“In the shelters, people offered support and I ended staying there for around two months. I did not report to the police station as in Bangladesh there are cases of people who disappeared because of state security forces.*

*“Later I found out what happened in my friend’s on that April day: people stormed into the apartment and slaughtered my friends. This attack was a surprise. LGBT activists had not been targeted before and we didn’t know they could reach that degree of violence.*

*“As a community, our activities have all but stopped. The few who haven’t left the country are too afraid to get organized. It’s frustrating that all the progress achieved by the LGBT community in Bangladesh has been set back several years. [After the attacks] when I tried to cope with my regular life in Dhaka, the biggest challenge I faced is self-censorship. I had to remove my interviews, blogs, articles and all the traces of my activism. I had to change my mobile phone number. In the last year and a half, I have had to change my location eight times. I have been advised not to use Facebook, Instagram, Twitter or other platforms that could reveal my location.*

*“I was afraid, and I had to go away. The need to step out of any risk was something like an animal fear, a survival instinct. I had to leave my job and jump into uncertainty as I could be traced easily from my workplace. I started applying for different fellowships and thus managed to move to New York City. I have been slowly adapting to live there, and most importantly I decided to be active again on social media, and continue my advocacy.”*

Since this account, Ta has decided to return to Bangladesh, where he is struggling to cope with the new realities of life and reorganize his group informally.



## Storytelling Through (Social) Media: Temporary and New Homes

MODERATOR

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**Danny Ramadan** *Author, Storyteller and LGBT Refugee Activist,  
Syria / Canada*

PANELISTS

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**Aïda\*** *LGBT rights advocate, Tunisia / Lebanon*

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**Bisi Alimi** *Executive Director, Bisi Alimi Foundation, Nigeria / UK*

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**Bradley Secker** *Photographer, UK / Turkey*

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**Sukhdeep Singh** *Founder and Editor in Chief, Galaxy Magazine, India*

Our stories are diverse, and they are being told more often. But if we produce these stories, how do we distribute them? This was addressed in a panel on how social media provides a new universe of channels and methods for storytellers to share their work, break isolation and inspire LGBT people worldwide. Danny Ramadan guided the tech-savvy panel as they explained the personal motivations, techniques and contents of their digital work.

Bisi Alimi explained his approach to using Instagram (username: [bisialimi](#)). On this platform, he publishes short videos about his views on topics that require greater debate, diverging opinions and general attention. Alimi has an extensive following online and he personally exchanges often with them.

Sukhdeep Singh has garnered a wide readership with his digital magazine *Gaylaxy Magazine* ([www.gaylaxymag.com](http://www.gaylaxymag.com)), where he publishes articles and images, giving visibility to India and its LGBT communities that discern from usual aesthetics and themes.

Bradley Secker brought his photojournalist talents to Instagram, (username: [bsecker](#)) combining LGBT topics and current affairs. He informs viewers and promotes change for the people and issues he depicts through what he defines as the universal accessibility of photography. Aïda provided an example of her experience with digital advocacy of a viral campaign in Tunisia that brought attention to a law that criminalizes LGBT people. In this campaign, TV celebrities were asked to take photos with messages stating their opposition to a specific article in the law. The campaign was widely shared online and eventually ignited a constructive public debate in some Tunisian newspapers and TV stations.

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\* This name has been change to protect the Fellow



Panelists also addressed the concerns of cybersecurity and safety, and the challenges of building sustainable communities on social media. Fellows shared their experiences with cyberbullying and how direct engagement with the headquarters of technology companies can be an effective way to deal with “trolls,” threats and online harassment.

The problem of digital tracing and the “right to be forgotten” was also discussed. For LGBT people, posting, sharing and reacting to content online can come under threat when personal freedoms diminish in a country. In such cases, one participant warned, an earlier post can be used against individuals, so this requires users to be aware of the risks involved in online visibility. The use of secure email systems, the risks of hacking and digital security training for creators and advocates were also addressed.

## LGBT Film Festival

This year's LGBT Film Festival brought together shorts, trailers and experimental formats that gave us a glimpse of LGBT lives and stories from the Philippines, Indonesia, Bangladesh and Vietnam.

The evening kicked off with a greeting video from the World Bank's Clifton Cortez (Global Adviser on SOGI) and Ulrich Zachau (Country Director for South East Asia) for the Salzburg Global LGBT Forum, which had been specially produced ahead of the International Day Against Homophobia, Biphobia and Transphobia. Zachau also explained the World Bank's work on the first global survey on LGBT exclusion: "LGBT inclusion and equality is the right thing and the smart thing to do."

Following was the world premiere of the short film *Visibility* (Austria / Bangladesh, 2017), by Helena Eckert and Ta. Shot exclusively on a mobile phone, it documents Ta's return to Bangladesh. Eckert and Ta explained the film production process between Austria and Bangladesh and how this experience helped Ta rebuild his relation with the idea of home.

Director Cha Roque showed her short *What I would've told my daughter if I knew what to say back then* (Philippines, 2017). Reflecting on the story, Roque said: "It struck me that few LGBT films are about triumphs, they are mainly about struggles and losses." In this film she holds an imaginary conversation with her daughter, Kelsey, offering Roque a second opportunity to come out to Kelsey on her own terms.

Tunggal Pawestri shared a clip from *The Fox Exploits The Tiger's Might* (Indonesia, 2015). Directed by Lucky Kuswandi and co-produced by Pawestri, the film follows two adolescent boys in a small town as they discover their sexuality during the early stages of the 'New Order' era, the period between 1966 to 1998 in which President Muhammad Suharto ruled Indonesia. Pawestri shared anecdotes about the process to make this award winning film a reality.

Bao Chau Nguyen presented the trailer for the first Hanoi International Queer Film Week 2017. He explained how the idea for this film festival was born in last year's session of the LGBT Forum in Chiang Rai: "I had a talk with filmmakers Popo Fan and Cha Roque. They talked about LGBT film festivals in their countries and then I said: 'I must do something like this in Vietnam.' Then I got to work." With two co-organizers, 20 volunteers and the support of his fellow LGBT Forum filmmakers, Nguyen made possible a week-long celebration of 23 films from eight countries that was approved by the Vietnamese Ministry of Tourism.

**“I had a talk with filmmakers Popo Fan and Cha Roque [at the Salzburg Global LGBT Forum in 2016]. They talked about LGBT film festivals in their countries and then I said: ‘I must do something like this in Vietnam.’ Then I got to work. ”**

Bao Chau Nguyen

“Love Makes a Family.”

IDAHOT 2017 motto

## Day 4

### IDAHOT

The **International Day Against Homophobia, Transphobia and Biphobia** (IDAHOT), which takes place annually on May 17, is an opportunity to bring attention to the discrimination, threats and needs faced by lesbian, gay, transgender, intersex, bisexual and all those people that do not conform to sexual and gender norms. It is a decentralized campaign that marks the day on which the World Health Organisation declassified homosexuality as a mental disorder in 1990. This year’s motto was “Love Makes a Family,” with global activities that increased the visibility of the treatment of LGBT people by their biological families and the rights of families raised by LGBT people. This session of the LGBT Forum was honored by the presence of IDAHOT’s Chairperson Tamara Adrian and board members Juan Pigot and Mariano Ruiz, who are also part of the Forum’s own family.

IDAHOT and the Salzburg Global LGBT Forum have collaborated and supported each other in their work on family from an LGBT perspective – a core theme of the Forum since 2014. In this context, the fourth day of the Forum addressed both the topics, “home” and “family,” throughout the day’s activities.



## WORLD PREMIÈRE: “FAMILY IS...? A GLOBAL CONVERSATION”

During the 2014 Forum session in Berlin, participants met with Ralf Kleindiek, State Secretary of the German Federal Ministry for Family, Seniors, Women and Youth. There, Kleindiek expressed his interest in gaining greater visibility for the diversity of LGBT families worldwide.

Since 2015, the Ministry-funded project “Family is...” has documented life stories and thoughts on family from Forum participants. The interviews conducted over three years came together in a 17-minute film – *Family is...? A Global Conversation* – which had its world première at Schloss Leopoldskron on IDAHOT.



Watch the short film, *Family is...? A Global Conversation* online by scanning the QR code with your smart phone or online on our website: [lgbt.SalzburgGlobal.org/family-is](http://lgbt.SalzburgGlobal.org/family-is)

## *Families of Birth, Families of Choice, Families We Raise*

MODERATOR

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**Tamara Adrian** *Chair, World Committee for IDAHOT, Venezuela*

PANELISTS

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**Jaewon Shin** *Steering Committee Member, Parents and Families of LGBT People in Korea (PFLAG Korea), Republic of Korea*

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**Hiroko Masuhara** *President, Trois Couleurs Co. Ltd., Japan*

Tamara Adrian moderated a discussion on the different angles of the LGBT family experience. For Adrian, bringing attention to this is crucial, as “invisibility is the preferred tool of intolerance.”

### **Families of birth**

Panelists began with intimate memories of their biological families. Jaewon Shin shared what happened after his parents discovered his homosexuality at 18 years old: “Being the eldest son, this was very hard as a Korean.” Relations with his parents did not improve, pushing Shin to move out. But Shin’s experience is not universal: In Korea, many parents of LGBT people have become key allies in supporting LGBT rights. For Hiroko Masuhara, a defining moment occurred when she was 22. “My mom said, ‘I’m afraid you like girls’. I didn’t want to lie anymore so I replied: ‘Yes, I’m a lesbian,’” she recalled. However, her father was

**“Invisibility is the preferred tool of intolerance.”**

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Tamara Adrian

“The queer community is important for me and my volunteering work helped me to find solace from the troubles at home.”

Jaewon Shin

fundamental in helping her mother to research on sexuality and changing their views – something for which Masuhara is grateful.

### Families of choice

When families of birth do not provide love and safety, many LGBT people find new homes in new communities. “The queer community is important for me and my volunteering work helped me to find solace from the troubles at home,” remembered Shin.

### Families we raise

Once LGBT people decide to build families of their own, they are confronted with extensive legal and social limitations. Regarding parenthood, couples face legal hurdles for surrogate arrangements or adoption. One participant indicated however that in some regions, LGBT people use informal institutions for adoption, as in the case of the *hijras* in Bangladesh. This transgender community has been officially recognized as a third gender since 2013 but is unable to legally adopt, resorting in some cases to permission from local leaders.

In Japan more couples are coming out, helping to change social attitudes. Civil partnerships are not legal in South Korea but recently six cities in Japan began issuing same sex partnership certificates, indicating the start of a positive shift in the country. In some communities around the world, with the absence of equal marriage laws, couples opt to marry in traditional ceremonies. Further problems are faced in cases of illnesses and medical emergencies. Despite legislative gaps that hinder partners’ access to loved ones in these situations, couples circumvent hurdles through official cohabitation documents or relying on the personal decision of doctors, nurses and caretakers.

### Trans communities and their families

Adrian explained that a common situation for many trans women globally has been to live alone. In recent years however, there are more examples of trans women and men living together and opting to have children of their own. Unfortunately, in many countries, including South Korea, trans men are required by law to surgically remove their womb when transitioning.





## Global Working Groups

SOCIAL MEDIA CHEERLEADER

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**Laurindo Garcia**      *Founder, B-Change, Philippines*

TECHNICAL SUPPORT

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**Nicole Bogart**      *Communications Intern, Salzburg Global Seminar*

The Global Working Groups were a two-day activity in which participants were instructed to create products that address an LGBT issue in an innovative way that could be easily shared online. This was an opportunity to replicate the challenges that organizations face in designing and distributing LGBT contents to educate, affect policy change or support communities.

Within 24 hours, groups met in three workshops for “Brainstorming and Planning,” “Production” and “Product Presentation and Feedback.” In the last workshop, groups presented their product and reflected on the pressures, tensions and methods that affected their creative processes.

Forum participants showed their deep pool of talent, imagination and hands-on attitude. The products created included GIFs addressing SOGI diversity, a photographic series promoting tolerance amongst parents of LGBT children, and multimedia campaigns on family diversity. Some products were highly acclaimed and were selected for further prototyping and future distribution through social media.

“The Salzburg Global LGBT Forum is the first LGBTI specific project that we have run, and as part of it we brought 10 individuals from our priority countries to Salzburg to participate in this meeting. Our embassies and our cooperation offices were involved in selecting the individuals, and this has been our first step towards networking and outreach. We have to build on this network further in the future.”

Stefan Scholz

## Strengthening International Connections

### MODERATOR

**Benjamin W. Glahn** *Vice President, Development and Operations, Salzburg Global Seminar*

### PANELISTS

**Stefan Scholz** *Ambassador, Ministry of European and Foreign Affairs, Austria*

**Edmund Settle** *Policy Advisor, UNDP, Thailand*

**Maria Luz Melon** *Counsellor, Embassy of Argentina in Austria*

**Tamara Adrian** *Chair, World Committee for IDAHOT, Venezuela*

**Robert Greenan** *Counsellor for Public Affairs, US Embassy in Vienna*

**Andreas Melán** *Austrian Ambassador to Ethiopia*

Benjamin Glahn guided an informal conversation that brought together ambassadors, international policy advisors, foundation representatives and activists. They exchanged anecdotes, thoughts and ideas on the role of international organizations, foreign services and diplomats in supporting LGBT rights around the world and their personal connections to LGBT issues.

Tamara Adrian indicated that despite the mix of progress and setbacks on LGBT rights, the general trend is a positive one. She acknowledged that when her advocacy work began decades ago, she never expected to see the improvements seen in her lifetime. Panelists concurred, as they reminisced how in Europe and North America, LGBT rights were a taboo just 20 years ago.

Panelists discussed the tactfulness required in some contexts when dealing with LGBT rights, given the often thin line separating advocacy and interference in domestic affairs. They also discussed the implications of quiet or public diplomacy when LGBT rights are under threat; this is a particular sensibility for activists, who called for better coordination when such choices are weighed during contingencies. The disruptive impact on LGBT projects due to shrinking foreign services and diplomats' limited tenures in field posts was also explored.

Edmund Settle provided an account on his experience with UNDP's internal human resource reforms to ensure corporate anti-discrimination policies are inclusive of LGBTI people. Throughout the evening, participants reflected on issues such as emergency situations, consular issues affecting activists, and the opportunities for advocacy opened by the designation of Prof. Vitit Muntarbhorn as the UN's first Independent Expert for SOGI issues.



“I had editors ask me: ‘Is your story gay, or about environment or culture?’ It’s all of them, and about how they intersect. I avoid simplistic ways of looking at issues.”

Estela González

## Day 5

### *A Sense of Belonging: The Writers Discussion*

#### MODERATOR

**Rooi Teve**

*Writer and Activist, Russia*

#### PANELISTS

**Estela González**

*Associate Professor, Department of Spanish Director, Latin American Studies Program, Middlebury College, USA / Mexico*

**Fadi Zaghmout**

*Author; Social Media Specialist; Blogger, United Arab Emirates / Jordan*

**Danny Ramadan**

*Author, Storyteller and LGBT Refugee Activist, Syria / Canada*

This panel of LGBT writers shared their stories, methods of work and particular ways in how they look at the world around them, inspiring their readers across languages and cultures.

#### **The beginnings and meanings of writing**

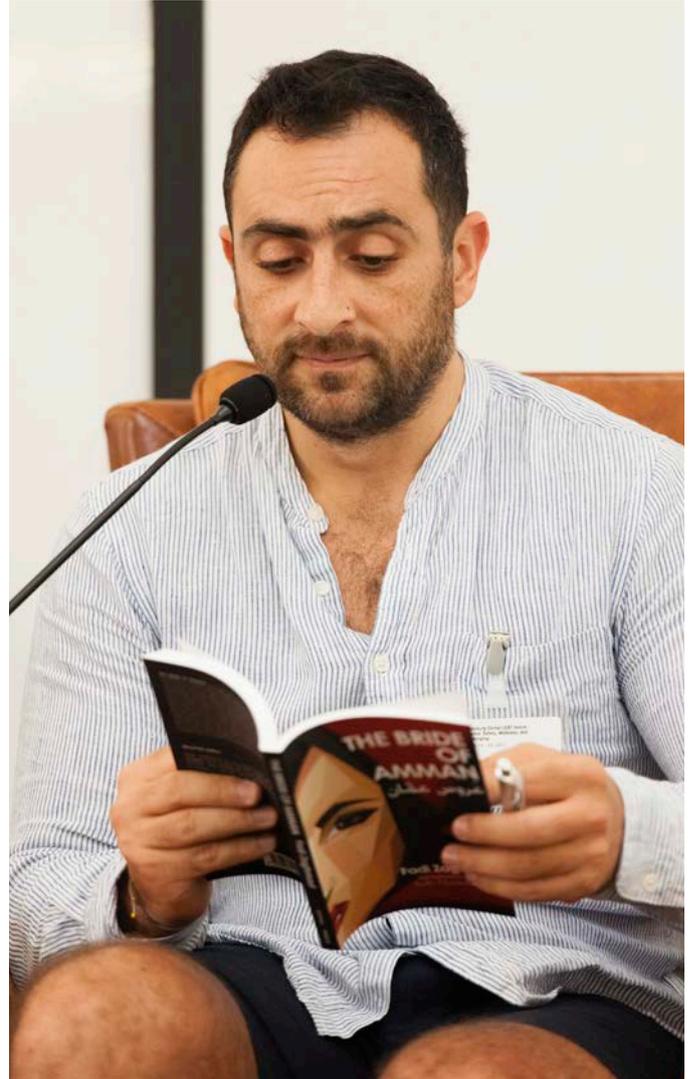
Rooi Teve asked panelists to share the start of their journeys as writers. “I have always been a writer. I used to write plays with my cousins,” remembered Danny Ramadan. For Estela González, writing was an instinct: “As a kid, I asked for a typewriter as a present,” she recalled. Fadi Zaghmout found in writing a way to deal with isolation as teenager discovering his sexuality. He described writing as a learning process, since it demands research, whereas for Ramadan, this is a place of work: “I see myself as a carpenter.”

#### **Choosing themes**

Each writer has their own motivation for the worlds they choose to narrate. Zaghmout writes about sexual and gender freedom “because these roles make life much harder unnecessarily.” González has faced resistance to her broad repertoire of topics. “I had editors ask me: ‘Is your story gay, or about environment or culture?’ It’s all of them, and about how they intersect. I avoid simplistic ways of looking at issues.”

#### **To what extent is fiction, fiction?**

For González “all non-fiction is fiction too, since writers recreate details, reshape them, and reorganize them.” Ramadan’s last book was about a gay Syrian refugee, and although not autobiographical, “you write from what you know, and you build bridges from your LGBT worldview to your audience,” he explained.



## Getting published

Reaching audiences takes time, especially for LGBT writers. Ramadan sent his book to 12 publishers before finding the right one. González warns that LGBT publishing houses still have small distribution, so writers must persist until finding the right platforms.

## Relationship with language

For the Arabic-speaking writers on the panel, writing in English (instead of having works translated) has given them unique textures in their narratives. For González, writing the same story in English and Spanish is a dual process: “They are not translations, but two interpretations of the same story,” she explained.

*“You write from what you know, and you build bridges from your LGBT worldview to your audience.”*

Danny Ramadan

## A Sense of Belonging: Creating Communities

### MODERATOR

**Abha Bhaiya** *Executive Director, Jagori Rural Charitable Trust, India*

### PANELISTS

**Ying Xin** *Executive Director, Beijing LGBT Centre, China*

**Juan Pigot** *Chairperson, PAREA, Suriname*

**Joanna Ostrowska** *Doctoral Student, University of Warsaw-Gender Studies, Poland*

**Yulita R.** *Chairperson, Arus Pelangi, Indonesia*

Abha Bhaiya guided Fellows through personal experiences of how support networks and communities can be established despite

resistance or limitations. Each panelist was asked: *How do you build community and creating belonging?*

### ABHA



“One day as we sat outside on the terrace of our Jagori office in Delhi, two women arrived looking for me. They had fallen in love and had run away from arranged marriages. They tracked a gay writer, who told them about us. They arrived with nothing. We found them a place, money, and warm clothes. No question asked. This is my notion of a community. A belonging that belongs. ”

### YING



“We create change together, slowly, and patiently. One day at an LGBT ‘Affirming Psychologists Training,’ one man came to me and said ‘I’m sorry I am late.’ I said that everything was OK. I found out later that he was the father of a trans person who had committed suicide a few days earlier. He decided to support trans people and their parents in China. This is an example of the urgency of being there and being strong for the community.”

## JOANNA



*“It was important to acknowledge the LGBT Holocaust victims. Many topics in Poland are difficult, and this was no different. We build a community of support for uncovering what happened to victims or translating documentation. There is a belief that before 1990 there was no homosexuality in Poland, but since my area of research is WWII, it has been hard to hide Polish queer history.”*

## JUAN



*“At 19 years old, I went to the Netherlands to study and stayed for work, but in 2007, I decided to return to Suriname and give back to the community. We set up an organization for gay professionals. We look at the human experience from birth to death and look at the bottlenecks affecting full rights and inclusion. Over time the community has grown to advocate for issues like pensions or insurances.”*

## YULITA



*“When our work started 12 years ago, there were five anti-LGBT regulations. Now, there are over 14. Despite this, we are a federation, with around 600 individual members and 120 organizations in Indonesia. The difficulty of the context is mixed with the geographic, cultural and language diversity of the country. We built ‘rainbow camps,’ which are three-day discussions to hear our stories, learn our rights, discuss bullying and promote collective action. We help people via email, support those in Sharia regions and channel support from counsellors and psychologists. Our aim is to ensure that no one feels alone.”*



## *Lessons Learned and Recommendations for Action*

Participants discussed lessons learned, recommendations and concerns in building communities. Amongst these, they encouraged advocates to visualize what change looks like for a particular community. That way, the targets to achieve are much clearer and understood by all. It is important to learn local LGBT histories, to do research and translate texts that show how LGBT communities have existed in our local contexts for decades and centuries.

It was recommended to build communities as truly diverse places, not only for gays or lesbians. Trans people, people with disabilities, the elderly, and other groups should feel that the LGBT communities are safe spaces that transcend SOGI statuses. This safety issue needs to also address the families of LGBT people and non-LGBT allies who often suffer harassment and loneliness because of their support.

A key concern was that of the mental health of defenders and communities-at-large. It is important to address burn out, loneliness, depression and suicide risks by working with counselors, psychologists and mentors who can help in prevention and trauma support in ways sensitive and respectful of LGBT people.

### **MOVING BODY COMMUNICATION**

This new Forum format was an activity for enabling the exchange of ideas, support or personal advice amongst participants. Anyone who needed support on a particular issue or project pitched in 15 seconds their case to the group. Those able to offer support

walked to the person and worked out a plan to stay in touch after the session. This was a great opportunity to discover mutual interests, network and start collaborations.

Some of the initiatives and requests presented were:

- Support in filmmaking skills for a film about faith and sexuality in the Caribbean.
- Contributions for a Pan African LGBT digital magazine.
- Help for improving project proposal and grant application writing skills.
- Documentation and resources on the economic cost of LGBT exclusion.
- Expertise on the first steps for organizing LGBT diasporas and refugees abroad.
- Historical documentation and expertise for a project on Vietnam's LGBT history.
- Ideas for remote activism by exiled LGBT activists.
- Request to smartphone users for testing a new app promoting global LGBT inclusion.
- Methods for tracking and documenting past and present LGBT organizations.



## KEY ISSUES, RECOMMENDATIONS AND INSIGHTS

The following issues, proposals, trends and needs that were addressed throughout the week.

### Personal Health

*Burnout:* Activists often do not take a break from their activities and work until burning out. There needs to be a greater culture of mental health and self-care.

*SOGI awareness in therapists:* Many mental health professionals lack training or sensitivity to treat LGBT people positively, often pathologizing SOGI issues.

*Counseling systems:* LGBT advocacy should develop mental health support systems to cope with traumas, suicide prevention and mental pressures of LGBT people.

### Advocacy

*Advocacy strategies:* Awareness campaigns, legal reform, storytelling and mobilization are all necessary. No strategy is more effective, all are.

*Transformational leadership:* Training of young LGBT leaders and activists can help avoid activist burnout and creating sustainable movements.

*Regional support systems:* Emigrating activists staying in their regions can help those at home, support other diasporas and diffuse advocacy to regional neighbors.

*Thinking beyond emergencies:* We need to think post-conflict and develop skills that LGBT leaders can take home when peace returns.

### Migration: Deciding to Leave

*Leaving is not an option to all:* LGBT people in rural or poor communities often lack the networks, resources or information to migrate to safety.



*Leaving as a community decision:* LGBT emigration should be discussed amongst those affected, in order to learn and gain together from it.

*Motivations to leave:* Safety, raising a family, professional development, social acceptance and continuing advocacy work all play part in leaving.

*Expectation management:* LGBT emigrants are often unaware on aspects of life abroad. Those overseas should inform potential emigrants about work, bureaucracy, discrimination, homophobic diasporas, racism or education access.

### **Migration: Leaving**

*Sensitizing on LGBT migration:* Activists should train bureaucracies and NGOs on how LGBT migration poses particular needs related to security, health, etc.

*LGBT IDPs:* In some countries, internal LGBT migration to bigger cities has prompted NGOs to urgently develop LGBT-sensitive IDP support mechanisms.

*New patterns of LGBT migration:* Some countries are becoming new transit or recipient places, adding pressure on already overwhelmed local LGBT groups.

### **Migration: After departure**

*Losing activists:* Leaders' emigration triggers demotivation in those that stay and worsens the brain drain of valuable know-how, networks and skills.

*Treatment of emigrant activists:* After departure,

some activists face animosity from those that stay, which feel betrayed and abandoned. This makes emigrants feel guilt, isolation and pressure to prove their credibility.

*Embracing those that leave or return:* When activists leave, they do not abandon the movement. Whether they stay abroad or return, they should be embraced and encouraged to give their contributions for LGBT advocacy.

### **Building Homes, Communities and Families**

*Safe spaces in education:* Educational institutions need to address harassment, unfair grading systems, LGBT safe spaces and gender identity policies.

*LGBT right to a home:* Cases of discrimination, bullying and violence against LGBT people occur in their homes by landlords, housemates or neighbors.

*Uncovering LGBT history:* LGBT history is crucial to build communities, deter historic revisionism and bring visibility to LGBT contributions across centuries.

*Family and community safety:* Families and allies of LGBT people also face threats and attacks. They need protection as they may cope alone with adversity.

*The families we raise:* LGBT people raising families have challenges ahead regarding surrogacy, adoption, reproductive rights, equal marriage, housing, inheritance, hospital visits, official procedures and community acceptance.

## Alliances

*Embassies:* Activists must persist with diplomats to keep LGBT issues a priority. Foreign services are tending to allocate more issues to fewer personnel.

*Transcending LGBT diversity:* LGBT groups should provide safe spaces to disability, women, elderly, ethnic minorities, faith and other groups, LGBT or not.

## Storytelling

*Allied voices:* Those communities, families and cultures that embrace their LGBT members should be encouraged to share their own stories.

*LGBT storytelling:* LGBT writers are increasingly captivating audiences, addressing topics and creating intersectional narratives that are non-LGBT.

*Appropriating positive narratives:* In some countries, many LGBT stories are about losses. We need more stories about our triumphs.

## Building Communities through Social Media

*The importance of social media:* Social media has enabled storytelling, community building, skill sharing and breaking isolation for many LGBT people.

*Measuring impact:* Digital advocates should see beyond content shares, views and likes, keeping in mind measures of success such as actual policy changes.

*Digital traces in unstable contexts:* Activists must be aware that Internet posts will remain online. These can be damaging in the future, with rising homophobia.

*Surveillance undermines community building:* In some places, social media engagement can get users prosecuted, making it hard to connect with each other.

## Rule of Law

*The legal ecosystem:* There are many international and regional mechanisms or committees that advocates should become acquainted with for advancing rights.

*Transgender identity rights:* While legislation worldwide is sustaining a dehumanizing dissociation between gender and official documents, there are positive shifts in transgender legal recognition and policies in some countries.

*Courts and litigation:* Advocates should assess first unintended consequences if they fail to build consensus before pushing pro-LGBT legislation or litigation.

*Lawyers and bar associations:* Some bar associations oppose LGBT rights, a situation that counterparts from LGBT inclusive countries should address.

## Other Insights

*Data:* There is a global gap of quantitative statistics on LGBT populations, especially in developing countries. This makes policy design difficult.

*Freedom is fragile:* Even in countries with many freedoms and protection for LGBT people, political and social changes in detriment of LGBT rights can occur.

*Visibility backlashes:* Vocal advocates have been attacked by governments, homophobic communities and even by LGBT groups afraid of visibility.

*Despite setbacks and challenges, positive change is tangible:* Within a generation, many LGBT activists have seen positive change within 30 years. We need awareness of the past and perspective on achievements.

“[In 2013,] we had no idea if this made sense, but the feedback we got was that we absolutely needed a space like this.”

Klaus Mueller

## Outlook: Where Do We Go from Here?

### SPEAKERS

**Klaus Mueller**

*Founder and Chair, Salzburg Global LGBT Forum*

**Clare Shine**

*Vice President and Chief Program Officer, Salzburg Global Seminar*

As the week ended, Klaus Mueller remembered the initial anxiety before the first Forum in 2013: “We had no idea if this made sense, but the feedback we got was that we absolutely needed a space like this.” Since then, the Forum has provided advice to the German Federal Foreign Office; worked on a global project on family diversity; and brought together Asian LGBT leaders with global peers in Thailand. Five years on and with 70 countries represented, “the on-going experiment that is the Forum has built a strong ground,” remarked Mueller.

With a website, an online Forum, 100 video interviews and a short film, the Forum will ask itself: what next? For Mueller, this will be answered by the Forum’s owners: its participants. Sharing Mueller’s enthusiasm, Clare Shine underlined that the LGBT Forum is at the heart of Salzburg Global Seminar’s spirit. For Shine, the LGBT Forum is an “inclusive place-making” experience, that turns Schloss Leopoldskron into a home for all.





## FAREWELL AND CONCERT

As this heart-warming week ended, Salzburg-based American composer and pianist Timothy Paul Hubler treated the Forum to a piano program with works by Haydn, Mozart, and Chopin. This prolific songwriter, musical theatre conductor and film score creator, honored the Forum with his “Fantasy in G minor,” a composition he created for and dedicated to, the fifth session of the Salzburg Global LGBT Forum. To Fellows’ further amazement, participant Mark Agrast played the Brahms “Intermezzo A Major Opus

no. 118” and then was joined by Hubler to play “The Petite Suite,” a suite for piano four hands by Debussy. In a nod to the trans participants at the session, Mozarteum graduate, Reba Evans delighted the audience with her Cerubino, from Mozart’s *Le Nozze di Figaro* – a “Hosenrolle” role in which a female soprano plays a male character. The concert ended with a touching, tear-filled, “Somewhere” from Bernstein’s *West Side Story*.

## Berlin Event

### *Family Is...? A Global Portrait*

The day after the conclusion of the Salzburg session, the German Federal Ministry for Family Affairs, Senior Citizens, Women and Youth hosted the event *Family Is...? A Global Portrait* at its Berlin headquarters.

This event presented the outcomes of a three-year cooperation between the Ministry and the Salzburg Global LGBT Forum that began in 2014 and aimed to highlight the global diversity of families from an LGBT perspective.

In this collaboration, 32 Forum Fellows representing 25 countries were interviewed between 2015 and 2017 in Salzburg, Austria and Chiang Rai, Thailand, reflecting on their families of birth, their families of choice and the families they have raised.

The panel brought together Dr. Ralf Kleindiek, State Secretary of the German Federal Ministry for Family Affairs, Senior Citizens, Women and Youth; Klaus Mueller, Founder and Chair of the Salzburg Global LGBT Forum, and Forum Fellows Kasha Nabagesera (Uganda), Tamara Adrian (Venezuela), Laurindo Garcia (Philippines), Tunggal Pawestri (Indonesia), Danny Ramadan (Syria), Sudeshan Reddy (South Africa), Dennis Wamala (Uganda) and Natalia Poplevskaia (Russia).

Fellows and guests reflected on their family experiences and the personal, legal, social and policy issues that affect family diversity recognition. Questions of security, backlashes, wellbeing, current global trends and opportunities for positive change impacting family diversity were also discussed.



In his opening statement, Kleindiek provided a summary of the state of family diversity in Germany. “In 2012, one-fifth of all families with under aged children had single parents. Thirty percent of the families had a migration background. Ten thousand children grew up with same-sex parents. Families have become more diverse. Is the family endangered, destructed, or dissolved by diversity? I clearly say no.”

For Kleindiek, families are comprised by any group of people that help each other, care for each other and take responsibility for each other, “and they have a right to be recognized, appreciated and supported.” Kleindiek also revealed that “80 percent of participants in a January 2017 survey from the anti-discrimination office, indicated that most Germans are in favor of same-sex marriage and adoption rights.”

The “Family Is...” project, indicated Kleindiek, will help to look further into how international debates can change the situation of LGBT family discrimination in Germany and vice versa, with the hopes to shift current legal practices that often are not compatible with the country’s constitutional law.

For Mueller, “being part of family is a fundamental human condition as well as a human right.” Yet – and hence the urgency of a global conversation on family diversity- – “so-called traditional family values are claimed to justify exclusion: of lesbian, gay, trans- and intersexual citizens from legal protection, of daughters and sons from their families, their neighborhoods, their culture.”

“Often” stated Mueller, “laws and cultural practices defended as traditional are relics of Western colonialism and its moral and legal codes”.

After the opening statements, attendants witnessed the first public screening of the film *Family Is? A Global Conversation* directed by Klaus Mueller and produced by Salzburg Global Seminar. This film is an overview of the interviews that took place in the last three years where Fellows share personal testimonies to build a global portrait of families today.

The hope of this cooperation between the Federal Ministry and the Salzburg Global LGBT Forum, Mueller argued, is to “amplify voices from around the world, and help us understand the LGBT experiences in our families of birth, our families of choice and the families we raise.” As different panelists indicated, this is increasingly necessary as acceptance and inclusion of LGBT issues takes leaps forward in Latin America, Scandinavia, South Africa and the West while facing severe backlashes in parts of Africa, the Middle East and South East Asia.

In their final remarks panelists and participants encouraged the expansion of this conversation of family diversity and the ways to diffuse the interviews and materials gathered during this project to help the re-thinking of families as places of solidarity, trust and love for all.

**“In 2012 [in Germany], one-fifth of all families with under aged children had single parents. Thirty percent of the families had a migration background. Ten thousand children grew up with same-sex parents. Families have become more diverse. Is the family endangered, destructed, or dissolved by diversity? I clearly say no.”**

Ralf Kleindiek

## Our Work in the Years To Come

### *Outlook by Founder and Chair Klaus Mueller*

As we move forward planning our programs in 2018-2020, we want to capitalize on our rapidly growing global network of Fellows from more than 70 countries. Beyond larger gatherings to extend and deepen our global network, we aim to increasingly create, support or facilitate smaller meetings and explore new formats that help us to actively share our expertise and connections with stakeholders from diverse fields – both within our network and outwards to the partners and donors who work with us. We have built a strong, solid basis, but remain a “fluid network” that responds to initiatives from our members and partners and grows through evaluation and cooperation.

A secure member-only online group on Facebook has turned into a platform of frequent exchange for all Fellows to ask for advice, continue discussions and respond to requests from one another. Our website [lgbt.salzburgglobal.org](http://lgbt.salzburgglobal.org) and our newsletter shares our members’ expertise and achievements widely. While social media allow us to facilitate ongoing cooperation, it is the personal connections built during our meetings that nurture and generate transnational collaborations.

Our core group of Fellows who have joined many or all of our meetings have emphasized unequivocally their need for the Forum to be a space of trust and wellbeing, a retreat to listen to each other and form a community of trust. It is their lead and voice for holistic approaches we follow: as we witness how many leaders suffer from stress and often burn-out, their wellbeing is paramount for us. Our Salzburg Statement, as collectively issued in 2013, continues to guide our intersectional approach and our lead projects that we outlined in this report and, to a greater length, our five year publication, available on our website.

The ethics of listening is essential for us. Listening attentively to each other has deepened our work on the thematic fields we now strive to communicate globally through films, interviews, publications and social media campaigns: **Family; Storytelling; Migration;** and now with an additional future emphasis on **History** as an important frame of how societies in- or exclude the lives of LGBT people and communities within their cultural, national or religious identities. These topics are not separate or singular, but connected in their relevance for more inclusive societies. Through our outreach to and cooperation with government ministries, international development agencies, foundations and, as we hope increasingly, business leaders, we aim to find partners in developing joint cooperation to advance LGBT equality globally.



The Forum's signature is the global representation of leaders from diverse fields – including human rights, legal, artistic, cultural and religious backgrounds. Our Forum is based on our belief in the urgency of a global conversation about LGBT equality as an important identifier of civic societies in the 21st Century that no longer tear families, communities or societies apart based on sexual orientation and gender identity or expression.

None of our projects and products would be possible without the support of our Fellows, 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**

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**Karin Schiller**, *Sales and Marketing Manager*

**Marisa Todorovic**, *Executive Housekeeper*

### Interns (at time of session)

**Nicole Bogart**, *Communications*

**Edwin Cruz**, *Communications*

**Seulgi Kim**, *Program*

**Yongjae Kim**, *Program*

**Jonathan Lewis**, *Development – Washington, DC*

**Dirk Jan van Egmond**, *Development – Salzburg*

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**Ivan Capriles** is a Ph.D. Candidate in Political Science at the Humboldt University of Berlin, researching on autonomy and control dynamics in national oil industries. He works as the country manager for Spain and Latin America at a medical network start-up called Esanum. He is a partner of the Social Science Works, a Germany-based social enterprise. His other research interests include rule of law, queer poverty, futures studies, and digitalization. He engaged in field research on post-tsunami housing construction in Banda Aceh, Indonesia, fragile states in Waterloo, Canada, and process reengineering in Berlin, Germany. As a hobby, he has participated in music videos for the bands “Tubbe” and “The Hidden Cameras,” a short film “Gold” by German director Kai Stänicke and has released a single album with the electronic artist “Trummerschlunk.” Ivan studied at the United World College of Hong Kong, Lancaster University, United Kingdom, and the Hertie School of Governance in Berlin, Germany. Ivan also served as the rapporteur at previous sessions of the Salzburg Global LGBT Forum, *Strengthening Communities: LGBT Human Rights and Social Cohesion* (2015) and *The Many Faces of LGBT Inclusion* (2016).

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## Or visit:

[www.SalzburgGlobal.org/go/578](http://www.SalzburgGlobal.org/go/578)

[lgbt.SalzburgGlobal.org](http://lgbt.SalzburgGlobal.org)

# Salzburg Global Seminar

Salzburg Global Seminar is an independent non-profit organization founded in 1947 to challenge present and future leaders to solve issues of global concern. Our multi-year programs aim to bridge divides, transform systems and expand collaboration.

We convene outstanding talent across generations, cultures and sectors, and have brought over 30,000 people from 170 countries together through our work. Salzburg Global inspires new thinking and action on critical issues, connecting local innovators and global resources. We foster lasting networks and partnerships for creative, just and sustainable change.

Our secluded home at Schloss Leopoldskron in Salzburg, Austria – built in 1736 by the Archbishop of Salzburg, restored by the Salzburg Festival's co-founder Max Reinhardt, used by Hollywood for sets in *The Sound of Music*, and now an award-winning hotel – allows us to welcome all participants in conditions of trust and openness.

FOR MORE INFO. PLEASE VISIT:

[www.SalzburgGlobal.org](http://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.

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[lgbt.SalzburgGlobal.org](http://lgbt.SalzburgGlobal.org)

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