PRIDE 2016 TOOLKIT

AMNESTY INTERNATIONAL
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Dear Amnesty Activist,

It has now been almost a year since the Supreme Court legalized marriage equality throughout the country in the Obergefell v. Hodges decision. For many, it was a monumental victory that was the culmination of years of activism, protest, and litigation. This year, we celebrate the right of same-sex couples in the United States to civil marriage.

We also stand with millions of other LGBT people across the country and around the world who continue to fight for their human rights. Amnesty International believes that all people, regardless of sexual orientation or gender identity, should be able to enjoy the full range of human rights, including housing, social security, public accommodations, and access to health care.

Over the past year in the United States, we have seen a flood of legislation that has been proposed and signed into law that discriminates against LGBT people. Just recently, such discriminatory legislation was signed into law in North Carolina. House Bill 2, which overrides a LGBT non-discrimination ordinance in the city of Charlotte, not only prevents other local governments from enacting nondiscrimination and employment policies, but also requires all public facilities to allow people to only use restrooms based on the biological sex they were assigned at birth and not their gender identity.

What happened in North Carolina is not an isolated occurrence. In Mississippi, House Bill 1523 was also recently signed into law. This legislation states that any person, religious organization, or private association may deny services based on religious objections — meaning that LGBT people can now be denied services from healthcare to education to a marriage certificate. Discrimination of this sort must be recognized for what it is: a violation of basic human rights.

As activists in the U.S. rally against discriminatory legislation in the wake of marriage equality, LGBT groups and individuals around the world continue to demand their basic human rights, as in Tunisia, where consensual sex between same-sex individuals remains a criminal offense. It’s now more important than ever that we continue in the rich history of the LGBT movement to celebrate during Pride month and take action. From Tunisia to America, LGBT rights are human rights, and we need to stand together to demand the full and equal human rights of all.

So, grab your Amnesty banner, use the toolkit to show your support and take action to promote LGBT human rights, and have fun celebrating Pride! Thank you,

The AIUSA LGBT Human Rights Coordination Group

Please visit www.amnestyusa.org/lgbt or contact the LGBT Human Rights Co-group at lgbtcogroup@aiusa.org for more information on current Amnesty LGBT rights actions.
While the Supreme Court’s ruling that same-sex couples have the same right to marriage as heterosexual couples in the *Obergefell v. Hodges* case in June 2015 represented a long-awaited victory for LGBT rights, there are still more obstacles when it comes to full equality under the law. Currently, there are no federal protections against employment discrimination for LGBT workers, neither are there comprehensive federal laws protecting the LGBT community from other forms of discrimination: so, an LGBT person can get married to the partner of their choosing in all fifty states but can still be be fired from their job, kicked out of their home, or denied access to health care, depending on where they live.

Some local and state governments are attempting to pass anti-LGBT laws by enacting state-level “Religious Freedom Restoration Acts” (RFRAs), which can be used to allow discrimination against LGBT individuals in public accommodations and bathrooms.

- What is the status of your state’s nondiscrimination laws? Check out: [http://bit.ly/1YnLiPW](http://bit.ly/1YnLiPW)
- For information on discrimination against LGBT individuals ranging from employment to credit, check out the Center for American Progress’s video series on comprehensive nondiscrimination protections at: [http://ampr.gs/1TRzWm5](http://ampr.gs/1TRzWm5)
Anti-discrimination laws protect the right of each person to be treated equally. They have been part of the legal landscape of the United States for decades and now include protections based on religion, race, ethnicity, ability, sex, sexual orientation, gender identity, and more. Anti-discrimination legislation provides protections (and legal recourse) if someone’s rights are violated because of their gender, race, etc. Some states and cities are debating, and passing, legislation that removes sexual orientation and gender identity and expression from anti-discrimination policies.

In the name of “religious freedom,” cities and states are attempting to pass bills that permit people and organizations to deny services to LGBT people based on moral objections, as well as “bathroom bills” which require people to use public spaces — like restrooms — that correspond with their sex assigned at birth. Such bills sanction discrimination, put LGBT people at risk of violence, and mean that LGBT people can be denied their rights to healthcare, education, and marriage. Amnesty International joins many social justice, civil rights, and human rights organizations by recognizing these bills for what they are: discriminatory violations of human rights.

H.B. 568 and S.B. 1632, which were passed in Indiana, are just 2 of over 200 bills that have been put forth in state legislatures that legitimize discrimination based on sexual orientation and gender identity or expression, since the Supreme Court’s rules on same-sex marriage in June 2015. To date, 21 states have passed RFRA bills. For example:

- **North Carolina** passed the “Public Facilities Privacy and Security Act” in March, which requires transgender individuals to use public restrooms of their biological sex.
- **Tennessee** passed S.B. 1556/H.B. 1840 in April, which allows counselors, therapists, and other mental health professionals the right to refuse treatment to LGBT patients or clients.

**Pride is the perfect opportunity to speak out against legalizing discrimination!**

- Find out if your state has introduced (or passed) any such legislation
- Call or write your state and locally elected representatives and tell them that you’re concerned about discriminatory legislation (if there is a specific bill, reference it).
- Host an event or a teach-in to raise awareness about proposed legislation.
- Work with a local Amnesty group or LGBT rights organization to organize a group to march in your city’s Pride parade or festival, and distribute materials that provide information about and protest discriminatory legislation.
- Take to social media during Pride, posting photos and tweeting at your local officials expressing your support for the LGBT community, using the hashtags: 
  #AmnestyPride #IamAmnesty
HB No. 1510 Pennsylvania Fairness Act

Pennsylvania House Bill No. 1510, the Pennsylvania Fairness Act, seeks to expand the state’s nondiscrimination laws to include LGBT people. If passed, this will:

- Add sexual orientation and gender identity or expression to the existing categories of individuals already protected under the Pennsylvania public non-discrimination law.
- Prevent LGBT individuals from being discriminated against when applying for public housing, applying for government employment, and seeking out many other services.

In order to ensure non-discrimination of LGBT people and garner support for the Pennsylvania Fairness Act, Governor Tom Wolf passed two executive orders on April 7th. The first prohibits discrimination by state agencies against individuals based on the grounds sexual orientation, gender identity or expression. The second goes a step further by prohibiting government contractors and subcontractors from discriminating against LGBT individuals. While HB 1510 has bipartisan support and support of the Governor, House Speaker Mike Turzai has failed to schedule the bill for a vote, and there has been no movement on behalf of the majority to do so.

As such, Pennsylvanians are rallying their support for the bill, with a recent survey showing that 78% of state residents support updating the 1955 Human Relations Act (the original piece of legislation that HB 1510 aims to reform). Moreover, a coalition of over 400 small businesses has formed in support of the bill, and all 18 Fortune 500 companies within the state have voiced their support.

Amnesty International USA fully supports the passage of House Bill 1510 and urges:

- Pennsylvanians to call their elected representatives to voice their support
- The Speaker to push to bill forward to a full vote
- All members of the legislature to support the bill by voting yes on House Bill 1510

**SUPPORT LGBT-FRIENDLY LEGISLATION!**

- Use social media to grow support for the Pennsylvania Fairness Act! For example: “It’s time for discrimination against all Pennsylvanians to end! Vote yes on #HB1510”
- If you’re in/from PA: call your elected officials and ask them to support HB 1510! To find your legislators, go to [http://www.legis.state.pa.us/](http://www.legis.state.pa.us/) - the search function is on the left side of the screen
RESOURCES, ALLIES, AND ORGS
Need more info? Here are some resources to get you started!

Check out the Human Rights Campaign's interactive map of State Laws and Policies — such as employment policies, access to public accommodations, and non-discrimination laws — that affect the lesbian, gay, bisexual and transgender community. They also provide resources and information such as an LGBT Healthcare Equality Index. [http://www.hrc.org/state_maps](http://www.hrc.org/state_maps)

The American Civil Liberties Union (ACLU) maintains and updates a comprehensive list of Religious Exemption Legislation, as well as other resources. [http://bit.ly/1OlJB5h](http://bit.ly/1OlJB5h)


Equality North Carolina provides a number of resources and hosts a Business Equality Council, and North Carolina Electeds for Equality, a bi-partisan network of elected officials who support LGBT rights and justice. [http://equalitync.org/](http://equalitync.org/)

Lambda Legal provides information, legal resources, and toolkits on topics related to protecting the civil rights of LGBT individuals, and hosts an interactive map detailing legal protections for LGBT people across the US. [http://www.lambdalegal.org/in-your-state](http://www.lambdalegal.org/in-your-state)


Fairness West Virginia provides resources and advocates for LGBT rights and justice, and just finished a successful campaign to defeat House Bill 4012 in their state! [http://fairnesswv.org/](http://fairnesswv.org/)

The Southern Poverty Law Center (SPLC) has collected a list of the individuals, coalitions, and hardline groups, that back and advocate for Anti-LGBT and RFRA legislation. [http://bit.ly/1PO1ncD](http://bit.ly/1PO1ncD)
Under Tunisia’s Penal Code, consensual sex between same-sex individuals is a criminal offense. It also includes articles that criminalize acts and expression that are “offensive or undermine public morals and decency” and which are used to prosecute people based on the expression of their gender identity. Not only do these laws violate LGBT people’s right to privacy and non-discrimination, they also foster violence against them, and create a permissive environment for homophobic and transphobic hate crimes, and harassment by family members and others in the community. In turn, the violence can be more easily ignored because LGBT people are less likely to seek justice and speak out.

Many survivors of sexual and gender-based violence are blamed for the abuse they suffered, accused of “indecency” or “offending public morals.” Individuals in police custody have been subjected to dehumanizing and unnecessary medical examinations, threats, extortion, blackmail, and further sexual assault. Arrests are often carried out based on gender stereotypes, with non-gender-conforming LGBT individuals and transgender women targeted most. Because of the associated stigma, many LGBTI people prefer to hide their gender identity and sexual orientation from their families and communities.

As a result, survivors of sexual and gender-based violence are not adequately protected and their access to health services—particularly pertaining to AIDS — and legal justice is limited. Rape and sexual assault of women and girls also continues to be seen as act that undermines the family’s reputation rather than as a violation of the survivor’s bodily integrity.

You can help! Demand that the Tunisian authorities repeal Article 230 that discriminates against people based on sexual orientation gender identity and expression and consensual same-sex sexual activity, and demand that Tunisian authorities carry out comprehensive legislative reform to prevent sexual and gender-based violence, effectively provide protection to survivors, and provide improved access to health services and justice for victims in line with Tunisia’s international human rights obligations.

“In Tunisia, if you’re gay, you live under police control.”
- 20 year old gay student speaking to Amnesty International, Sfax, Tunisia

1. Collect signatures to the Prime Minister
2. Participate in the photo campaign and post to social media
3. Tweet your support through Social Media
Tell Tunisia: Protect LGBT People

Under Tunisia’s Article 230 of the Penal Code, people who engage in consensual same-sex sexual relations can face up to 3 years in prison, violating their human rights to privacy, to security and to live free of discrimination. While denying LGBT people these basic human rights, these laws also foster violence against them and create an environment permissive of homophobic and transphobic hate crimes.

Because of this, many LGBTI people are afraid to report violence/harassment for fear of being arrested and prosecuted themselves instead. In some instances, gay men are forced to pay bribes to escape arrest, even though the police hardly ever have “proof” of them engaging in same-sex sexual relations. Men accused of engaging in consensual same-sex sexual activity are routinely subjected to an anal examination by medical doctors.

We urge Prime Minister Habib Essid to:

• Publicly condemn all forms of sexual and gender-based violence against LGBTI people.
• Immediately and unconditionally release anyone detained because of their actual or perceived sexual orientation or gender identity and expression.
• Repeal Article 230 of the Penal Code criminalizing consensual same-sex sexual activity.
• Establish an enforceable code of conduct prohibiting dismissive, discriminatory, aggressive or unprofessional attitudes by police officers towards LGBTI individuals.
• Ensure that the code of conduct includes provisions for holding officers accountable in cases where survivors have not been treated appropriately due to their real or perceived sexual orientation or gender

Return to: Tarah Demant, Amnesty International USA, 600 Pennsylvania Ave, SE, Washington, DC 20003
Join Amnesty Members all over the world in a twitter action targeting the Tunisian Parliament (@ARPtn) and the Tunisian Prime Minister (@Habib_essid). The tweets focus on the existing laws which criminalize same-sex relations, and are used to penalize self-expression deemed “offensive to public morals”. It is important to ensure LGBT people are protected from sexual and gender-based violence and feel able to seek justice without being accused or threatened with prosecution. Use these example tweets, or tweet your own messages!

Assaulted & then accused of “sodomy” #Tunisia: Repeal #Art230 @Habib_essid @ARPtn #AmnestyPride

Same-sex sexual relations are not a crime, @Habib_essid & @ARPtn, #Tunisia repeal #Article230 #AmnestyPride

#Tunisia your Constitution promises no discrimination, prove it and repeal #Article230! @Habib_essid @ARPtn #AmnestyPride

SOLIDARITY PHOTO CAMPAIGN

Many of the LGBT activists and people that spoke to Amnesty International were rejected by their families and communities and were turned away when they reached out for help.

From June to August 2016, stand in solidarity with LGBT survivors of sexual and gender-based violence and activists who are working to make Tunisia a safer place for LGBT people.

Take photographs of individuals holding a sign like the one on the next page, or their own messages of solidarity that affirm that LGBT survivors of sexual and gender-based violence in Tunisia are not alone. Some suggested messages include:

- I stand in solidarity with LGBT rights in Tunisia
- Your strength and bravery are inspirational
- I stand in solidarity with LGBT survivors of sexual and gender-based violence

The photographs will then be used to create posters and postcards which will be shared with LGBTI organizations and activists in Tunisia who will in turn share them with LGBT survivors. Please ensure that individuals are aware that the photos will be used in Amnesty International digital and media communication channels.

SOCIAL MEDIA ACTION
I STAND WITH LGBT TUNISIANS

REPEAL #Article230

DEFEND #HumanRights
ACTING AS AN ALLY

Educate yourself! We all have a gender identity, or an internal sense of being masculine, feminine, or other-gendered, which may or may not be visible to others, and a gender expression, or a way of representing and expressing our gender identity to others. When an individual’s gender identity and expression conflicts with societal expectations, they are often subject to harassment, abuse, and discrimination as they challenge the idea of a strict gender binary. An individual whose gender identity, expression or behavior is different from those typically associated with their assigned sex at birth can identify as transgender, or “trans”, rather than being cisgender, or someone whose gender identity, expression, or behavior matches those associated with their assigned sex at birth.

Intersectionality matters!
The transgender community is not a monolithic entity: racial, economic, ability, and other kinds of diversity exist, and each individual transgender person’s experience is colored by other aspects of their identity. It is critical for allies to keep this in mind when advocating for the community at large. Listen to each transgender person with whom you interact, respect their individual experiences, and keep in mind how other aspects of their identity affect their experience.

- Do Your Homework and Stay Informed. Learn about the diversity of gender and sexuality, LGBT history, culture, inequality, and policy issues. Listen to the experiences and voices of LGBT people. Sometimes, this means listening without commenting. Reflect on what you learn and hear.

- Don’t Make Assumptions. Don’t make assumptions about anyone’s gender, sexuality, or identity. Don’t assume that your friends, family members, co-workers, etc. are straight or identify as male or female. Gender, sexuality, and identity exist on a spectrum.

- Think About Your Own Identity. How do you identify your own gender and sexuality? What does your identity mean about how you interact with the world? How might your experiences be different from someone else’s?

- Understand Your Privilege. Having privilege does not mean that your life has been easy, that you are wealthy, or that you’ve never struggled or worked hard. Privilege means that there are issues and struggles you will never have to experience or think about just because of who you are. This means that as straight and/or cisgender allies, you have rights and privileges that LGBT people do not. How can you use your privilege to educate others and work on LGBT rights?

- You Will Make Mistakes. It’s Ok. Listening to and supporting marginalized communities is a learning process that takes time and work. Often, this means we are working on correcting problematic behavior, and mistakes are bound to happen. It’s ok! Don’t get defensive; listen. Be accountable, apologize, recognize what happened and why, and keep on working.
“It is revolutionary for any trans person to choose to be seen and visible in a world that tells us we should not exist.”
-Laverne Cox

Step Up, Step Back

**Step up:** Speak up about LGBT rights and remember, those rights aren’t limited to marriage equality. They include youth homelessness, workplace discrimination, health care access, disproportionate violence against trans women of color, and more. Fight against LGBT discrimination. Speak out against statements and jokes that attack LGBT people. Have conversations about prejudices, challenge conceptions about gender roles and behaviors.

**Step back:** When LGBT people are speaking and sharing their experiences and stories. *Listen, listen, listen.* Don’t speak over LGBT voices, make sure you are not taking credit for what LGBT communities are saying or the work they have done. Use your privilege to promote LGBT voices instead of speaking on their behalf.

Strengthen Your Community

Pride isn’t just for petitions and parties; it’s a great time to reach out to the LGBT community and make connections. Before reaching out, think and talk to your group about: what activism is already being done in the LGBT community? What resources and skills can you contribute to their work? How can you partner with them?

Build community by listening and showing up. LGBT activists have a long history of hard work, so be thoughtful in your approach and listen carefully to what the LGBT community needs. If you want to jump in and starting showing documentaries or hosting panels about transgender rights, but the group you’re working with says they need activists and posters at a rally instead, listen. Make posters, bring activists to the rally.
RESOURCES

Find Pride resources like signs, stencils, and messaging on our Pride website at: http://www.amnestyusa.org/LGBT

For more information about Pride, RFRAs, or the Pennsylvania and Tunisia actions, contact your Field Organizer, Student Activist Coordinator, Area Coordinator or the LGBT Co-Group. And let us know if and when you take action!

SHARE YOUR PRIDE ON SOCIAL MEDIA

Stand in solidarity with LGBT people around the world! Ensure that whether in Indonesia, Tunisia, or here in the United States, LGBT people live free from violence and discrimination! Tweet out a photo to show us how you are participating in Pride 2016!

Encourage others to take action and defend LGBT rights!
- Celebrating Pride and standing with LGBTI Survivors in Tunisia. #AmnestyPride
- Human rights are my Pride! #IAmAmnesty
- From Stonewall to Tennessee, Stand Up for LGBT Human Rights! Repeal #SB1556

STAY CONNECTED

Connect with us on Twitter @AIUSALGBT and Facebook: LGBT Human Rights—AIUSA

For more information on our LGBT rights work or with any questions, contact Amnesty USA's LGBT Rights Coordination Group: LGBTcogroup@aiusa.org

Don’t forget to tweet your photos to @AIUSALGBT and use the hashtags:

#AMNESTYPRIDE
#IAMAMNESTY