



2014 PRIDE TOOLKIT

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INTERNATIONAL



Dear Amnesty Activist,

In June of 1969, a riot ensued in response to police brutality aimed at the LGBT community gathering at the Stonewall Inn (a gay bar) in New York City. These protests against police raids, harassment, and ill-treatment helped galvanize the LGBT community and allies across the U.S., giving birth to the modern LGBT rights moment.

In commemoration of this critical turning point in the struggle for LGBT rights, June was proclaimed to be Pride month in 1980—sparking years of actions from small grassroots events to major city-wide festivities around the world to celebrate the LGBT community and spotlight the LGBT rights movement.

This summer is the time to keep the tradition alive. June 2014 Pride events are significant opportunities to work on behalf of human rights for all people, including LGBT people, and we are excited that you will be part of the growing movement for recognition of LGBT human rights, locally and worldwide.

Working alongside many notable LGBT organizations, Amnesty International lends a human rights framework to the fight for full equality for LGBT people around the world. Pride events are primarily celebrations—this is a great opportunity to raise awareness and encourage action on a few issues facing LGBT people globally and locally. In this Pride Toolkit are two key actions—domestic and international—that can help make a true impact on the lives of LGBT people: *working to end employment discrimination* based on sexual orientation and gender identity in the United States, and *protecting pride festivities at risk of shutdown, harassment, or attacks* against LGBT people and allies in Belgrade, Serbia.

So, grab your Amnesty banner, use the toolkit to show your support for the local LGBT community and take concrete action towards LGBT rights, and have fun celebrating and promoting the human rights of all people!

Thank you,
The AIUSA LGBT Human Rights Coordination Group

PS. At any time, please visit www.amnestyusa.org/lgbt or contact the LGBT Human Rights Co-group at lgbtcogroup@aiusa.org or more information on current LGBT rights actions through Amnesty USA!



END EMPLOYMENT DISCRIMINATION

In the majority of the country, LGBT people face serious discrimination in employment (from being fired, refused a job, or harassed in the workplace) with no protection at all. According to the 2008 General Social Survey, 42% of LGBT people have experienced at least one form of employment discrimination during their lives. Can you imagine living with the risk of losing your career or facing ill-treatment in your workplace simply because of who you love or how you identify? The risk is even more significant for transgender persons. The National Transgender Discrimination Survey showed that 90% of transgender people were harassed, mistreated, or forced to hide who they are at work to avoid such treatment. Twenty-six percent of those surveyed had lost a job simply because they are transgender.

The *H.R. 1755, Employment Non-Discrimination Act (ENDA)*, prohibits employment discrimination on the basis of sexual orientation and gender identity. It creates protections for lesbian, gay, bisexual and transgender people similar to those available under existing federal discrimination laws.

Eliminating workplace discrimination will bring the United States closer to its values of fairness and equality by ensuring that individuals' employment is determined by their qualifications and not by their sexual orientation or gender identity. **Now is the time to help push for ENDA to become law.**

Get your Community Involved in Making ENDA Law

Leverage the momentum of local Pride festivities in your community or on your campus to urge your US Congressional Representatives to support passage of ENDA.

1. Use [this petition](#) to get as many people as possible to urge their Representative to co-sponsor ENDA or to thank their Rep. if they already have. To help create your pitch for why people should speak out for ENDA, check out our [issue brief](#) and keep in mind our [tips for participating in Pride](#) for successful petitioning.
2. Social media can offer powerful tools for spreading the message far and wide and for mobilizing people to urge their Rep. to support ENDA.
 - On Twitter: Get as many people to tweet at the Rep. Find your Representative [here](#) and search for their twitter handle. Our Pride Kit website at www.aiusa.org/pridekit has sample tweets [sample tweets](#) to call for their support for ENDA and [twitter handles of Reps](#) from the larger cities' Pride events.
 - On Facebook: [\[Go here\]](#) for instructions and sample photo statements so you can #AmnestyPride photo collage showcasing the widespread support for ENDA.
3. Personally deliver the signatures you collect during Pride month—Meet with the district offices of your Representative to talk about ENDA. Use our [ENDA brief and meeting talking points](#) to ensure you have a great meeting!

LGBT RIGHTS IN HAITI

Kouraj (Haitian creole for “courage”) is an organization that works for the promotion of the rights of the lesbian, gay, bisexual, and transgender persons in Haiti and aim to raise public awareness about the situation of discrimination and stigma towards their community.

The profile of Kouraj’s activism on behalf of LGBT people was raised in July and August 2013 following public protests against same-sex relationships and the surrounding debate about homosexuality in Haiti. A Haitian coalition of religious and moral organizations (*Coalition haïtienne des organisations religieuses et morales*) publicly called for marches to protest against homosexuality and the threat of the expansion of the rights of the LGBT people in the country. Kouraj activists received numerous threats following these marches. Leaflets were left at their premises in the capital, Port-au-Prince, warning the organization to stop their activities with messages such as “we don’t need groups like Kouraj in Haiti”. The president of Kouraj, Charlot Jeudy was directly targeted in one of the leaflets left at Kouraj’s premises, which stated “If Charlot doesn’t shut his mouth, we’ll shut it for him”. He also received anonymous calls accusing homosexuals of being the source of the country’s problems, including the 2010 earthquake which struck Haiti and killed 200,000 people. There were also reports of threats and violence against the wider LGBT community during that time.

Kouraj’s office was attacked by armed men on November 21 2013. Three men armed with machetes and handguns entered by force and beat and tied up two members of the organization. The men said that that office had to close and made homophobic insults against the two Kouraj activists. The attackers then proceeded to ransack the office and stole office equipment including two laptops and personal belongings. After the attack, Kouraj activists received several anonymous calls with homophobic insults and threats of further attacks.

Activists of Kouraj have told Amnesty International how the situation of LGBT people has worsened since the January 2010 earthquake, especially with the substantial arrival of religious groups from North America, many of whom have accused homosexuality in Haiti to be one of the reasons for the earthquake and the source of the country’s problems.

Show Your Solidarity

Share messages of solidarity and encouragement during local Pride festivities in your community or on your campus with the members of Kouraj. To show your solidarity, visit the toolkit website at www.aiusa.org/pridekit to learn about how to connect with Kouraj and see sample messages of solidarity.

ADDITIONAL RESOURCES

To get background on the LGBT human rights movement, learn more about the Employment Non-Discrimination Act and Prides at Risk, and get printable outreach materials as you prepare for 2014 Pride month, go to www.aiusa.org/pridekit, or contact your Student Area Coordinator, Area Coordinator, Field Organizer, or the LGBT Human Rights Coordination Group at lgbtcogroup@aiusa.org.

HAPPY PRIDE!

