

Facts and Figures about May 17



Since 2005, May 17 has been dedicated to the International Day Against Homophobia and Transphobia, marking the day in 1990 when the World Health Organization removed homosexuality from its list of mental disorders.



It constitutes an annual landmark to draw the attention of decision makers, the media, the public, opinion leaders and local authorities to the alarming situation faced by lesbian, gay, bisexuals, transgender and intersex people and all those who do not conform to majority sexual and gender norms.



May 17 is now celebrated in more than 120 countries, with advocates staging hundreds of activities, events and actions all over the world. These mobilisations unite millions of people in support for the upholding of human rights for all, irrespective of sexual orientation or gender identity or expression.



The Day has been given official recognition by many authorities at all levels, from city councils to parliaments and governments. European institutions and many UN agencies mark the Day each year with special events.



The International Day Against Homophobia and Transphobia is breaking records for global mobilisation and outreach, with at least 200 million people reached by campaign messages around the globe in 2013.

Do you have any questions?
Would you like to exchange ideas and see what others are doing?
We would be pleased to support you!
Get in touch with us via



contact@dayagainsthomophobia.org



www.dayagainsthomophobia.org



facebook.com/may17idahot



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The International IDAHO Committee was established by the founders of the International Day Against Homophobia and Transphobia in 2005. Its mission is to inspire, support and document the global mobilisations around May 17.



INTERNATIONAL DAY AGAINST HOMOPHOBIA AND TRANSPHOBIA

A GLOBAL DAY FOR YOUR COMPANY TO PROMOTE LGBT EQUALITY

MAY 17

Why a Worldwide Day to Defend LGBT Rights?



More and more companies are benefiting from an inclusive Human Development policy, where a better working environment for all employees ensures better performance and productivity. Many also increasingly recognize the importance of their public positioning on gender and sexual diversity.



This growing trend is good news.



And yet, where race and gender have made progress, LGBT rights are still the subject of much overt discrimination. Homophobia, biphobia and transphobia are still daily features, even in companies that have put in place sound equality policies, and international surveys show that a large proportion of LGBT employees are still not out in the workplace for fear of stigmatisation and discrimination.



For this reason, the International Day Against Homophobia and Transphobia constitutes a unique annual moment for action:

- ✓ It provides an opportunity for companies to show that they are committed to the issue.
- ✓ It constitutes a powerful platform to organise events and issue communications, launch reports, organise internal trainings, etc.
- ✓ It is an opportunity for external messaging and PR as globally recognized anti-homophobia dates create strong opportunities for external communications.

Examples of Actions from Companies that Celebrate May 17



Award Ceremony National Bank of Canada regularly hosts the annual anti-homophobia award ceremony and sponsors events organised by the national LGBT group 'Fondation Emergence'.



Roundtable Discussion IBM in the Netherlands developed special posters and organised round table discussions to raise awareness of LGBT equality policies with straight allies.



Visibility on Products / Services Brazil National Bank had "Today is the International Day Against Homophobia and Transphobia" printed on May 17 on all bank statements and cash machine receipts.



Fundraising Thomson Reuters organised an internal photo contest and published the results on May 17th, while holding a fundraising event to support local LGBT groups working in difficult contexts.



Awareness Building HP's PRIDE Employee Resource Group for European/Middle East/Africa region developed posters commemorating the day which were displayed in 16 countries.



Education IBM Canada launched the "Teaching Respect in Schools" Program, a global program created by IBM in partnership with the Gay, Lesbian & Straight Education Network (GLSEN)

What Employers Say about May 17

"The fact that the Day is officially recognized by almost 20 States, countless local authorities and several international institutions like the EU provides a good argument to justify our activities, especially towards hostile people. It is difficult for them to publicly oppose an international Day that enjoys so much recognition"

"It's essential for us that it's not about any particular format of action, anyone can do what they want"

"The focus on "phobia" can form a common denominator for a large spectrum of stakeholders. Hardly anyone, including religious authorities, will want to appear to support homophobia and transphobia. This provides a very safe entry point, including in contexts where this is a sensitive issue"

"May 17 offers a "universal" point of view: it is not associated to a specific issue, such as marriage or adoption for same-sex couples. Therefore, it attracts the attention of a potential public that would not respond to a more specific agenda."

"Its unique comparative advantage is that It is a global day, celebrated around the world"