

Facts and Figures about May 17th



May 17th constitutes since 2005 an annual landmark to draw the attention of companies, decision makers, the media, the public, opinion leaders and local authorities to the alarming situation faced by lesbian, gay, bisexual, transgender and intersex people and all those who do not conform to majority sexual and gender norms.



It marks the anniversary of the decision by the World Health Organization in 1990 to remove homosexuality from its list of mental disorders.



It is now celebrated in more than 130 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, Transphobia & Biphobia is breaking records for global mobilisation and outreach, with at least 200 million people reached by mobilisations around the globe in 2014.

The vision of the IDAHO Committee is a world where the rights of LGBT people are respected in all parts of society.



Our mission is to mobilise, support, inspire and document the global mobilisations around May 17th.

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



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**INTERNATIONAL DAY
AGAINST HOMOPHOBIA,
TRANSPHOBIA & BIPHOBIA**

A Global Day for Your Company
to Promote LGBT Diversity
and Inclusion

MAY 17

Why a Worldwide Day to advocate LGBT issues?



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 people 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, Transphobia & Biphobia 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 17th



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 Barclay's Bank in the UK had a special frame put on all their 3,400 cash machines for the whole week around May 17th, in a partnership with the Gay and Lesbian Foundation.



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 and Employees Say about May 17th

"May 17th offers a "universal" point of view: it is not associated with a specific issue, such as marriage. We can use this day across a large range of contexts, in the Netherlands of course but also in countries with lower acceptance of LGBT people. This is really important for a multi-national intercultural corporation such as ours."

"Marking the IDAHO is a good way for companies to show that they really care about their LGBT employees, that they have a genuine understanding that harmful stigma and discrimination still exist everywhere."

"It's a great opportunity to talk seriously about our issues. It makes me feel like my company takes me seriously as an LGBT employee."

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