



# Hoist the rainbow flag! Looking back at IDAHOT 2014

INTERNATIONAL DAY AGAINST HOMOPHOBIA AND TRANSPHOBIA 16 MAY | LUND UNIVERSITY







Photo: Christian Andersson, Apelöga fotobyrá. Cover photo: Ragnhild Möller.



# Manifesting diversity and looking forward

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On 16 May 2014 the International Day Against Homophobia and Transphobia, IDAHOT, was celebrated for the second time at Lund University. Students and staff organized a day focusing on heteronormative culture with support from the university administration. With this brochure the LGBTQ network for employees at Lund University, HBTQ-LU (LGBTQ-LU), wish to share some of the experiences that came out of this event.

This year's edition of IDAHOT received considerable attention in social media and in newspapers and radio, not least because the day started with the historic hoisting of the the rainbow flag on the roof of the main university building in the heart of Lund. What began as an idea – that led to a photomontage, which became a symbol for our network – was that morning turned into reality. But not by itself, and not suddenly, but by way of many people's insistence and hard work.

After the flag-hoisting in the morning, a work-

shop aimed at university staff was held. Employees in managerial positions were specially invited and represented a little less than half of the total of 30 participants. In the afternoon, we arranged a mingle session in the auditorium at Kulturen where activities and performances offered opportunities for staff and students to meet and talk. Many conversations were held about how we perceive our places of work and study in relation to heterosexual norms, gender binarity and LGBTQ, and how we'd like to change our university for the better.

IDAHOT 2014 was undoubtedly a great success in terms of diversity being discussed and manifested at Lund University and at the same time something deeply insufficient: our work must continue and more achievements be celebrated. Want to join us? Contact information is on the back of this brochure. We look forward to meeting you!

HBTQ-LU, Lund, October 2014



**THE RAINBOW FLAGS WERE HOISTED AT THE MAIN UNIVERSITY BUILDING**

Accompanied by John Barrowman's version of *I am what I am* the flags were hoisted at 8 am sharp. Curious locals, students and staff gathered below the univeristy buidling to witness and celebrate this historic event.



» It felt really great to be there when the rainbow flags were hoisted.

» The atmosphere in the morning when the flags were hoisted was fantastic, I will never forget it!





## Norm-critical workshop for university staff

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When the invitation to a norm-critical workshop was sent out, it was met with great interest. Many areas of the university were represented among the participants, ranging from managers at various levels, to teachers, researchers, administrators and PhD students. The workshop was led by the educator and activist Adrian Repka who specializes in examining cultures within organizations. A few of the topics discussed were:

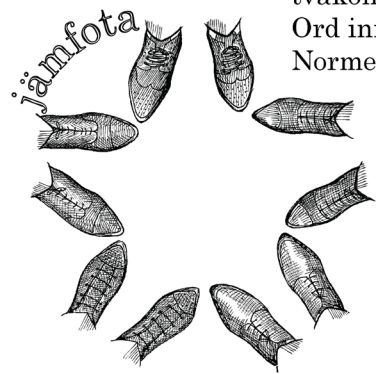
- How is heteronormativity noticeable in my workplace?
- How do I and my workplace participate in counteracting or reproducing homophobia and transphobia?
- What strategies can we make use of to develop ourselves and our activities in the short and long term in order to counteract structural homophobia and transphobia?

### COMMENTS FROM THE WORKSHOP PARTICIPANTS:

- ” It was great to get an update on new terms, like *cis*.
- ” A calm atmosphere and a safe environment for discussion. It went straight into my heart!
- ” I realized that I was not as informed about LGBTQ people’s situation as I believed I was.
- ” I went to the seminar with a curious mind and left inspired.



Adrian Repka  
**jämfota**  
hej@jamfota.se



DAGSPLAN  
Behov  
Syften  
Trygghet  
Exempel på strukturell homo-  
bi och transfobi  
**Paus 10 min**  
Heteronormen och  
tvåkönsnormen  
Ord innanför och utanför  
Normer och makt  
Effekter och privilegier  
**Paus 10 min**  
Organisationslager  
Våra egna positioner  
**Paus 10 min**  
Vidareövning och läsning  
Utvärdering  
**Lunch + slut**

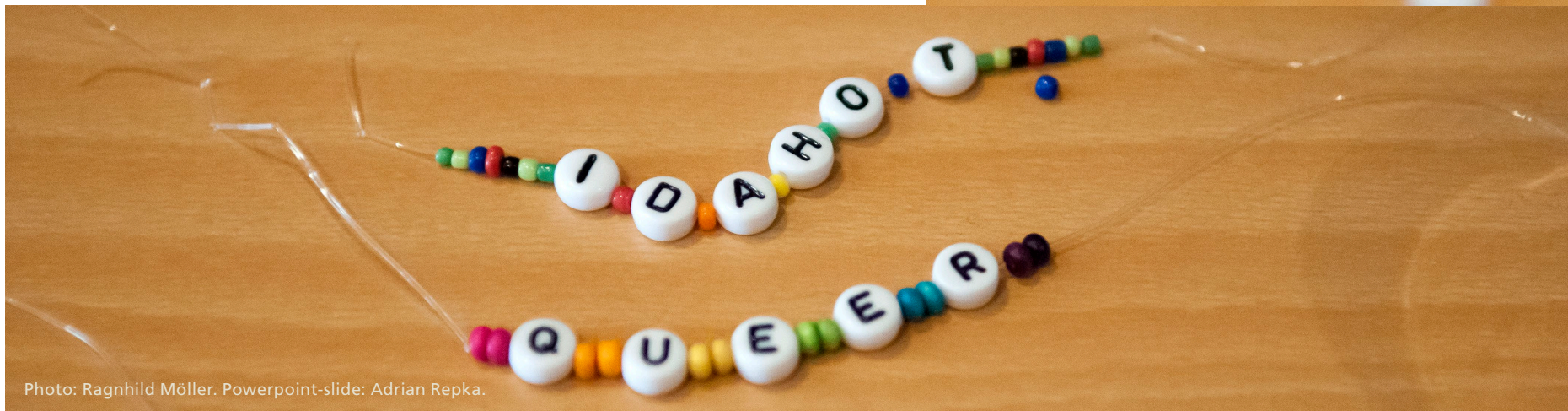
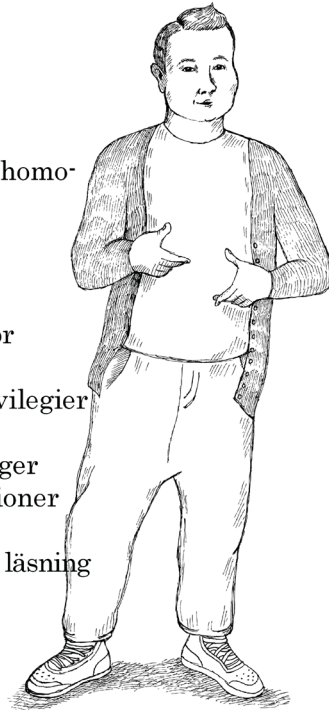


Photo: Ragnhild Möller. Powerpoint-slide: Adrian Repka.





Photo: Christian Andersson, Apelöga fotobyrå.



## Mingle session at Kulturen

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The mingle session in the afternoon was a collaboration between staff and students and offered a variety of activities, for example a quiz, a challenge to outline the future for LU, information stand, "hot chair", bracelet-making, reading corner, a map displaying the queer presence in Lund. Additionally, there was a poetry slam performance and a lecture. The programme was intentionally made this broad and sprawling in order to offer a meeting place for students and staff, from all over the university, to meet and talk about what our places of work and study look like and what we want them to look like in the future.

This year IDAHOT coincided with the traditional *Lundakarnevalen*. Despite an obvious competition for visitors, many people showed up for IDAHOT in the auditorium at Kulturen.

### COMMENTS FROM PEOPLE WHO ATTENDED THE EVENT:

- ” Being a student here, it was great to get an opportunity to meet staff who also have an interest in equality issues.
- ” The joyful and optimistic atmosphere in the afternoon at Kulturen really made an impression on me.
- ” I take with me the hope that more people want to learn about and *do* more for and with LGBTQ people – not only as an exotic add-on but as a natural part of teaching, research and the general reception of people.



## Exercise: Outline the future!

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This exercise was part of the mingle session at Kulturen and urged visitors to envision an LGBTQ-friendly future for our university:

*Take this opportunity to outline the future that you would like to see for Lund University. Write down ideas and suggestions, demands and requests. Describe your vision for an LGBTQ-friendly university!*

### **SOME SUGGESTIONS:**

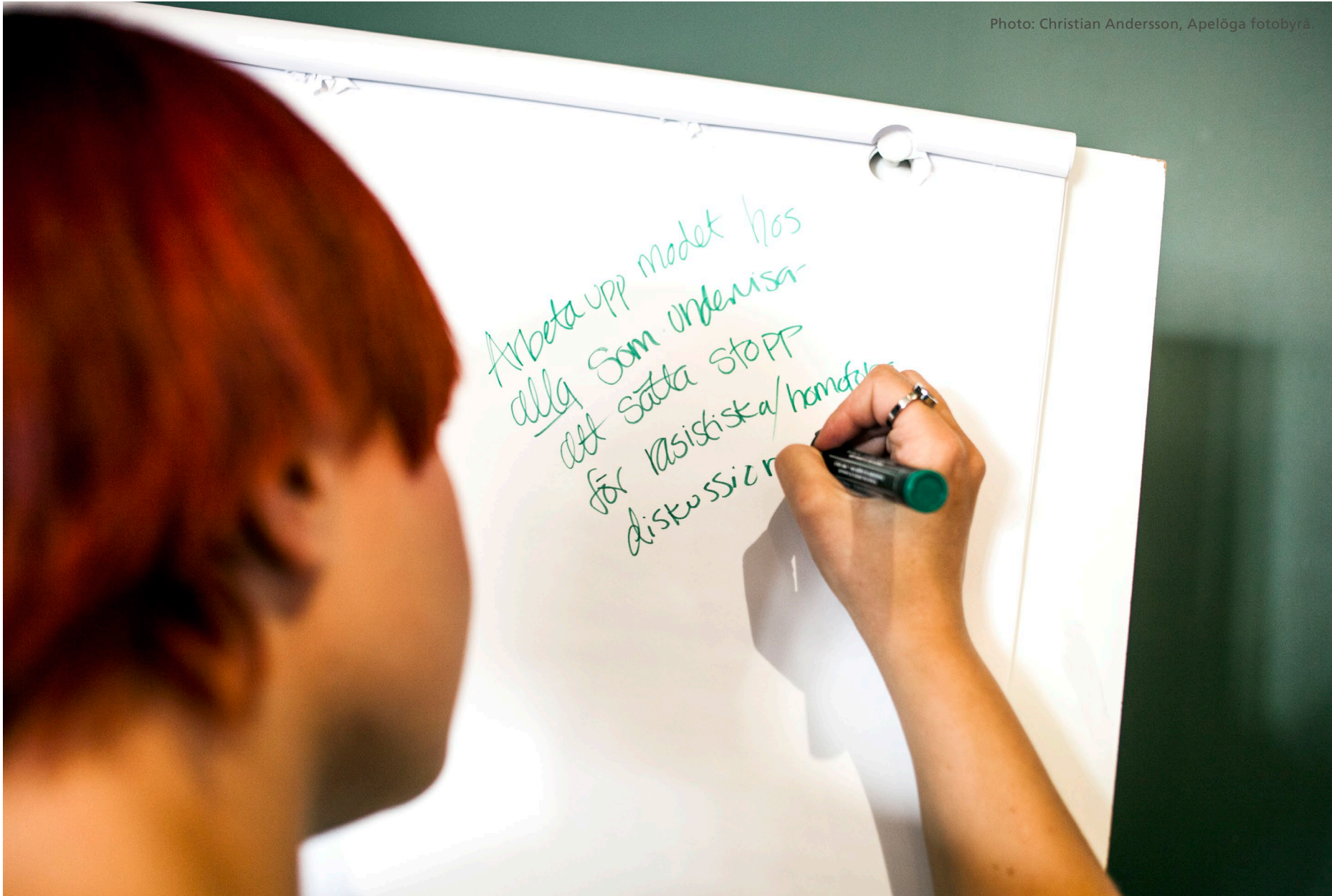
- Join or meet with your department's equal opportunity and diversity group
- Support LGBTQ initiatives made by student organizations
- Educate my boss!
- Recruit new employees consciously
- Establish more physical meeting places for LGBTQ people in order to increase visibility
- Counteract the heterosexual norm in required reading for students

- Include a norm-critical perspective in diversity work (why is LU a white/hetero/cis organization?)
- A (physical) resource centre for LGBTQ people and related issues
- Spread the word about Café Tove\* via posters around campus
- Support the courage of all those who teach to cut off racist/homophobic discussions
- Sell promotional products for the university with rainbow flags on them
- Have more implemented action plans for equality and diversity work
- More activities/events and venues – “pop up” LGBTQ events!
- Label all toilets *toilet*
- Label toilets in three different ways: *WC/ Women/Men*

\* Café Tove is a conversation/discussion café within the student organization P6 for LGBTQ people and our allies.



Photo: Christian Andersson, Apelöga fotobyrå.



Arbeta upp modet hos  
alla som undervisar  
att sätta stopp  
för rasistiska/homofoba  
diskussioner





Photo: Christian Andersson, Apelöga fotobyrå.



” I had a wonderful time. I especially remember one moment, a moment when I stopped and looked up. I saw young and old highly educated strangers at Lund University come together laughing, talking, watching, standing proudly for the right to be who you are. I felt a moment of pure happiness.



Photo left and centre: Ragnhild Möller.



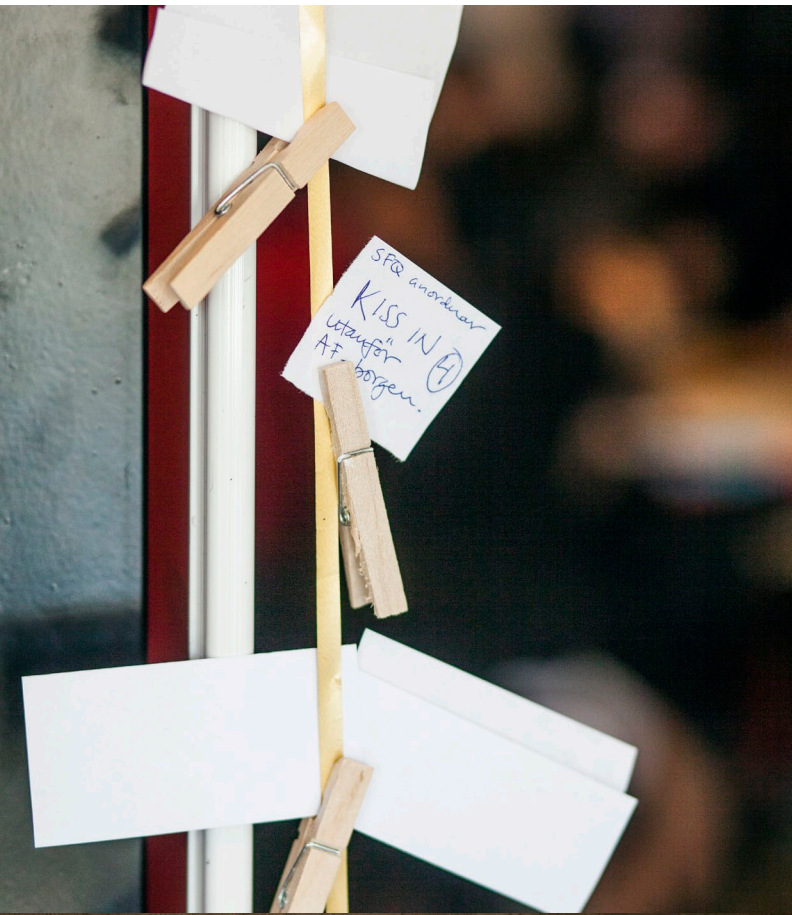
Photo: Christian Andersson, Apelöga fotobyrå.



Photo: Ragnhild Möller



Photo: Christian Andersson, Apelöga fotobyrå.





# Queermap Lund: Let's map out the LGBTQ presence!

One of the activities at the mingle session at Kulturen was the invitation to all visitors to mark places for LGBTQ-related events/facilities/locations in Lund. The point of this was to get a glimpse of all the rainbow coloured footprints in our city.

*Mark the position of an LGBTQ related event or place in your life (or that you know of) – past, present or future – and write a short description.*

## **CONTRIBUTIONS, SOME ARE IN THE PICTURE TO THE LEFT:**

- Saw the rainbow flag being hoisted on the roof of the main university building (3) (17)
- I wanted to make out with Moa Svan when she appeared at last year's Love & Pride Week (19)
- The Gay Students' prom and conference 2000 with students and researchers from all over Sweden (12)
- RFSL Lund's first meeting-place at Klostergatan. Mmm! (7)
- The transgender team within Region Skåne
- The Department of Gender Studies
- Cruising in Stadsparken (City park). Have kissed many frogs!
- Here I picked up a medicine from a prescription and

noticed that my name-change had gone through before the decision came through the mail (13)

- The decoration of the statue in Lundagård by HARD-QUEER 2009 or 2010 (16)
- "Lesbonaden"
- Rainbow club at Smålands nation
- Kiss-in at SOL
- Queer lindy hop
- Kiss-in outside the AF-building. SFQ organized. (4)
- Cruising in the Submarine, an underground urinal. Also called Ulla-Bella. Gave its name to the local RFSL newsletter "the periscope".
- Sparta. Where I squeezed in to live with my first partner in a corridor room.
- Queer commune
- Queer monopoly. Boardgaming-night with a home-made glittery queer monopoly
- The Gay Students had their meeting-room on the fourth floor of the AF building for several years (12)
- A course in Educational Sciences, a lecture on norm-critical pedagogy VT14
- First day at the wonderful Department of Gender Studies
- Queer prom in the AF building in conjunction with The Normal Day (12)





Photo, this spread: Christian Andersson, Apelöga fotobyrå..

## **NINO MICK**

Nino Mick, reigning poetry slam champion and trans activist, brought down the house performing a text written for this specific occasion.





## **SARA NILSSON LÖÖV**

Psychologist Sara Nilsson Lööv, a former student at Lund University, talked about norm-critical perspectives on client-oriented higher education with specific examples from the psychology programme.





Photo: Christian Andersson, Apelöga fotobyrå.



## Requests for the future: More!

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This year, the rainbow flag was hoisted for the first time, but this is just the beginning. In what ways do we wish to develop IDAHOT at Lund University? The following are some thoughts and suggestions from visitors and organizers:

- Invite researchers from other universities to discuss how we can work with equal opportunities and LGBTQ in the university environment. What are the important questions among LGBTQ students and employees? Is the situation different at different faculties? Maybe a panel discussion?
- More fundamental knowledge of all the variations within the LGBTQ group.
- More critical studies on whiteness, masculinity, femininity, more (always more) norm-critical examination of the organization, policies, tangible things for people to start changing. Maybe a theme? And a live act (music/theatre/comedy). Perhaps a club/party/film/something fun in the evening. And the workshop again! There's a great demand.
- Research presentations!

- More education; I want my boss and my colleagues to visit and learn how to be less normative around the coffee table, in the lecture room, in meetings and so on.
- English. We need more English text and in speech.
- More educational content within our group as well. We're expected to know "everything" about every aspect of LGBTQ, and sometimes it isn't *pc* to be unaware or uninformed, but if a person has just recently come out or is familiar with just a small circle, maybe that person is "schooled" differently or not at all.
- More students next year (both visitors and organizers).

” Great speakers this year and we should keep the diversity of interesting influential speakers which may interest a wider range of people. Looking forward to next year!



# What is IDAHOT?



**16**  
MAJ 2014

## När kom du ut som hetero? Och andra viktiga frågor.

Lunds universitet firar IDAHOT, International Day Against Homophobia and Transphobia, fredagen den 16 maj. Det blir en temadag om heteronormer och hbtq, om utbildningsinnehåll och arbetsmiljö, om förändringsarbete, frågor, framgångar och framtiden. Välkommen!

**FÖRMIDDAG:** Workshop med Adrian Repka. Ta chansen och ge dig själv en kunskapsöppnad förmiddag! Särskilt för anställda med personalansvar. Förändring krävs.  
**STEMIDDAG:** Inspirationsorg med mingel! Politisk poesi med Nino Mick, normkritiska perspektiv på klientorienterade utbildningar med leg. psykolog Sara Nilsson Löfd. Framtidsverkstad, kundskapen. Med mer!  
**VAR!** Kulturens Auditorium på Tegnérläplatsen i Lund. (Rung och hiss finns. Hållningarna finns.)  
**LÄS MER OCH ANMÄL DIG PÅ:** [www.lu.se/hbtq](http://www.lu.se/hbtq)

**ENGLISH SUMMARY:** Welcome to Kulturen in Lund on Friday May 16! Join us in the exploration of LGBTQ and higher education, the heterosexual standard and our working environment when Lund University celebrates IDAHOT, International Day Against Homophobia and Transphobia. Let's look at past and future successes, let's meet and make a difference.

**TO FIND OUT MORE, PLEASE VISIT:** [www.lu.se/hbtq](http://www.lu.se/hbtq)

**MISSA INTE!** Regnbågsflaggan hissas på Universitetshuset! Kom och bevittna denna historiska händelse. Vi ses på Universitetsplatsen strax före kl 08.00 den 16 maj!

**DON'T MISS THIS!** The rainbow flag will be hoisted upon the University Building! Let's meet in front of the University Building (Universitetsplatsen) just before 8 AM on May 16 to witness and celebrate this historical event.

ARRANGÖREN: HBTQ-LU, HBTQ-studenter och Proud Tech i samarbete med Universitetsledningen.  
2014-05-17 17:00  
År 2014 öppnades denna dag för första gången under namnet IDAHOT. Sedan dess har det blivit en viktig del i vår verksamhet. Vi vill därför erbjuda dig en chans att delta i denna dag.  
För att delta i dag öppnades IDAHOT på Lunds universitet, denna gång den 16 maj eftersom den 17 maj var en lördag.  
[www.lu.se/hbtq](http://www.lu.se/hbtq)




Poster for IDAHOT 2014

International Day Against Homophobia and Transphobia, IDAHOT, is celebrated every year on 17 May in remembrance of the date, in 1990, when WHO removed homosexuality from their list of psychiatric deceases. This year, 2014, it was celebrated in more than 125 countries. Lund University joined in for the second year in a row, celebrating on 16 May, one day ahead because 17 May was a Saturday. The event was organized by HBTQ-LU, Proud Tech and the LGBTQ students via P6, with support from the university management. The aim is for IDAHOT to become an annual event at LU. Would you like to help organize it next time? Or get involved in other ways? Get in touch! Contact information can be found on these websites:

- Staff network LGBTQ-LU <http://www.lu.se/hbtq>
- HBTQ students <http://projekt6.se/hbtq-studenterna>
- LTH Proud Tech <http://www.tlth.se/259-Proud+Tech>