

## Working Group reports (Grant Periods 1 - 4)

### Grant Period 1 (2020 - 2021)

#### WG1

##### **WG1 Families & Communities Report for MG Meeting on 17/18 October 2021**

The group has met twice, on the 22/03/2021 and on 09/07/2021. It may be helpful to summarise each meeting. New members have been added but they fit in well with the discussed scope and interests of the group.

##### **Meeting 22.03.2021**

The group has quickly coalesced around issues involving the parenting and education of children. This includes both LGBTIQ parents, but also LGBTIQ children and students. The attitudes of authorities, other parents and children to LGBTIQ families are important. The more authoritarian countries present challenges, since some hostility has been directed to LGBTIQ families as a way of trying to sustain fading support for populist regimes. This is most notably seen recently in Hungary, where the recent anti-LGBTIQ law can be viewed as a direct challenge to European liberalism and the core values of the EU. Additional challenges are presented by issues of migration (within and from outside Europe).

We also quickly realised we had been thinking on common methodological challenges. These are general in LGBTIQ studies, but are exacerbated when studying families, children and education. For both qualitative and quantitative studies, there are difficulties in finding a representative sample. Particularly in less welcoming environments, parents and children will be cautious in self-identifying, and therefore are hard to locate by the researcher. In surveys, even where sexual orientation and related questions are asked (and this still represents a relatively uncommon practice), individuals often decline to answer and may even give misleading answers. Further, there is no defining sample to which given responses can be compared. We do not know the percentages of LGBTIQ individuals and households of different characteristics in the overall population. In some ways, identifying trans individuals who have received medical care can be easier in some datasets, but this again represents an unknown (and potentially non-representative)

sub-sample. For qualitative studies, one typically relies upon an organisation identifying individuals/families to interview, but it is not clear that this is sufficiently systematic and representative. The group wondered how qualitative and quantitative methodologies, and approaches in different disciplines, could be brought together.

### **Meeting 09.07.2021**

The group continued to emphasise the issues raised in the first meeting, particularly about children and education. Substantively, there was some extension on the earlier discussion, with participants discussing research they had done on early childhood (3 to 10 years of age) and on 'benevolent hetero-sexism'. The challenges to LGBTIQ families can arise not just from those vocally opposed to equality and trans rights, but to those who perceived themselves as allies. This is a phenomenon running throughout equality strands, often observed in studies of ethnicity.

We then turned to actual outputs we could develop:

1. An early conference, in June 2022, could start to explore how different methodologies might be integrated. Ideally, the proceedings could be published in a volume.
2. Related to that, perhaps an edited set of papers would be more attractive to publishers, who are often hesitant in publishing conference volumes.
3. It would help to define our way forward – notably where we might have field visits – if we had a survey from the Action members exploring the social, legal, political, economic, education and other aspects of the LGBTIQ experience in their countries.

The proposal for the Conference has developed further, with Royal Holloway indicating support for hosting and providing some co-sponsorship. The UK Office of National Statistics has indicated that they can consider co-sponsorship in some form as well. A publisher has indicated potential interest in an edited volume arising from the conference.

The Working Group then focussed on PhD students. Members are very keen to encourage, support and mentor PhD students, and it is hoped that this can be funded. One route that has already been utilised is the STSM and a PhD student from the Netherlands has visited the UK on this basis. The Working Group is in general keen to begin in-person networking across the countries.

## WG2

### Working Group 2: Employment and Economic Well-being

Leader Prof André KROUWEL

Co-Leader Prof Tindara Addabbo

Specialised Tasks

T2.1 Develop a nuanced understanding of the inclusion/exclusion of LGBTI+ employees, career trajectories, wage distribution, (un)employment rates and LGBTI+ employee networks and identify methodological challenges and innovations in researching these areas (B2)

T2.2 Develop training opportunities for PhD students and ECIs in the substantive areas of

workplace inclusion/exclusion and LGBTI+ unemployment (C5)

T2.3 Write joint publications on specialised topics, such as pay inequalities and alternative/ radical LGBTI+ employee networks (B5, C5)

#### Tasks and activities in common with other WGs:

1) CT1: Establish and grow a safe and well-balanced WG (B1, C1, C2, C8)

2) CT2: Raise the profile of the WG by organising subject-specific events and develop an online presence (C3, C4)

3) CT3: Contribute to the development of an ITC case study to broaden subject-specific research in different environments (B3)

4) CT4: Collaborate with stakeholders to identify major issues related to subject-specific WG

areas and co-produce an online training school, targeting stakeholders, community groups and policymakers (B4, C7)

#### WG2 Meetings

##### Meeting 1 - March 22nd 2021

After the presentation of each WG2 members having the aims to share personal experiences and interests in the WG2 aims revealing heterogeneity in the fields of research with an expected positive effect on the WG2 activities and in the possibility to reach different networks the discussion focussed on key WG2 tasks like:

- Difficulties faced in applied analysis on LGBTQI+ employment and economic well-being (lack of information on sexual orientation and gender, different experiences in collecting data from corporations)
- Needs to collect information in a structured way on the existing surveys collecting

information to measure LGBTQI+ employment and economic well-being. On this regards WG2's members have shared their research experiences in the field providing useful references and a grid proposal

- It emerges the need also of analysing the impact of structural changes such as changes in the legal systems in the involved countries
- Discussion on the definition of gender and sexual orientation in quantitative questionnaires

#### WG2 Meeting 2 – July 21st 2021 4 p.m.

During this meeting the need of collecting information on the survey that is currently available has been renewed. For this purpose a grid used by L.B. members of the WG2 have been offered to be integrated by WG2's members with other surveys and whether WG2's members are using or have used them. The grid to be shared with members is attached to the report (Appendix 1). WG2 members shared also references to publications on

Amongst them:

Janna Besamusca & Stephanie Steinmetz (2019) VULNERABLE GROUPS IN EUROPEAN DATA SETS An inventory of the measurement of vulnerable groups in 27 datasets covering the European area, December 2019, Deliverable 11.1,

[https://www.inclusivegrowth.eu/files/Output/D11.3\\_inventory\\_report.pdf](https://www.inclusivegrowth.eu/files/Output/D11.3_inventory_report.pdf)

Karin Schönplugg, Christine M. Klapeer, Roswitha Hofmann & Sandra Müllbacher (2018) If Queers were Counted: An Inquiry into European Socioeconomic Data on LGB(TI)QS, Feminist Economics, 24:4, 1-30

WG2 members will take steps to work also on joint publications, develop individual and team mentoring for PhD students and Early Career Research and start work on an Outreach Programme for Local, regional and national CSOs and other stakeholders, including industry partners.

A questionnaire to acquire more detailed information from WG2 members has been proposed to be filled by each member attached to the report (Appendix 2).

#### Appendix 1

[see attached Excel File. LB grid with added items specific for WG2]

#### Appendix 2

##### **Questionnaire to WG2 members**

Name

Surname

Pronoun

Institution

Are you available to host STSM for PhD students and Early Career Research?

Are you available to offer mentoring for PhD students and Early Career Research and if so in which fields (amongst the scope of the WG2 as expressed in the Memorandum of Understanding available here)\*

Have you contacts to Local, regional and national CSOs and other stakeholders, including industry partners?

If so please specify:

- ☐ Local institutions
- ☐ Regional institutions
- ☐ National Government
- ☐ Local CSOs
- ☐ Regional CSOs
- ☐ National CSOs
- ☐ International CSOs
- ☐ Firms
- ☐ Others (specify)

Could you be able to submit an ad hoc survey on the basis of a WG2's questionnaire?

If so, to what sample?

At what level?

- ☐ Local
- ☐ Regional
- ☐ National
- ☐ International with particular attention to the EU Parliament/Commission?

Are you planning to conduct a qualitative survey on the aims of WG2?

If so, when?

Do you plan to take part in an International Conference?

Do you plan to take part in National events on the topics of the WG2?

Can you host events in your institutions?

- ☐ Local
- ☐ National
- ☐ International

If so, in which periods?

### **\*WG2: Employment and Economic Well-being**

T2.1 Develop a nuanced understanding of the inclusion/exclusion of LGBTI+ employees, career trajectories, wage distribution, (un)employment rates and LGBTI+ employee networks and identify methodological challenges and innovations in researching these areas (B2)

T2.2 Develop training opportunities for PhD students and ECIs in the substantive areas of Workplace inclusion/exclusion and LGBTI+ unemployment (C5)



T2.3 Write joint publications on specialised topics, such as pay inequalities and alternative/ radical LGBTI+ employee networks (B5, C5)

**Common tasks and activities for WG1, WG2 and WG3:**

- 1) CT1: Establish and grow a safe and well-balanced WG (B1, C1, C2, C8)
- 2) CT2: Raise the profile of the WG by organising subject-specific events and develop an online presence (C3, C4)
- 3) CT3: Contribute to the development of an ITC case study to broaden subject-specific research in different environments (B3)
- 4) CT4: Collaborate with stakeholders to identify major issues related to subject-specific WG areas and co-produce an online training school, targeting stakeholders, community groups and policymakers (B4, C7)

## WG3

### **PROGRESS REPORT WORKING GROUP 3: Social and Legal Inclusion CA19103 LGBTI+ Social and Economic (in)equalities (LGBTIplus-inequalities) Dr. Christine Klappeer and Dr. Maria Isabel Romero-Ruiz**

After the first Grant Period working Group 3 “Social and Legal Inclusion” had 41 members including the two leaders Dr. Christine Klappeer and Dr. Maria Isabel Romero-Ruiz. Working Group 3 is the biggest and most diverse group in the Action regarding research topics and disciplinary background, which means that the leaders face/d some challenges in enhancing the participation of the group members, also particularly because all the meetings had to take place online/via zoom.

#### **First WG 3 Meeting, 9th of September 2020: Establishing the WG 3**

The first time WG 3 meeting was online was during the MC first meeting on 9 of September 2020. This was also the constituting meeting for WG 3, which means that a great task was to get to know each other, particularly each other’s research interests, disciplinary backgrounds and fields of expertise. During the first part of the meeting a round of introduction and informal presentation of each WG member took place. The main research interests and topics included:

- Gap and/or interplay between legal and socioeconomic inclusion
- Populism, right wing extremism, anti-gender movements & equality
- Significance of education for tackling LGBTIQ inequality, schools
- LGBTIQ youth (bullying, homelessness)
- Class implications of LGBTI equality policies
- Intersectional vulnerabilities and marginalised groups within LGBTIQ-community
- Violence and hate speech
- Partner violence

We were also interested in aspects such as research methodology, intersectionality, relevant concepts and epistemological questions. The First meeting also demonstrated that WG 3 would be the most diverse group in the Action regarding research topics and disciplinary background, including disciplines such as sociology, political science, history, communication/media studies and educational science.

Thereafter, the WG leaders started to promote the exchange of short Bios on the online platform SLACK in order to enhance collaboration.

#### **Second WG 3 Meeting, 22 March 2021: Identifying the expertise of WG 3 members with regard to T3.1. and T.3.2**

The second meeting took place online on 22 March 2021. After the opening and the introduction of members, reminders to join Slack and to send the short bios for the web page took place, the tasks and obligations of WG 3 were put forward and debated, especially regarding the question about how the expertise of the WG members is related to the particular tasks of WG 3. In the meeting we already started to identify and debate *national and geopolitical differences* regarding LGBTI legislations and the political influence of anti-gender movements as well as intersectional differences/inequalities *between diverse groups* of the LGBTI communities (e.g. particular vulnerabilities of inter\* communities, queer refugees and BIPOC communities, queer students and youth). Furthermore the ambivalent gap between legal protections of LGBTIs and substantial (socio-economic) inclusion of LGBTI populations/queer justice was being discussed. Thus, in this second meeting we already started with T3.1. and T3.2 of the COST Action:

(T3.1) Review current policies, political discourse, and laws related to protection from discrimination on the grounds of sexual orientation and gender identity (B2)

T3.2 Review the current state of affairs on hate crime/speech, homo/bi/transphobic violence and other human rights violations as well as on legal gender recognition, reduction of social inequalities in LGBTI+ people, politics, law, hate crime/speech, violence, LGBTI+ refugees and asylum seekers (B2)

Furthermore, WG 3 also started to talk about methodological challenges and innovations regarding “measuring” socio-economic inclusion of LGBTIs.

To finish, some discussions on further activities and organisational challenges took place, with members making proposals, but any of them have materialised so far. Then, we all decided to have another meeting to continue with the discussions in four weeks’ time.

### **Third WG 3 Meeting, 12 July 2021: Establishment of research strands**

The last meeting was held online 12 July 2021. Based on the meeting in March 2021 and the topics that were discussed there the leaders of WG 3 identified and suggested to split WG 3 into three research strands/subgroups for these and further meetings. The goal was to coordinate work in smaller groups within Working Group 3 in order to enable more intensive discussions and exchange due to the big size as well as the diversity of WG 3, so that activities could be set into motion.

The three subgroups were concerned with the following topics:

**a) Strengthening intersectional approaches and researching the social inclusion of particular vulnerable groups within the LGBTIQ+ communities** (queer youth/children, queer BIPOCs and migrants/asylum seekers, inter\*communities)



**b) Defining "Queer Social justice" and researching the connections/intersections between LGBTIQ+ rights and the well-being of LGBTIQ+ people (including ongoing forms of subtle discriminations)**

**c) Researching LGBTI+ inclusion "between" anti-gender/anti-feminist/right-wing mobilizations, TERF-activism and homonationalism (including hate speech)**

Since methodological questions are a huge topic within the group, a fourth strand was identified. This last one should be common to everyone.

**d) epistemological, methodological and ethical aspects and challenges in LGBTIQ+ research**

In this meeting joint publications were proposed with the idea of finding a journal where to make our advances in this working group known as well as a seminar for February/March 2022. It was decided to prepare a proposal for the joint publication. Also to create a working space on SLACK and establish a document where we can collect our ideas/projects/approaches. Finally, we agreed to exchange articles/parts of our research among us. Until now, all these tasks are still work in progress;

### **Summary of progress**

- In the first grant period, the leaders of WG 3 managed to establish and grow a safe and well-balanced WG, even though the diversity, size and participation of the group remains challenging (□ CT1, B1, C1, C2, C8)
- WG 3 has raised a profile by establishing three, respectively four research strands within the group (□ CT2) and by promoting collaboration and exchange within these subgroups.

Regarding the rest of tasks,

CT2: Raise the profile of the WG by organising subject-specific events and develop an online presence (C3, C4)

CT3: Contribute to the development of an ITC case study to broaden subject-specific research in different environments (B3)

CT4: Collaborate with stakeholders to identify major issues related to subject-specific WG areas and co-produce an online training school, targeting stakeholders, community groups and policymakers (B4, C7)

There have been suggestions, but they need to be carried out in the next grant periods. In any case face-to-face meetings and/or events would help to put projects together among the members of the WG 3 and subgroups.

## Grant Period 2 (2021 - 2022)

### WG1

#### WG1 Period 2 Report

##### Focus

During this period, the WG focussed upon developing a syllabus on LGBTI+ issues that could be used as a reference for different levels of education. Sub-groups also focussed upon developing a paper on heteronormativity and upon inclusive education. These projects progressed in subsequent periods.

The major effort of the WG was organising the first summer school, held at Royal Holloway from 25/26 June 2022. There was an associated support meeting. Trainers for the Summer School included a number of Network participants, but also international experts from North America.

**COST Summer School and Conference on LGBTQI+ Issues and Methodologies:**  
The COST Summer School and Conference were organised at Royal Holloway University of London with the collaboration of COST and Royal Holloway under the supervision of Professor Jeff Frank of Economics.

The COST Summer School was a two-day extensive activity event. There were talks from experienced researchers in the field of LGBTQI+ and detailed sessions on thought processes with the participants to enable them to come up with research proposals in the field of LGBTQI+.

On Friday, June 24th, 2022, the participants and trainers arrived at Royal Holloway's beautiful campus in Egham. The trainers had a meeting amongst themselves where they talked about specific sessions and the needs of the participants in the field. Later, the trainers and participants had dinner together. There were fruitful discussions over dinner as well. Afterwards, all participants, joined by the trainers, had drinks at the Pack Horse SU Pub on the campus.

The actual activities started with the morning session of the 2nd day on Saturday June 25th, 2022, where Professor Surya Monro from the University of Huddersfield lectured on Transgender: Old thoughts and new directions. It was a very informative

session where she provided a historical overview and insights into key contemporary issues. Her talk also briefly covered the backlash against transgender people.

The second talk of the morning session was by Dr. Anna Einarsdottir from the University of York on using multiple methods to generate holistic understanding. Dr. Anna gave an extensive lecture on the research design, recruitment, selection, and informed consent of the respondents for the surveys; the role of researcher, feedback meetings; alternative creative methods; and using film for dissemination. A much-needed coffee break was taken in between to refresh and boost energy for the remaining lecture by Dr. Anna and other sessions to come. A lunch break was taken, and lunch was arranged at the dining hall of the iconic Founder's building.

In the post-lunch session, Dr. Ian Burn from the University of Liverpool delivered his lecture on Designing Research Projects on LGBTQ+ Communities. Dr. Ian tried to give the participants every possible detail of each step in the research on LGBTQ+ communities, from review of literature to sharing research results and policy suggestions. At the end of Dr. Ian's, the participants were assigned a team building exercise. Each participant was assigned to a group of 5 and given a task for the weekend where each group needed to work together to conduct a literature review, develop a research question, and discuss potential methodologies and data to address the group research question. Participants were given time to start their group thought process, and then the next lecture was by Professor Tindara Addabbo from the University of Modena on LGBTI+ social and economic (in)equalities. Professor Tindara's lecture was mainly focused on economic discrimination: theories and measurement issues. A short coffee break was again taken to keep the energy level up after long productive sessions.

The last talk of the day was from Dr Boon Han Koh from the University of East Anglia on experimental methodology to study the issues of LGBTQI+ communities. Dr Boon Han informed the participants in detail about the Framework for Thinking about the Role of Incentives, Advances in Research Methods and Design, and Usefulness of These Methods and their importance for Policy Evaluation. After Dr. Boon Han's talk, a group discussion took place where each group was given time to discuss their likely research questions, how they will achieve their research objectives, and likely issues that will come in the way. Some instant feedback was given by the trainers to shape the group research tasks assigned.

At the end of the extensive day, all the participants joined the trainers at dinner and afterwards at drinks for socialising and discussing the issues of the LGBTQI+ communities.

The second day started together by the trainers and participants at breakfast and then moved to start the first session at the Horton's building on the campus. The first lecture of the 2nd day of the summer school was by Professor Michael Martell from

Bard College, New York, United States. Professor Mike's lecture was on measuring LGBTQI+ inequalities in data and issues. In his valuable talk, Professor Mike covered the topic of secondary data sets to measure LGBTQI+ inequalities. His talk also covered the issues of how to measure sexual orientation – attraction, behavior, identity, cohabitation, data requirements and limitations, and contamination bias. A short coffee break, as usual, was necessary to refill the energy levels of all the participants and trainers. After resuming from the coffee break, Professor Tindara gave her lecture on LGBTQI+ inequalities in well-being at work, with a specific focus on using secondary data sets to measure perceived discrimination, HRM practices, and job satisfaction outcomes. The morning session came to a conclusion with Professor Tindara's lecture, and everyone headed to the Founder's dining hall for lunch.

The post-lunch session started with the lecture of Professor Lee Badgett from the University of Massachusetts Amherst on "Data and Policy". Using your research to change the world. Professor Lee's lecture mainly covered the important questions of why do you do the research you do? Why do we care about research? How can you make yours an effective tool for change? And then apply the research we do to the issue of expanding data. After Professor Lee's talk, there was a round of group presentations from the participants, and each group presented their research proposal developed, methodologies they will be using, and issues that can come up and how to resolve them. Each group's presentations were critically analysed by the trainers and gave feedback for further improvements. Right after the rounds of presentations, Dr. Anna formally announced the closure and completion of the summer school sessions.

After the summer school closure, there was a two-day conference on the LGBTQI+ issues. The conference started with a welcome speech by Professor Jeff Frank from Royal Holloway. Researchers presented their work in different fields, i.e. economics, psychology, management, law and others on the issues of the LGBTQI+ communities.

## **WG2**

### **WG2 Progress report**

Following the initial WG2 activities, WG2 members have completed a [grid](#) with information on the data that can be used for research activities on WG2 objectives.

WG2 members have then proposed a [tool](#) to share activities we are involved in on WG2 topics, with the aim not only to better get to know the different research activities but to produce an editorial product collecting papers on two different topics:

- o Labour market precarities and wage inequalities including: vertical/horizontal/occupational segregation, discrimination, labour and financial precarity/insecurity within/outside work, life cycle/cohort effects / access to work
- o Inclusive workplaces including: LGBTIQ+ employee networks, private and public policies for LGBTIQ+ employment, unionisation, cases of discrimination, 3rd party/state accreditation, policy implementation and impact

WG2 members together with a WG1 member started reflecting about the organisation of mentoring activities and are currently waiting for a member of the WG3 to complete the guidelines.

A dissemination process has been planned made of:

- o call for papers issued in July 2022 on the two lines of research to attract abstracts to be discussed in WG2 meeting in Vienna in September 2022
- o STSM and virtual exchanges amongst research team to carry out research activities connected to the paper production
- o Stakeholders meetings to collect more evidence on inclusive workplaces and to spread the results of the research
- o WG2 meeting in Spring 2023 to present the papers produced within the Action and/or other papers that can be selected with a public call.

WG2 members have contributed to the Summer School in 2022 and plan to contribute to the next Summer School to share the knowledge acquired and interact with Early career researchers and Phd students on the WG2 research topics.

## WG3

### WORKING GROUP 3 SECOND GRANT PERIOD REPORT

During the second grant period, the leaders of the Working Group 3 have organised three seminars for their meetings in Madrid, Reykjavík and Vienna. These seminars led to fruitful discussions that established a connection between the participants' research interests and the topic of "Legal and social inclusion".

The following papers were presented:

**"Mapping LGBTI+ Inclusion in Europe. Conceptual Challenges and Contemporary Political Developments", University Complutense of Madrid, 14<sup>th</sup>-15<sup>th</sup> of March, 2022.**

- *Jose Antonio Langerita: What have we won (and what have we missed out) with anti-LGBTI hate crime policies?*
- *Christine M. Klappeer: Inclusion into what? Homodevelopmentalism and the Desiring of the neoliberal state*
- *Linda Sólveigar- og Guðmundsdóttir: Queer migrations: Homotransnationalism and migrant hierarchy in Iceland*
- *Maria Isabel Romero Ruiz: Lesbianism in the Victorian Period*
- *Anna Szlavi: LGBTQ Sporting Opportunities in Hungary with a Special Focus on Gender*
- *Sergiu Mişcoiu: Religion, Sexual Orientation and the EU: Grasping the Beliefs of Romanian Orthodox Priests*

**“Homonationalism, intersectionality and policies of inclusion”, University of Reykjavik (Iceland), 13<sup>th</sup> of June-14<sup>th</sup> of June 2022.**

- *Ana-Cristina Santos: Ageing with a twist: discussing LGBTQI+ rights and the Portuguese exceptionalism*
- *Chriz Klappeer: Analysing the queer desire for the (post)neoliberal state in Germany: Analysing the queer desire for the (post)neoliberal state in Germany: new homonationalisms and de-democratizing complicities*
- *Linda Sólveigar- og Guðmundsdóttir: Racism, heterosexism and cisgenderism: LGBTQ+ migrant womens experiences of exclusionary moments in Iceland*
- *Camil Parvu: The relative absence of homonationalism in East-Central Europe Jose Antonio Langerita: Hate crime and intersectionality: understandings, conflicts, and challenges. Presentation of Counter-hate project*
- *Tabea Hässler & Léila Eisner: LGBTQ+ in Europe - The Impact of Legal and Social Changes Across Countries & How do social and legal changes impact LGBTQ+ people*

**“Queer Genealogies and Histories of Activism: Empirical and theoretical Approaches”, Institute for Advanced Studies, Vienna (Austria), 5<sup>th</sup>-6<sup>th</sup> September 2022.**

- *Karin Schönpflug: Care needs and housing for queers in old age - Desires for living arrangements in Vienna and the drag of history Education and Employment (EQUI)*
- *Maria Isabel Romero Ruiz: Queer Genealogies: Victorian Gay Lives*
- *Justyna Struzik: Do we not need the state anymore? Queer temporalities, queer fatigue and making our own heaven in Poland*
- *Idil Engindeniz: Kaos GL Magazine's role in the emergence of the LGBTI public sphere in Turkey*

Throughout this year, the working group has identified certain common research interests/questions and research strands and formed publication groups/sub groups around these topics:

### **1) Conceptualising and contesting the meaning and implications of LGBTI+ inclusion in different disciplines, research fields, social movements and public institutions**

During the discussion in the WG 3 it became obvious that the participating scholars have very different definitions and understandings of LGBTI+ inclusion and that they work with different indicators or methods to “measure” and analyse LGBTI+ inclusion. Thus, the WG 3 researchers tried to elaborate on their particular methodological and theoretical approaches to LGBTI+ inclusion, also by giving examples from their (empirical) research projects. It was also being questioned whether legal forms of LGBTI+ inclusion necessarily lead to more acceptance or social forms of inclusion, and whether there is a gap between rhetoric/symbolic forms of inclusion and the still very precarious real-life conditions of many LGBTI+ people. Thus, WG 3 deals with the challenge, how these gaps and complex intersections between legal and social forms of inclusion, rhetoric and real life acceptance, community versus state inclusion, can be grasped, methodologically as well as theoretically.

### **2) State, governmentality, homonationalism and inclusion**

Given that we can observe very different developments with regard to LGBTI+ rights in Europe/the EU, WG3 discussed how “inclusion” can be conceptualised from a more context-specific perspective. Especially, the influence of particular national experiences with dictatorship or communism as well as particular political structures/frameworks (e.g. welfare state or the dismantling of the welfare state, social democratic government) were being identified as important factors with regard to their impact on LGBTI+ inclusion. Hence, WG 3 aims to study these different (national or regional) trajectories of LGBTI+ inclusion policies in Europe and identify local or national “specifics” with regard to LGBTI+ inclusion. Moreover, WG 3 is especially interested in the concept and policies of homonationalism and how and in what ways neoliberal forms of governmentality and statehood intersect with homonationalism and/or related policies of inclusion.



### **3) Intersectionalities and “vulnerable” groups within the LGBTI+ community**

The research of several WG 3 members shows that it is highly problematic to speak of LGBTI+ inclusion per se but that there exist multiple intersectional vulnerabilities and marginalisation within the LGBTI+ communities. Racism and racialized hierarchies were identified as major issues with regard to LGBTI+ inclusion. Moreover, age/ageing was also put forward as an important topic when researching LGBTI+ communities, since older generations of LGBTI+ face particular forms of economic and social marginalisation.

### **4) Activism, historical genealogies, and inclusion**

The discussions of WG 3 demonstrated how contemporary forms and policies of inclusion cannot be examined without taking account of historical genealogies such as the “invention” of homosexuality in the 19<sup>th</sup> century. Moreover, also different forms of LGBTI+ and feminist activism shaped, and shapes until today, the meaning and implications of LGBTI+ inclusion. The strategies of the LGBTI+ also changed over time and are dependent on the “local” circumstances and transnational developments. Thus, WG 3 agrees that LGBTI+ inclusion cannot be studied without shedding light on these historical genealogies.

### **Deliverables**

WG 3 has been starting a working paper that can be a starting point to prepare articles to publish in journals with at least three authors from different countries in the action.

We have been starting to work on the outreach programme so that we can prioritise the stakeholders to reach and to work with, and some members of our group will be attending the meeting with stakeholders in Malta during the third grant period.

We have not made much progress regarding a case study proposal within our working group.

We have been and we are still struggling to work with a numerous working group and with the diversity of topics, especially because of irregular attendance.



## Grant Period 3 (2022 - 2023)

### WG1

#### COST Action

##### Working Group 1: Families and Communities

1) We have explored how Generation Z has/is experiencing education, notably higher education. Sexual orientation and gender identity might affect the choice of subject studied, social networks at university, degree outcomes and future plans.

2) Proposal to have a syllabus of readings and gather resources for courses on LGBTIQ+ topics. There has already been the creation of a structure of topics: LGBTIQ+ in Arts; Mental Health etc. There has been the creation of a questionnaire that has been distributed to the mailing list by a participant. This has received only a few inputs from 10 people. Some areas not covered at all. A respondent has said that they have a lot of literature but would take a great deal of time to conflate.

A proposal was made building upon the plan (discussed at the Core Meeting) to have a longer life for the website. There could be a link to LGBTIQ+ courses on the website. There could also be links to resources or a reading list. This is an opportunity for everyone in the network to publicise their work. There was a reminder that a page on the website of formal network outputs from the project would need 3 authors from the network.

There was a proposal that another page could be 'here is some really interesting things to read'. These will be put to the Chair of the network. The question will be 'Is it possible to make additional pages to the website? First page will have resources for teaching (with link for people to add) and the second page will advertise our own research'. JF to ask the Chair of the network about the potential of having pages on the website for this Working Group proposal.

A participant questioned if one page would suffice rather than two separate pages. The hope was that everyone in the network would say here are 5 articles that are good to use. However, not enough people actually responded. The point of the resources was to make it public for people outside of the network to refer to when designing courses/programmes. A participant questioned whether or not this work is useful if the Management Committee does not want it to be part of the website.

### 3) Round table discussion of participants' areas of research in education.

Participant: Writing a book on Value Added assessment in US, UK, and the Netherlands.

Participant: Social Psychology and Cyber Psychology. Investigating cyberbullying and one aspect of prejudice is cyberbullying queer people, but this is not the only area of prejudice being investigated. Also exploring heterosexism with other members of the COST action working group 1.

Participant: Have data on university students in the UK on sexuality and ethnicity. How choose subject, what subject they choose, and what happens at the first destination.

Participant: Want to start looking at Lesbian mothers. Give an overview of the legal/social situation of how the mothers are mothering in each country and how lesbian mothers are represented in those countries (working with another participant in another working group).

Participant: Exploring issues of exclusion and participation of LGBTIQ+ youth in STEM education. Pilot study conducted already with undergraduates and postgraduates. Also conducting research into queering pedagogy in Physics.

Participant: Starting qualitative research into parents who have LGBTIQ+ children. Interview parents and leaders from the NGO 'mothers who have LGBTIQ+ children'. Exploring how parents deal with their family 'coming out'. Family secrets and how they are kept.

4) Discussion of widening one participant's research to a European audience. Discussion on methodologies and the focus of the topic: How did they choose their subject? How do they choose their university? How do they do in their degree? Discussion of the difficulties in expanding this project.

#### Action Plan:

We are proposing to have a small workshop/writing meeting towards the end of October with WG1 and other WG members to consider 'LGBTQI+ experiences in Higher Education', and will be discussing with WG3 the idea of a conference in the next funding round on these issues.

## WG2

### WG2 progress report 31 August 2023

WG2 members having identified two main topics of research:

- o Labour market precarities and wage inequalities including: vertical/horizontal/ occupational segregation, discrimination, labour and financial precarity/insecurity within/outside work, life cycle/cohort effects / access to work
- o Inclusive workplaces including: LGBTIQ+ employee networks, private and public policies for LGBTIQ+ employment, unionisation, cases of discrimination, 3rd party/state accreditation, policy implementation and impact

have replied to a call for papers issued in July 2022 providing abstracts discussed in the WG2 meeting in Vienna meeting held in September 2022. After a further call a list of potential contributions was shared in the WG2 Malaga meeting in May 2023 to be presented in the WG2 meeting to be held in Amsterdam in September 2023.

Further activities involving WG2 members regarded the Summer School held in Venice International University, Isola di San Servolo, Venice – Italy from 11th to 13th July 2023 on Researching LGBTQI+ (in)equalities: a life cycle perspective, involving the analysis of LGBTQI+ (in)equalities during different life stages, transitions between phases and exploration into long term impact. During the school lectures on data and methodologies (qualitative, quantitative and mixed methods) have been provided in a very interactive way to facilitate research across the life cycle with a focus on the impact and the role of stakeholder engagement.

In the following period WG2 members will be involved in:

- o WG2 meeting in September 2023 in Vienna to clarify the progress in papers production and plan further actions
- o STSM and virtual exchanges amongst research team to carry out research activities connected to the paper production
- o Stakeholders meetings to collect more evidence on inclusive workplaces and to spread the results of the research
- o WG2 workshop in Spring 2024 to present the papers produced within the Action and/or other papers that can be selected with a public call. A proposal of a joint workshop with WG1 on pre-labour market discrimination and its impact on labour market discrimination will be further elaborated.
- o WG2 members plan to contribute to the next Summer School to share the knowledge acquired and interact with Early career researchers and Phd students on the WG2 research topics.

## WG3

### **PROGRESS REPORT WORKING Group 3**

#### **WG Leaders:**

**Dr Maria Isabel Romero Ruiz**

**Dr. Christine Klapeer**

Working Group 3 has been making good progress throughout this year, in connection with stakeholders, methodology issues and the publication of joint articles.

Stakeholders and Methodology issues were discussed in the last WG meetings in Málaga in May with all the members of the Action that were attending. Members of WG3 participated in the discussions about different methodological approaches to the research on LGTBQI+ issues in the academia and in the different fields. Also, some WG3 members have a prominent role in the relationship with stakeholders and in the organisation of the Malta event.

Another very important aspect of the work of WG3 is the consolidation of small groups of people of up to 3 members of the group to work together on the writing of academic articles. These people are meeting regularly face to face at the meetings organised by the Action and online to put together their work with the aim of publishing in consolidated top journals. In some cases, there is even collaboration in the writing of texts with people from other working groups.

## Grant Period 4 (2023 - 2024)

### WG1

COST Action year 4

Working Group 1: Families and Communities

WG1 became more focussed upon the issues of inclusive education. There was also greater integration of the work being done by WG1 with that of WG2, with a common session in Brussels to discuss how best to develop links and research projects into the future.

Malaga meeting:

1. We met in Malaga where a member of Generation Z shared their experiences of being LGBTIQ+ in higher education. A round table discussion followed about how sexual orientation and gender identity might affect the choice of subject studied, social networks at university, degree outcomes and future plans.
2. The Group became focussed upon the life-cycle. How early experiences in the family, followed by school attendance and potential bullying, followed through into university (or choosing not to go to university) and career choices.
3. Participant: Writing a book on Value Added assessment in the US, UK, and the Netherlands.  
Participant: Social Psychology and Cyber Psychology. Investigating cyberbullying and one aspect of prejudice is cyberbullying queer people, but this is not the only area of prejudice being investigated. Also exploring heterosexism with other members of the COST action working group 1.  
Participant: Have data on university students in the UK on sexuality and ethnicity. How choose subject, what subject they choose, and what happens at the first destination.  
Participant: Want to start looking at Lesbian mothers. Give an overview of the legal/social situation of how the mothers are mothering in each country and how lesbian mothers are represented in those countries (working with another participant in another working group).

Participant: Exploring issues of exclusion and participation of LGBTIQ+ youth in STEM education. Pilot study conducted already with undergraduates and postgraduates. Also conducting research into queering pedagogy in Physics.

Participant: Starting qualitative research into parents who have LGBTIQ+ children. Interview parents and leaders from the NGO 'mothers who have LGBTIQ+ children'. Exploring how parents deal with their family 'coming out'. Family secrets and how they are kept.

Inclusive education conference in Modena:

4. Two members of WG1 attended this conference that was organised by a member of WG2. The conference developed ways of teaching to students from less integrated groups. We discussed how LGBTIQ+ students reflected comparable experiences to those of other marginalised students. WG1 leader Jeff Frank participated with a presentation on the COST action and different activities involving early career researchers and Phd students at the Innovative and Inclusion Academia International Conference held at the University of Modena & Reggio Emilia on the 19 and 20th of October 2023. Surveys design to be delivered at Universities and the use of administrative data has been discussed to progress with unveiling LGBTIQ+ inequalities in higher education.

Brussels meeting:

5. WG1 and WG2 met together after the day of interactions with stakeholders. The stakeholder discussions focussed our thoughts on how our work could influence policy and assist those groups and organisations that were directly supporting the community, or engaged in the process of impacting upon policy.
6. We turned attention to how we could carry forward the links and networking of the COST Action. A significant group has coalesced about inclusive education, and it was expected that this would lead to research projects and funding applications over the next year.
7. In general, there was a feeling that the links developed had already led to positive research and other outputs, including books and articles. But people now wanted to build upon those links. As a result of the Action, we were contemplating projects that crossed into a number of countries, building upon work participants had been doing within their own country. For a subject such as inclusive education, different practices and experiences across Europe will be vital in understanding what policy works best.

#### Action Plan:

We are actively exploring how to build upon the links developed in the Action. Participants are discussing how to seek funding to sustain future networking and research projects, with a particular emphasis upon seeking continued funding for the summer school.

## WG2

### WG2 progress report on GP4 July 2024

WG2 members having identified two main topics of research:

- o Labour market precarities and wage inequalities including: vertical/horizontal/ occupational segregation, discrimination, labour and financial precarity/insecurity within/ outside work, life cycle/cohort effects / access to work
- o Inclusive workplaces including: LGBTIQ+ employee networks, private and public policies for LGBTIQ+ employment, unionisation, cases of discrimination, 3rd party/state accreditation, policy implementation and impact

have met Vienna in September 2024. During the Vienna meeting progress in research work connected to the papers developed by WG2 members have been discussed and WG2 members have contributed to the joint WG1, WG2 and WG3 discussion on the Textbook proposal.

In October 2023 WG1 and WG2 members held a blended meeting in Modena to design a new line of action merging two lines of research present in WG1 and WG2: the impact of discrimination experiences in education on the employment condition of LGBTQI+. WG1 leader Jeff Frank participated with a presentation on the COST action and different activities involving early career researchers and Phd students at the Innovative and Inclusion Academia International Conference held at the University of Modena & Reggio Emilia on the 19 and 20th of October 2023. Surveys design to be delivered at Universities and the use of administrative data has been discussed to progress with unveiling LGBTQI+ inequalities in higher education.

Further effort has been placed during GP4 in progressing with research products that have been shared during the WG meeting in Brussels in May 2024. A joint meeting has been organised in day 2 of the meeting not only to share the status of the art of each WG activities but to share results of research activities on education (in terms of different achievements by scientific areas at the University where data can be



available, existence of stereotypes in high school and evidence of bullying, existence of policies to tackle LGBTQI+ inequalities in higher education institutions) and their impact of LGBTQI+ economic and employment well-being.

WG2 members have contributed to the organisation of a Session at IAFPE conference held in July 2024. The Session entitled LGBTI+ socio-economic (in)equalities over the life cycle

has been coordinated by Karin Schoenpflug and has been selected for presentation in presence at the 32 IAFPE conference that took place in Rome from 3 to 5 July 2024. At the session hold on the 4th of July at 8:30 took part in presence with presentations different Cost Action WG members:

- o Ageing queer bodies – and the drag of Austria's recent History by Karin Schoenpflug
- o How Are Families Headed by Same-Sex Couples Distributed Across the U.S. Income Distribution? by María Olga Alonso Villar and Coral del Río
- o A Legal and Empirical Analysis of Economic Rights for LGBTQ+ People in Belize by Philip Crehan, and Leonardo Raznovich
- o Gay Varsity LGBTQI+ Students at UK Universities by Jeff Frank,
- o Investigating LGBTQI+ Inequalities in working conditions by Tindara Addabbo
- o Exploring the Lived Experiences of Gender and Sexual Minorities in Higher Education in Vietnam: a mixed-method analysis and preliminary recommendations by Fabio Arico and Boon Han Koh

The session has been attended by Scholars and Phd Students with a lively debate that continued in the other days of the conference leading to fruitful interactions and manifestation of interest on the topics and on the need of gathering better data at EU level. Phd Students presented in the Conference showed high interest in the activities of the Action and, thanks to the Call that has been issued on Summer Schools and STSM have been in part already involved in the remaining activities. During the meeting we collected a great interest in the COST Action activities together with the urgency in the current situation to progress with research in LGBTQI+ inequalities being motivated to proceed with fundraising to be able to go ahead with them.

WG2 members have been active in research activities on LGBTQI+ inequalities and by participating or hosting STSM (Tindara Addabbo hosted an STSM at the University of Modena and Reggio Emilia in October 2023 and in June 2024 and Anna Einarsdottir hosted Francesca Nepoti, a third year PhD student at the University of Modena and Reggio Emilia, Italy for a visiting researcher at SBS from 12th February to 16th March 2024; in the mentoring scheme, in taking part to Stakeholders meeting in Brussels and Cyprus and in the organisation of the 3rd LGBTQI+ Summer School to be held at the end of July 2024.



## WG3

### **COST Action (CA19103) “LGBTI+ Social and Economic (In)equalities”**

#### **WG3 ANNUAL PROGRESS REPORT GP4**

Dr. Christine Klapeer and Dr. Maria Isabel Romero-Ruiz

#### **1. Working Group Meetings in Vienna, Brussels and Nicosia**

During the last Grant Period Working Group 3 has remained a large group with diverse and numerous research interests within the field of social and legal inclusion. In the final year of the Action, WG 3 held workshops in Vienna, 21-22 September 2023, and in Brussels, 28-29 May 2024.

At the meeting in Vienna, 21-22 September 2023, the WG3 worked on the following topics:

- WG3 held a workshop on what lessons and conclusions can be drawn from the stakeholders meeting with the Vienna's LGBTIQ-Antidiscrimination Office (“WASSt für LGBTIQ Lebensweisen”), with a particular focus on what we can learn from this in terms of our own research on legal and social inclusion. Among other points, the central role and high impact of local government institutions in combating LGBTIQ+ discrimination was highlighted, as well as the need for these institutions to be LGBTIQ+-led in order to have access to LGBTIQ communities were discussed.
- In the Vienna meeting, WG3 discussed the particular importance of focusing on trans and intersex rights and needs when addressing issues of social and legal inclusion; in this context, the over-representation of cis-scholars in LGBTIQ+ research was also a major point of criticism; WG3 engaged with questions of epistemic justice and
- The meeting commenced with a discussion of the contributions that WG3 would make to the forthcoming book project on "Queer Methodologies in LGBTIQ+ Research." This discussion provided an opportunity for the members of WG3 to share their particular methodological approaches and to engage in a constructive exchange on the issue of epistemological injustice in relation to trans and intersex perspectives as well as on the impact of a trans/inter or queer positionality on LGBTIQ+ research.
- The WG3 meeting was also utilised to facilitate the advancement of joint publications and to organise conference panels for the Annual Conference of the International Association for Feminist Economics in Rome, scheduled for July 3-5, 2024, and the European Conference on Politics and Gender (ECPG), scheduled for July 8-10, 2024.

At the **meeting in Brussels, 28-29 May 2024**, WG3 engaged with the following topics and activities

- WG3 members actively participated in the stakeholder meeting, which was organised by the Action's stakeholder coordinators, Dr. J. Ignacio Pichardo and WG3 member Ruth Baldacchino. Further collaboration was planned between ILGA Europe and Dr. Christine Klapeer.
- The stakeholder's meeting was an important asset with regard to the research focus of members of WG3; a major point that was discussed was the question of the ambivalent relationship between legal and social inclusion particularly when addressing LGBTIQ+ inequalities from an intersectional perspective (e.g. how do the indicators that are used in the ILGA-rainbow map invisibilize intersectional forms of discrimination). It was further discussed how WG3 research aligns with and/or advances the EU LGBTQI strategy.
- WG 3 held a workshop to discuss, reflect and compile relevant points for the final report on methodological challenges and innovations. WG3 members shared their insights and experiences from their respective research projects. The main issues that were discussed included: 1) the historical/geopolitical and context-specific contingency and fluidity of categories, labels and identities (used) within (what is described as) the LGBTIQ+ communities and movements; 2) the impact of (an LGBTIQ+) positionality on methodological frameworks, theory building, and how research on LGBTIQ+ inequalities is conducted and framed; 3) the challenges of research ethics and extractivism within LGBTIQ+ research and how participatory approaches or dual-identities as scholar activists can be helpful to avoid exploitation of LGBTIQ activists; 4) The problem of access to related (archival) material and primary sources, especially in relation to historical research; 5) The issue of anonymity and confidentiality in small case studies, as well as the fear of LGBTIQ+ people to participate in questionnaires due to historical experiences of criminalization, harassment and persecution (e.g. "pink lists in the Nazi time", fear of far-right harassment); 6) The ambivalent implications of discrimination research that relies on self-reporting, and how classism and racism influence the framing of anti-LGBTIQ violence; 7) the benefits of interdisciplinary, creative/art-based and collaborative research designs 8) the importance of intersectionality and a non-heteronormative/queer life-cycle methodologies in LGBTIQ+ research

**Stakeholder Meeting in Nicosia, 6<sup>th</sup> to 7<sup>th</sup> June 2024:** Members of WG3 actively contributed to the organisation of the stakeholders meeting Nicosia (WG3 members João Pedro Silveira Martins, Dr Nayia Kamenou and Ruth Baldachino were organising the meeting)

## **2. Further Activities of Working Group 3**

In between both meetings, some members of WG3 engaged in online communication and in-person meetings with the objective of developing articles for publications in leading journals or anthologies:

- Dr. Maria Isabel Romero-Ruiz, Dr. Lydia Bracken and Dr Eglė Kačkutė-Hagan from WG1 have been engaged in research on the topic of lesbian motherhood in Ireland and Lithuania; their article entitled “Fictional Narratives of Lesbian Mothering and the Law in Ireland and Lithuania” was submitted in December 2023 to the journal *Signs*, and is currently under revision after review.
- Dr. Karin Schönpflug worked closely with Ana Cristina Santos on the topic of “LGBTIQ Aging”; Dr. Schönpflug also contributed a chapter on LGBTIQ+ ageing in Vienna”, to Santos’s anthology on LGBTIQ+ ageing
- Dr. Christine Klappeer, Ruth Baldacchino and Dr. Jose Antonio Langarita Adiego met at the University of Girona from the 1-5<sup>th</sup> of May 2024 in order to discuss LGBTIQ+ hate crime policies from a comparative perspective; Baldacchino’s stay was part of their STSM; they started to work on a journal article on EU anti-hate crime policies.

At the same time, members of WG 3 are also involved in drafting a book proposal for the Action concerned with the queer methods and methodologies in LGBTIQ+ research: The Methodology will be edited by WG3 member Dr. Christine Klappeer, Dr. Anna Einarsdottir and Dr. Beata Bielska.

WG3 members Dr. Karin Schönpflug and Dr. Christine Klappeer also organised panels at conferences:

- Annual Conference of the International Association for Feminist Economics in Rome, July 3-5, 2024: Panel on “LGBTI+ socio-economic (in)equalities over the life cycle”, including presenters from the COST Action (Dr. Karin Schönpflug, Dr. Tindara Addabbo, Dr. Jefferson Frank, Dr. Idil Engindeniz), see: <https://iaffe2024.exordo.com/programme/session/96>
- European Conference on Politics and Gender (ECPG), July 8-10, 2024; Panels on “Between institutionalization, homonationalism and anti-gender mobilisations: Challenges, complicities and contradictions in contemporary LGBTIQ\* politics and LGBTIQ\* activism” and “Navigating (post)coloniality, global human rights discourse and the neoliberal present: Intersectional perspectives on the complexities and precarity of LGBTIQ\* lives and LGBTIQ\* activism”, including presenters from the COST Action (Dr. Christine Klappeer, Dr. Jose Antonio Langarita, Dr. Karin Schönpflug), see: <https://ecpr.eu/Events/Event/PanelDetails/14684>

Members of WG3 have also published individually about topics connected to our working group theme social and legal inclusion: The following publications are either published or accepted for publication:

- Klappeer, Christine M. (2024): Den Leviathan begehren. Thomas Hobbes' Vertragstheorie, intersektionale Ungleichheiten und der Staat als affektives Phantasma. In: Ludwig, Gundula/ Sauer, Birgit (Hg.) Das kälteste aller kalten Ungeheuer? Perspektiven intersektionaler Staatstheorie, Campus Verlag, 223-243.
- Klappeer, Christine M. (Forthcoming 2024, accepted): Entangled Drag/Trans Panics: A Reflection on the intersections of US Anti-Gender Politics with Recent Attacks on Drag Storytelling in Germany and Austria. In: Olson, Greta/ Kreidler, Melanie: Diversity Issues in the USA. Transnational Perspectives on the 2024 Presidential Elections, transcript Verlag.
- Klappeer, Christine M. (forthcoming, accepted). Invoking the neoliberal Leviathan: Queer Articulations of a miniaturised State and the Depoliticisation of Heteronormativity. In: Hergenhan, Jutta et al.: The Emergence of Gendered Power Structures from Early Modern Times to the Present: Practices, Norms, Media, Routledge.
- Miscoiu, S., Gherghina, S., & Samsudean, D. (2022). Religion, homosexuality, and the EU: Grasping the beliefs of Romanian Orthodox priests. Sexuality, Gender & Policy, 5(2), 108–121. <https://doi.org/10.1002/sgp2.12050>

In 2024, Linda Sólveigar Guðmundsdóttir, member of WG 3 also successfully defended her PhD Thesis on “Quee(ing) Migrations to Iceland”. She has been presenting parts of her PhD Thesis within the WG3 meetings, and attended the COST Action’s summer schools.

Some of them are trying to put together research projects at the national and European level that can expand our work as a group in the near future.