

Reducing bias against LGBTI+ people: Measures taken in Germany and international research on their effectiveness

Bochum, September 16th 2025

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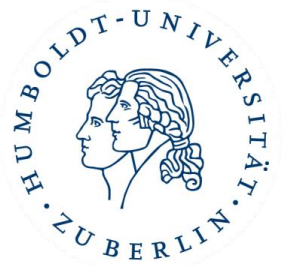
With funding from the:



Supported by Sabine Lehmann-Grube, Alikí Mouzaki, Marlene Haarhaus,
Milan Rother, Jessica Schwarz, and Luisa Schönhals

The project underlying this presentation is funded by the Federal Ministry of Research, Technology and Space under grant number 01FP24V01. The responsibility for all content supplied lies with the authors.

Background and aim



November 2022:

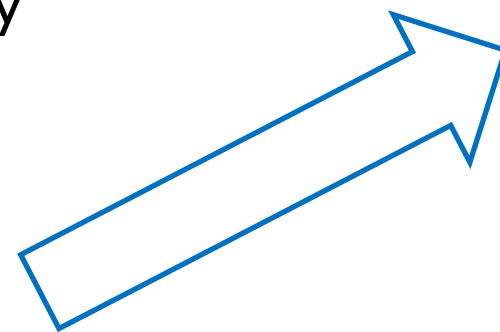
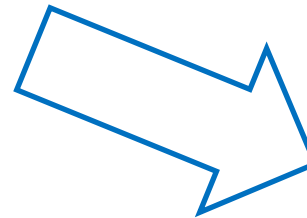
  Themen  Aktuelles  Ministerium  Service



Aktionsplan "Queer leben"

Alle Menschen sollen gleichberechtigt, frei, sicher und selbstbestimmt an der Gesellschaft teilhaben. Damit dies auch für Lesben, Schwule, Bisexuelle, trans- und intergeschlechtliche sowie andere queere Menschen (LSBTIQ*) möglich ist, hat das Bundeskabinett den Aktionsplan "Queer leben" verabschiedet.

Aim: Reducing bias against LGBTI+ and promoting acceptance of sexual orientation and gender diversity



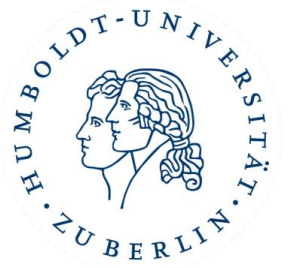
Inventory of

- Current measures in Germany
 - Goals of implementers and conditions they perceive as promotional or detrimental (moderator variables)
 - Research on effects of comparable measures
- ⇒ Conclusion for future research

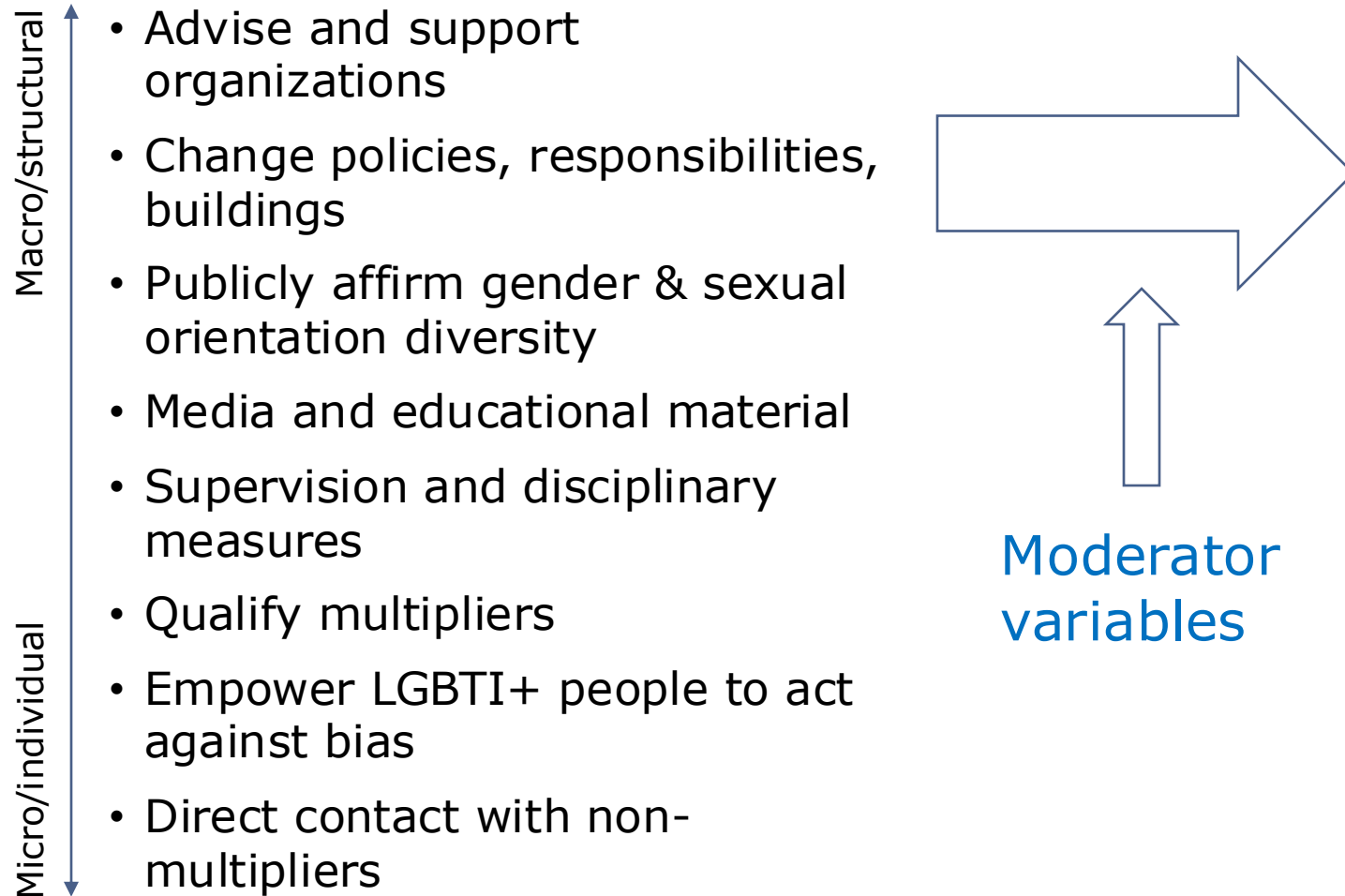
Little sound knowledge about

- The impact of specific measures
- Conditions of effectiveness (moderators)

General model



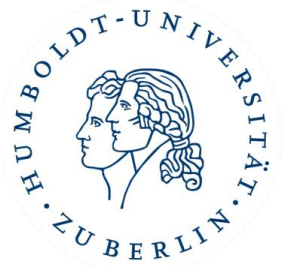
Measures / IVs



Goals / DVs

- Organizational structures (e.g., safe spaces/groups/networks)
- Behavior
 - Discriminatory
 - Supportive
- Intention/motivation
- Affect
 - Attitudes
 - Feelings (e.g., anxiety, empathy)
- Cognition
 - Beliefs
 - Declarative knowledge
 - Procedural knowledge (skills)

Methods: Overview



1. Online survey 1 with 274 organizations (or organizational units)
 - Features and scope of the measures
2. 27 interviews with 30 implementers
 - Goals and moderators (i.e., promotional or detrimental conditions for goal achievement)



Started

3. Review of existing research on the effects of comparable measures
4. Online survey 2 for implementers: Goals and moderators of their measures

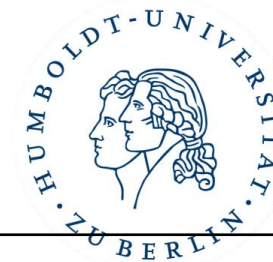


Online survey 1: Participants



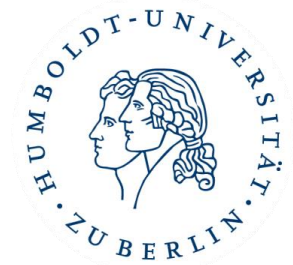
Kind of organizations	Where searched? Whom invited?	Invited	Participated	Return
NGO's	<i>Regenbogenportal</i> of the Federal Ministry of Family, Social, ...; welfare organizations, sports, healthcare. If existing: Contact persons for LGBTI+	530	97	18%
Higher Education	All universities and univ. of applied science nationwide	422	77	18%
Companies	<i>Charta der Vielfalt</i> , <i>Prout at Work</i>	77	6	8%
Schools	Member schools of <i>Schule der Vielfalt</i> NRW	72	21	29%
Police	Contact persons for LGBTI+	39	18	46%
German Armed Forces	Press and Information Center, Center for Internal Leadership	5	1	20%
Other government agencies	Coordination offices for diversity/anti-discrimination, state ministries of justice, youth welfare state offices	138	12	9%
Religious Organizations	Umbrella organizations, internet search for organizations showing commitment to LGBTI+ issues	74	20	27%
Other			22	
Sum		1.357	274	20%

Online survey 1: Measures (Overview)



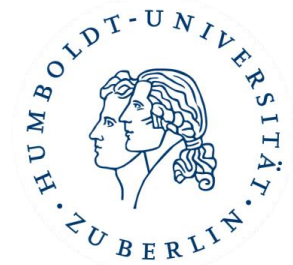
Category	Number	Share	People reached	Groups reached	Organiz. reached
1 Qualify multipliers	143	14%	62.930	1.240	683
2 Direct contact with non-multipliers	180	18%	135.564	2.314	1.239
2a) Implementers openly LGBTI+ (intergroup contact)	90	9%	67.927	1.888	1.038
2b) Implementers not openly LGBTI+, unclear, alternating	83	8%	57.437	423	201
2c) Closed events only	118	12%	78.649	1.832	946
2d) Only in public spaces (CSD, etc.)	9	1%	10.985	2	
3 Media and educational material	126	12%	775.268	475	493
4 Change policies, responsibilities, buildings	153	15%	1.948.279	1.086	17
5 Publicly affirm gender & sexual orientation diversity	168	16%	3.131.754	1	
6 Advise and support organizations	96	9%	39.607	186	603
7 Empower LGBTI+ people to act against discrimination	117	11%	1.148.607	112	295
8 Supervision and disciplinary measures	25	2%	31.139	160	4
9 Other measures	19	2%	13.595	171	79
Sum	1027				

Online survey 1: Measures (Frequent or typical attributes, i.e., typicality compared to other measures)



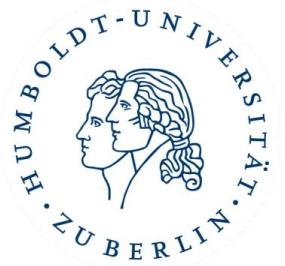
Category	Providers	Target groups	Contents/methods
1 Qualify multipliers	• 41% NGO's • 80% regular staff • 57% openly LGBTI+	• 64% educational professionals • 63% employees • 38% volunteers	• 83% stereot./prejudice/ discrimination, e.g., in discussions/reflection tasks • 78% knowledge of LGBTI+ life situation • 61% skills to change own discr. behavior • 57% intergroup contact
2 Direct contact with non-multipliers	• 34% NGO's, 11% schools • 71% regular staff, 31% volunteers • 50% openly LGBTI+	• 55% everybody • 47% employees • 40% school students	• 74% knowledge of LGBTI+ concepts • 72% knowledge of LGBTI+ life situation • 66% intergroup contact • 51% LGBTI+ visibility by inclus. language
3 Media and educational material	• 39% NGO's • 77% regular staff • 43% openly LGBTI+	• 75% everybody • 66% employees • 56% univ. students • 52% educational professionals	• 60% knowledge of LGBTI+ concepts • 56% knowledge of LGBTI+ life situation • 40% LGBTI+ visibility by inclus. language and media/material
4 Change policies, respons., buildings	• 69% universities • 76% regular staff • 17% openly LGBTI+	• 69% univ. students • 63% everybody • 61% employees	• 37% focus on trans*, inter*, non-binary • 37% LGBTI+ visibility by inclus. space, e.g. gender-neutral toilets

Online survey 1: Measures (Frequent or typical attributes, i.e., typicality compared to other measures)



Category	Providers	Target groups	Contents/methods
5 Publicly affirm gender & sexual orientation diversity	39% universities 71% regular staff, 36% volunteers 52% openly LGBTI+	88% everybody 69% employees 59% univ. students 59% managers	61% public positioning for LGBTI+ 58% LGBTI+ visibility by public events, demonstrations
6 Advise and support organizations	33% NGO's, 32% universities, 16% religious organ. 79% regular staff 56% openly LGBTI+	63% employees 59% managers 52% educational professionals	58% knowledge of LGBTI+ life situation 56% knowledge of allyship 53% intergroup contact 47% LGBTI+ visibility by inclus. language 38% develop and enforce inclusive policies
7 Empower LGBTI+ people to act against discrimination	35% NGO's, 35% universities, 15% police 76% regular staff 63% openly LGBTI+	74% LGBTI+ 50% young adults 40% relatives of LGBTI+	71% counsel how to act against discr. 50% knowledge of discrimination 49% knowledge of allyship 32% complaints offices
8 Supervision and disciplinary measures	52% universities, 16% religious organ. 84% regular staff 28% openly LGBTI+	72% univ. students 68% employees 56% managers	68% develop and enforce inclusive policies 52% complaints offices 50% knowledge of discrimination 16% Presence of security officers

Review of existing research

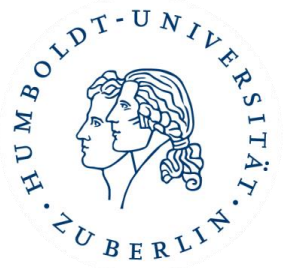


Search

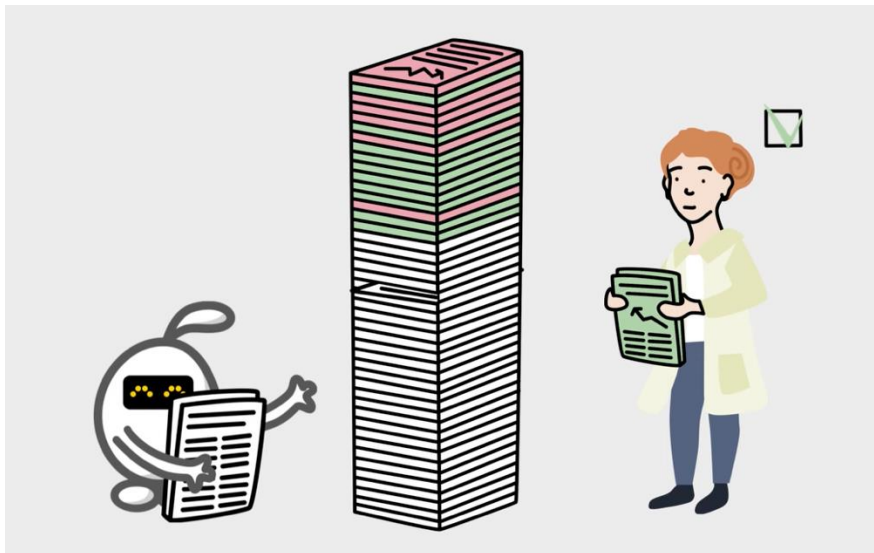
- Nine data bases (psychology, social sciences, economics, education, and medicine)
- Search command:

Measures	AND	Change-related verbs	AND	LGBTI+-related goals	OR	General goals	AND	LGBTI+-related terms
83 terms, e.g., • SU Advocacy • SU Adult Education • SU Teaching • SU Crime Prevention • SU Intervention • SU Policy Making • Consultation		41 terms, e.g., • alter* • build* • chang* • counter* • decreas* • enhanc*		13 terms, e.g., • SU Gender Diversity • Biphob* • Heterosexism* • Homonegativ* • Homophob* • Transphob*		54 terms, e.g., • SU Awareness • SU Empathy • SU Knowledge • SU Attitudes • SU Antisocial Behavior • SU Prejudice		45 terms, e.g., • Agender* • Aroman* • Gender affirm* • Gender Nonconform* • Homosex* • LGBT*

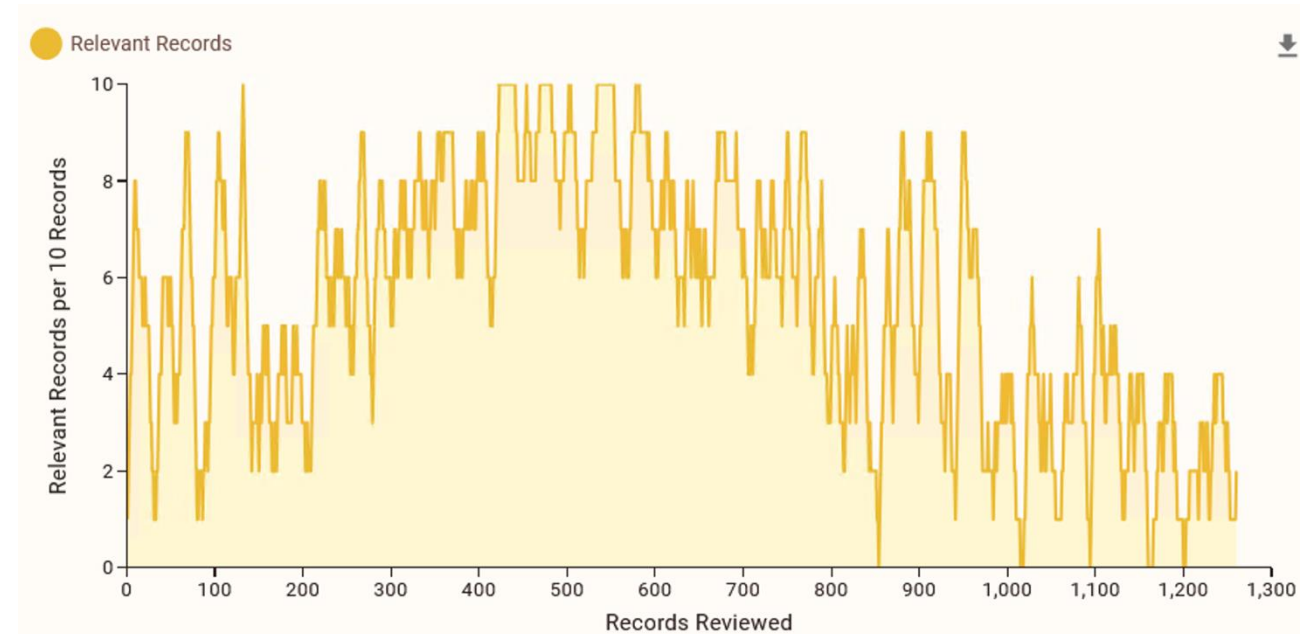
Review of existing research



- ⇒ 23,608 references
(- approx. 10% duplicates)
- Relevance coding with the help of AI-based opensource software **ASReview**



<https://asreview.readthedocs.io/en/latest/index.html>

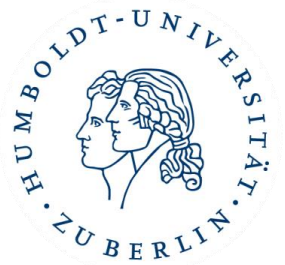


1,277 references coded so far

- 705 relevant (- 70 duplicates = 635)
- 572 irrelevant

Review: Preliminary results

Example: Qualification of multipliers



293 of 635 relevant references analyzed effects of multiplier qualifications including interaction with real others (for 152: *abstracts* coded: 1 meta-analysis and 14 reviews)

Measures' content

80 LGBTI+ sensitivity/
competence (their life situation and
risks, how to affirm ...)

72 health care (mental and physical)

36 specified on transgender/non-
binary

5 with direct intergroup contact

Measures' duration

15 less than 4 hours

16 4 hours – 1 week

9 more than 1 week

Participants

118 healthcare/medical
(nurses, physicians, pharmacists,
therapists, psychologists ...)

- 56 professionals

- 62 students

20 social workers/counsellors

- 7 professionals

- 13 students

11 teachers

- 6 professionals

- 5 students

Design

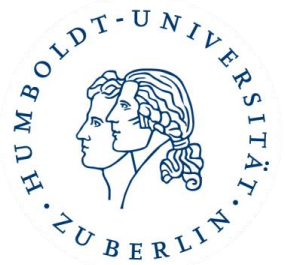
12 randomized
experiments (2
with follow up min. 2
weeks later)

22 quasi experi-
ments (15 with pre-
test, 5 with follow-up
min. 2 weeks later)

92 pre-post (20 with
follow-up min. 2
days)

10 correlational (1
longitudinal)

Interview results ⇨ Items in online survey 2



- Goals and moderators mentioned in several interviews

⇨ Items in survey 2

- Goals

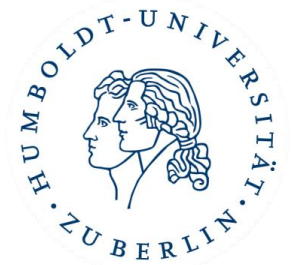
- **Importance**: "Which of the following goals are of most interest for you and should be assessed in an effectiveness study? You can distribute <X> points. Please award more points to goals of high interest, no points to other goals."

- Moderators

- **Frequency**: "Please indicate how often the following conditions were met when you carry out the measures: 1 = always met; 2 = sometimes met, sometimes not; 3 = never met"
- **Perceived effect**: "Please indicate the influence of the following conditions on the goal achievement as you experience or presume it: -3 = significantly weakens ... 3 = significantly strengthens the impact of the measure"
- **Importance**: "Which conditions are of high interest in an effectiveness study?"

Interview results ⇨ Items in online survey 2

Example: Qualification of multipliers (12 interviews)

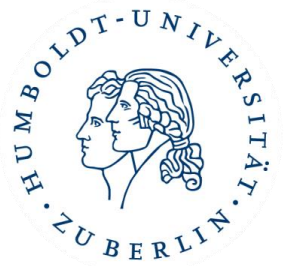


Items on goals	No. interv.
Participants behave less discriminatory towards LGBTI+ people, e.g., avoid using the wrong pronouns or making derogatory remarks.	4
Participants have less fear of contact with LGBTI+ people.	4
Participants acquire knowledge of the meaning of relevant terms, e.g., the abbreviations LGBTIQ*.	4
Participants acquire skills how to interact with LGBTI+ people, e.g., how to address, support during coming out (if necessary for specific groups of people).	4
Participants acquire skills how to intervene effectively in cases of LGBTI+ biased behavior within their professional sphere of responsibility.	4

Example items based on highest number of interviews

Items on moderators	No. interv.
Participants have a certain openness to topics related to sexual orientation and gender diversity.	5
Discussions between participants are encouraged, e.g., through group tasks or (provocative) questions in the plenary session.	5
Participants are encouraged to reflect on privilege and discrimination through games or exercises.	5
In the beginning, it is emphasized that participants' opinions are important and can be discussed.	4
The measure takes place in person (rather than online).	4

Conclusions for possible future research in Germany



- Randomized-control field experiments (relevant unit of analysis: group, with follow-up)
 - 1) qualification of multipliers (esp. educational professionals)
 - e.g., analyzing moderator effects of
 - participants' prior attitudes
 - courses' interactivity
 - awareness vs. skill focus
 - setting (in person vs. online)
 - trainers' handling of participants' opinions/stereotypes
 - 2a) direct contact with non-multipliers (esp. intergroup contact in schools)
- Randomized-control lab experiments (relevant unit of analysis: individual, with follow-up)
 - 3) media and educational material
- Longitudinal correlational field studies (relevant unit of analysis: organization)
 - 4) change policies, responsibilities, buildings combined with 6) advise and support organizations and 8) supervision and disciplinary measures

Thank you very much!

Questions ...?

Comments ...?