

MEMORANDUM

ON PROTECTING LGBTQI+ YOUTH AND ADULTS FROM DISCRIMINATION IN EDUCATIONAL AND WORK ENVIRONMENTS

Vilnius, June 6, 2025

We, the undersigned individuals, organizations, institutions, and business representatives, participants of the Baltic Pride 2025 international conference "Pride for Progress: Shaping Today's Inclusive Workplace" (June 6–7, 2025, Vilnius),

ACKNOWLEDGING that LGBTQI+ individuals, particularly youth, continue to face bullying, discrimination, and various forms of harassment based on their sexual orientation, gender identity, gender expression, or sex characteristics;

NOTING that although the discriminatory provisions in the Law on the Protection of Minors Against the Detrimental Effect of Public Information (2009–2025) have been abolished, their long-term chilling effect persists, limiting access to inclusive and comprehensive information and education for LGBTQI+ youth and society at large;

RECOGNIZING the documented evidence of systemic challenges facing LGBTQI+ people, especially young people, in educational and professional environments, undermining their right to safety, well-being, and full participation;

EMPHASIZING that every person, regardless of their sexual orientation, gender identity, gender expression, or sex characteristics, has the right to a safe, inclusive, and respectful learning and working environment;

We AGREE on the following priority actions to advance the rights, protection, and inclusion of LGBTQI+ youth and adults in education systems and workplaces:

1. LEGAL FRAMEWORK IMPROVEMENT

- a. Support and strengthen national laws, policies, and institutional regulations that explicitly protect against discrimination based on sexual orientation, gender identity, gender expression, and sex characteristics in all educational and work environments.
- b. Advocate for comprehensive national strategies specifically addressing the needs and rights of LGBTQI+ youth within education systems.

2. SUPPORT SYSTEMS DEVELOPMENT

- a. Establish accessible and confidential support structures for LGBTQI+ students and employees within educational institutions, workplaces, and community organisations.
- b. Ensure that support systems include mental health services, peer support groups, and trained counselors who understand LGBTQI+ experiences.

3. RAINING AND COMPETENCY BUILDING

- a. Provide mandatory training on LGBTQI+ issues, rights, and inclusive practices for all educational staff, school leaders, and employers.
- b. Equip teachers and staff with skills to prevent and respond to bullying, discrimination, and harassment targeting LGBTQI+ students and youth.

4. MONITORING AND RESEARCH

- a. Regularly collect, disaggregate, and analyze data on the experiences of LGBTQI+ students and employees to inform the development and evaluation of inclusion and anti-discrimination policies.

- a. Prioritize research on the well-being, academic achievement, and career outcomes of LGBTQI+ youth.

5. INCLUSIVE EDUCATIONAL PROGRAMS

- a. Integrate objective, age-appropriate, science-based information on sexual orientation, gender identity, gender expression, and sex characteristics into school curricula and youth programs.
- b. Foster positive representation of LGBTQI+ individuals and histories in textbooks, teaching materials, and school activities.

6. COLLABORATION

- a. Strengthen collaboration between educational institutions, LGBTQI+ organizations, youth-led initiatives, businesses, and public authorities to share best practices and resources for LGBTQI+ inclusion.
- b. Engage LGBTQI+ youth themselves in shaping policies and programs affecting their education and well-being.

7. RAISING AWARENESS

- a. Promote ongoing information campaigns aimed at combating stereotypes, challenging stigma, and increasing public understanding of LGBTQI+ realities.

8. BUSINESS SECTOR ENGAGEMENT

- a. Create and sustain LGBTQI+ inclusive workplaces by ensuring equal opportunities for LGBTQI+ employees, including young LGBTQI+ professionals entering the workforce.
- b. Implement inclusive recruitment, retention, and promotion practices that value and reflect diversity across all levels of the organisation.
- c. Actively champion LGBTQI+ inclusion within industry networks, corporate social responsibility initiatives, and public discourse.

WE COMMIT to actively pursuing these goals, collaborating with each other, and regularly evaluating our progress.

WE RECOGNIZE that protecting LGBTQI+ rights, creating inclusive educational and work environments contribute not only to upholding international human rights standards, but also to delivering measurable societal benefits, including:

- Increased student engagement, academic success, and career readiness among LGBTQI+ youth
- Higher employee engagement, well-being and productivity
- Greater capacity to attract and retain diverse and talented individuals
- Strengthened reputations and competitive advantage in a global economy
- Enhanced innovation through diverse perspectives and experiences
- Reduced discrimination-related risks and costs
- Sustainable economic and social growth through empowered and inclusive communities

During the Baltic Pride 2025 international conference "Pride for Progress: Shaping Today's Inclusive Workplace," we unite our efforts to ensure that every LGBTQI+ person, especially young people, can learn, grow, and work in environments that are safe and fully respectful of their identity and human rights.



Signed: