# LGBT+ Awarenesss

Aims and Outcomes

Aims:

- To cover the terms and definitions within the LGBT+ community

- To explore the issues faced by the LGBT+ community

- To explore what makes a service LGBT+ inclusive

Outcomes:

- To be able to name ways in which you can be visible allies to LGBT+ people

- To recognise why LGBT+ people may fear accessing/coming out to services

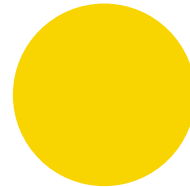- To be able to name ways in which you can make your service visibly safe for LGBT+ people

Terms and Definitions
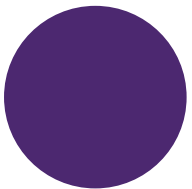## Sexual orientation and gender identity
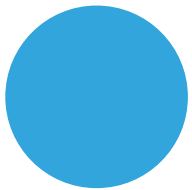
Lesbian

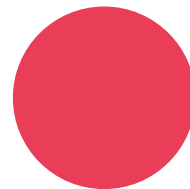A woman who is attracted to other women

Bisexual

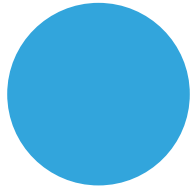Someone who is attracted to more than one gender

Gay

A person who is attracted to people of the same gender. Can refer to men or women, sometimes refers to the whole community.
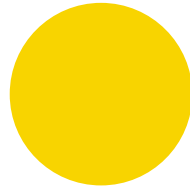
Trans

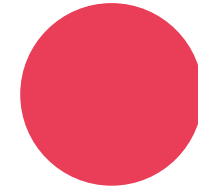A person who doesn't identify with the gender they were assigned at birth

Non-binary

Someone who sits outside of the gender binary of male or female

Pansexual

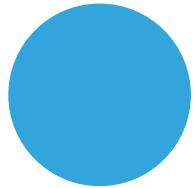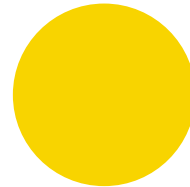Someone who is attracted to people, regardless of their gender

Queer

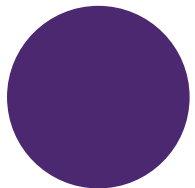A reclaimed identity used by many, but not all, people in the LGBT+ community.

Other words to be aware of

QTIPoC

Heterosexual/cisgender

Intersectional
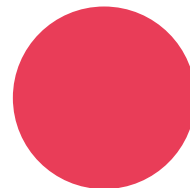
Heteronormative/cis-normative

During the break- can you talk to someone about your plans for the weekend, without using gendered language (he/she/husband/wife etc.)

Yorkshire MESMAC

- Monitoring tells us who is accessing our service
  - Is it representative of the wider community?
  - Are you meeting the needs of the more marginalized members of the community?
  - Do you know?

- It gives us the correct information about the people we will be working with!

- We just need to ask appropriately:
  - We want to make sure our service is safe/inclusive/right for you, so can we ask you some questions?
- There will be LGBT+ people who don't trust monitoring or want to say

- Ensure your monitoring is inclusive, and makes sense!
  - How do you identify your gender?
    - ❑ Male
    - ❑ Female
    - ❑ Other(please state_____)
    - ❑ Prefer not to say
  - Is this the gender your were assigned at birth?
    - ❑ Yes
    - ❑ No
    - ❑ Prefer not to say

- Avoid:
  - ❑ Male
  - ❑ Female
  - ❑ Trans Male
  - ❑ Trans Female

Yorkshire MESMAC

More than two thirds of LGBT respondents said they avoid holding hands with a same-sex partner for fear of a negative reaction from others.

At least two in five respondents had experienced an incident because they were LGBT, such as verbal harassment or physical violence, in the 12 months preceding the survey.

2% of respondents had undergone conversion or reparative therapy in an attempt to 'cure' them of being LGBT, and a further 5% had been offered it.

77% of young people believe their sexual/gender identity was the a causal factor in rejection from home (

84% of LGBT organisations stated experience of SUs disclosing homelessness, risk of homelessness, or living in a hostile environment

Quiz time!

- When was homosexuality partially decriminalised in the UK?
  - 1967

- When was the age of consent for LGBT+ people equalled to that of heterosexuals?
  - 2001

- When was Section 28 implemented?
  - 1988

- When was it repealed?
  - 2003

- When was homosexuality declassified as a mental illness?
  - 1992

- When was being transgender declassified as a mental illness?
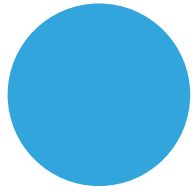 - 2019

Spaceship to Mars

- Split into four groups; Lesbian, Gay Bisexual and Trans

- List the ALL stereotypes you know for each of these groups

- Imagine you are the LGBT community who are fed up of discrimination and are ready to move to Mars
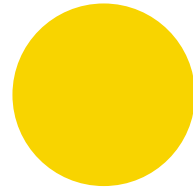
HOWEVER

- Your list has been sent to the Martian Authority!

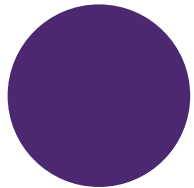- You now have to prove you deserve to live on Mars

- GO!

Longer term effects

Emotional

- Fear, anger or guilt may lead to:
- Mental health
- Suicide
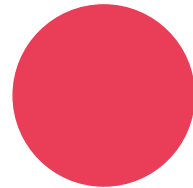- Internalised homo/bi/transphobia

Physical

- Higher rates of drug/alcohol misuse
- Violent hate crimes
- Eating disorders/obesity
- General health check ups (cervical screenings, prostate cancer etc.)

Social
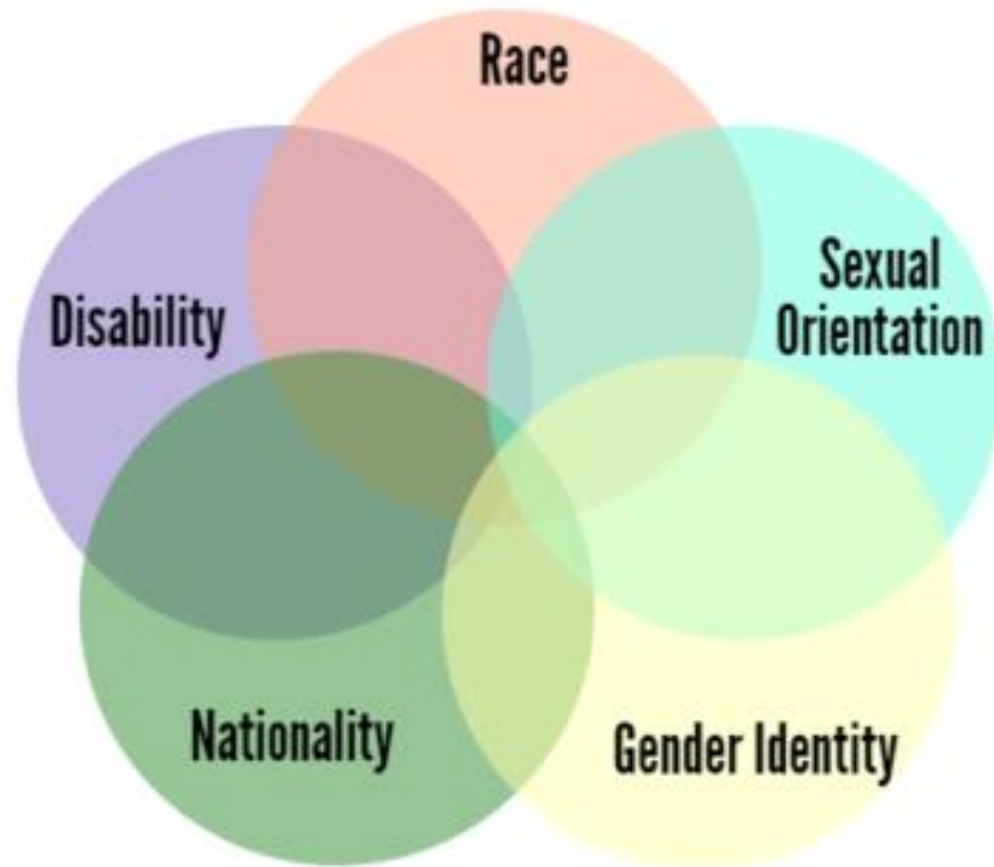
- A need for safe spaces
- Fear in non LGBT spaces
- Risk taking
- Unhealthy/unsafe relationships

Economical

- Less likely to go through higher education
- Lower paid job/joblessness
- Homelessness

Remember intersectionality

- How can you improve access to your service for LGBT+ people?

- How can you make your organisation LGBT+ friendly for staff in the workplace?

- What can you do as an individual?

- What changes can be made quickly?

- What might take a bit longer?

- What barriers might you face?

Suggestions

- Marketing- are you visible? Rainbow lanyards, stickers, website etc.

- Specific groups (LGBT drop ins, LGBT specific services, groups etc.)

- Challenging homo/bi/trans phobic language (openly!)

- Celebrating national holidays!

  - Pride season

  - LGBT History Month

- Don't assume- ask!

- Monitoring- how do you monitor people accessing your services? Ask!

- Ask!

National Support

- Stonewall: The nations largest LGBT charity www.stonewall.org.uk and

- Mermaids: National charity supporting parents and carers of trans and gender varient young people www.mermaids.org.uk

- Gendered Intelligence: Support for young trans people nationally www.genderedintelligence.co.uk

- Albert Kennedy Trust: Supporting homeless LGBT young people www.akt.org.uk

- GIRES: support and policies for trans adults https://www.gires.org.uk/

- The LGBT Consortium: Supporting and developing LGBT+ charities across the country http://www.lgbtconsortium.org.uk/

THANK YOU

Yorkshire MESMAC

www.mesmac.co.uk

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