

**HOW POWER AND PRIVILEGE SHAPE
LGBTQ+ INCLUSION WORK**

Stonewall

Agenda

**Understanding
identities**

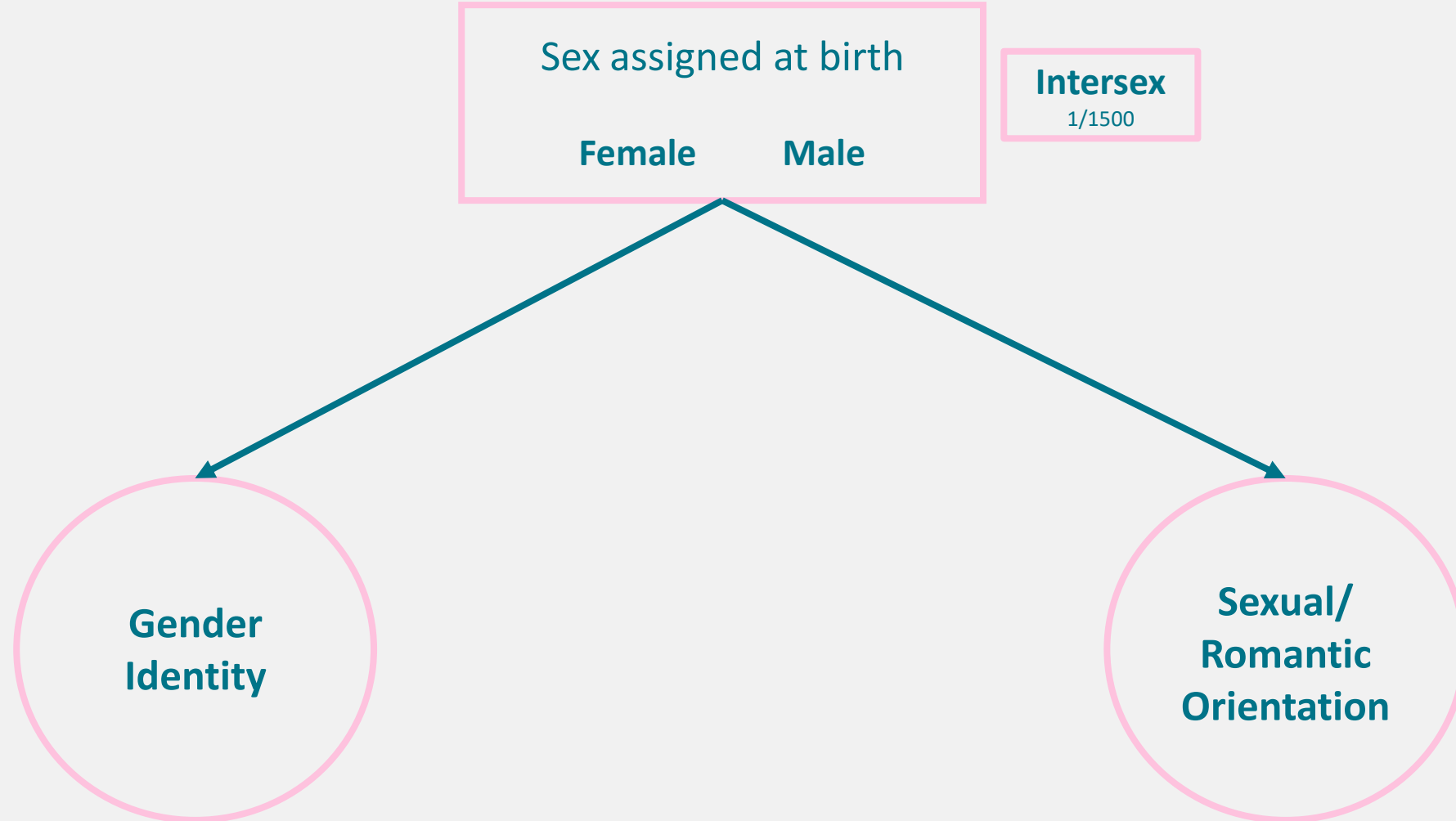
**LGBTQ+
Experiences**

**Understanding
to action**

UNDERSTANDING IDENTITIES

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Understanding Identities



Understanding Identities

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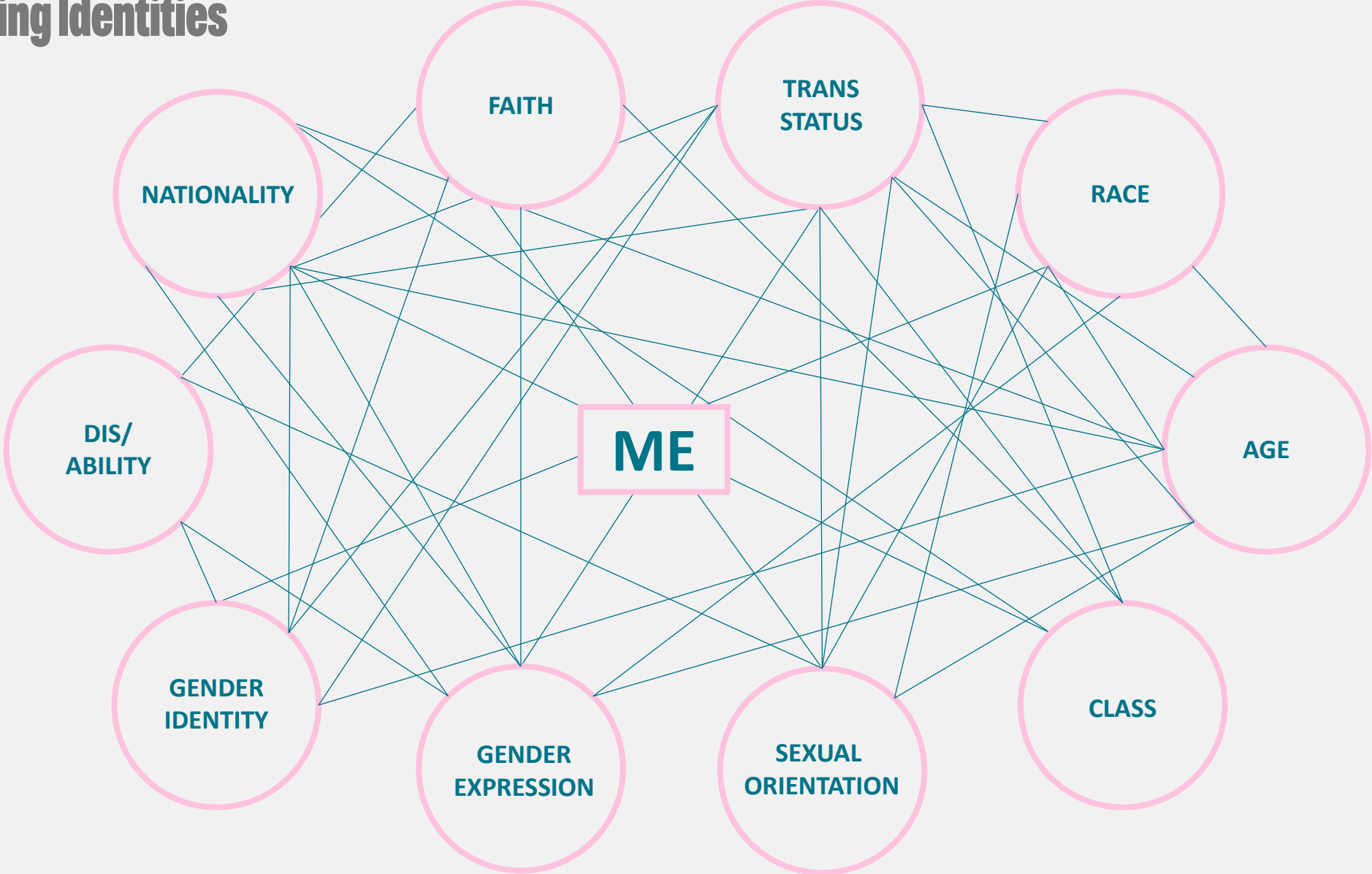
Gender Identity

A person's innate sense of their own gender, which may or may not correspond to the sex assigned at birth.

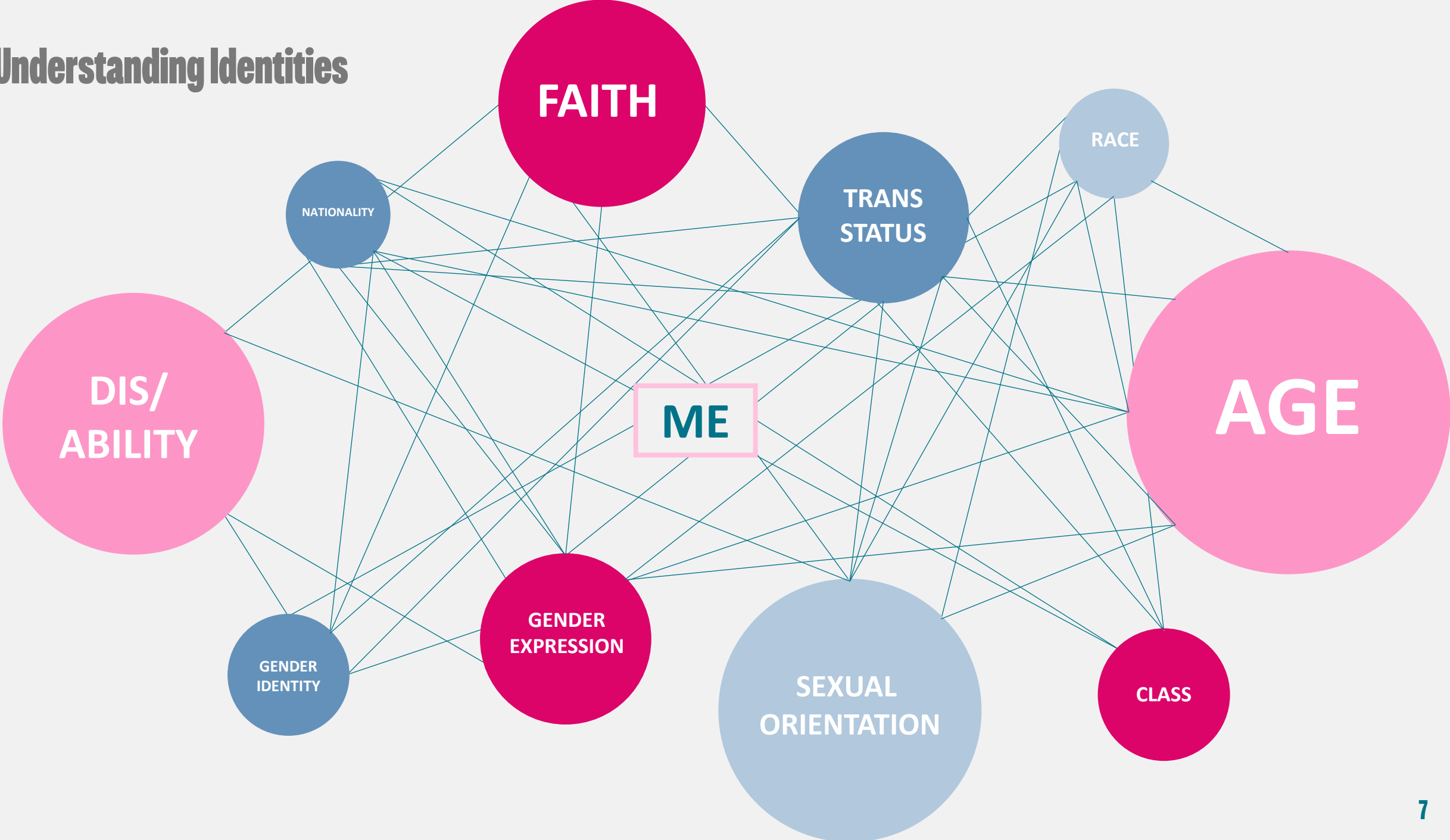
Sexual/ Romantic Orientation

A person's emotional, romantic and/or sexual attraction to another person, or lack of.

Understanding Identities



Understanding Identities



PRIVILEGE

Advantages are afforded to people in certain contexts based on specific elements of their identity.

We all experience different types of privilege in different contexts.

Acknowledging this can be challenging and uncomfortable.

With privilege, comes power.

LGBTQ+ EXPERIENCES

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LGBTQ+ EXPERIENCES AT WORK

Almost **1** in **5** LGBTQ+ people had been the target of negative comments or conduct from colleagues in the last year because they're LGBTQ+.

Almost **1** in **5** LGBTQ+ employees who were black, Asian or minority ethnic say they didn't get a promotion they were up for at work in the past year because they're LGBTQ+

Almost **2** in **5** bi people weren't out to anyone at work about their sexual orientation.

1 in **8** trans people had been physically attacked by a colleague or customer in the last year because they were trans.

1 in **3** trans people had been the target of negative comments or conduct from colleagues because they were trans.

Almost **1** in **3** non-binary people don't feel able to wear work attire representing their gender expression.

STEREOTYPES AND ASSUMPTIONS

People of colour are less likely to accept their children coming out

LGBT people no longer face discrimination in the UK

It's quick and simple to change your gender marker on official documents

Non-binary people all look androgynous

To be bi you have to have been in relationships with people of more than one gender

If you're trans then you'll have or had surgery

People's experience of being LGBT is defined by where they're from

Disabled people don't have a sexual orientation

FROM EQUALITY TO EQUITY

Equity

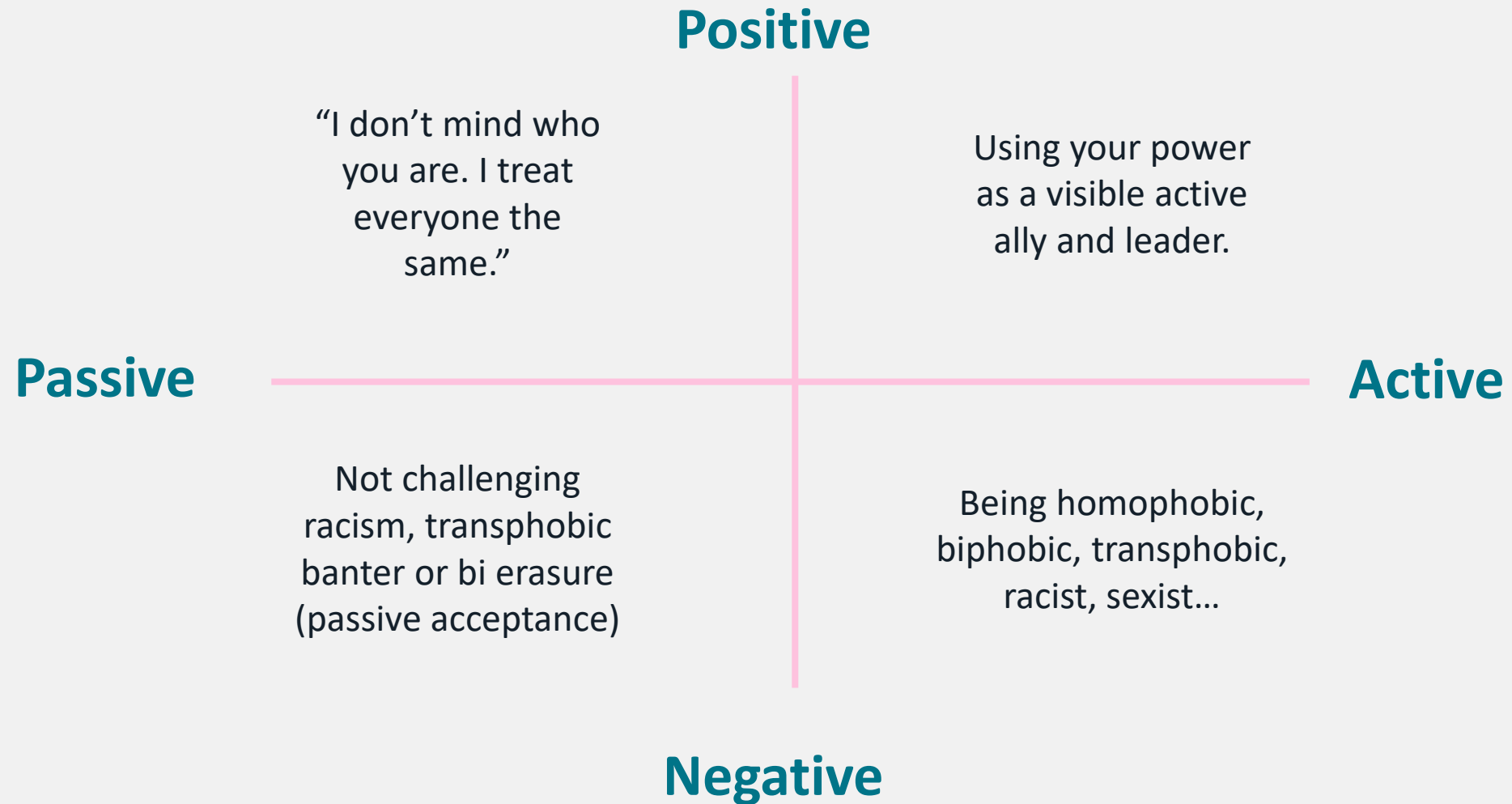
When we all start from different places, everyone needs different support in order to succeed.

When we understand that privilege is structural our ideas of what enables fairness and success must change too.

Taking an equality approach means providing everyone with the same support. Whereas equity aims to eliminate barriers to success and concentrate on what enables equity of outcome.

FROM UNDERSTANDING TO ACTION

Taking action



Centring the most marginalised in our community

Ensuring that your personal and organisational commitment to LGBTQ+ equality comes with a commitment to tackling all forms of oppression and inequality.

Creating strong and codified links between LGBTQ+ network groups and ensuring your board and reps structure actively supports the most marginalised members of the community.

Ensuring that events, panels, speakers are representative of the whole community and that everyone, especially more marginalised members of the community are paid for their time.

Breaking down demographic data by identities within the LGBTQ+ community to better understand the experiences of all staff.

Supporting local and national LGBTQ+ groups and organisations.

A commitment to unlearning and relearning

For most of us, our education, the media we consume and the world around us upholds and even perpetuates an unequal society.

This requires us to consciously work to unlearn what we might have been taught and try to better understand other people's experiences. Even when that might be uncomfortable.

This can come from novels like *The Colour Purple*, films such as *Moonlight*, podcasts like *Call Me Mother*, essays like *The Master's Tools* by Audre Lorde and news outlets like *gal-dem*.

Please share in the chat something that helped you to better learn about the experiences of more marginalised LGBTQ+ people.

Supporting organisations



DIVERSITY CHAMPIONS PROGRAMME

Established in 2001



Over 850 Diversity
Champions working
toward positive
change

Stonewall
**DIVERSITY
CHAMPIONS**



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