

# LGBT RESEARCH DISSEMINATION NOTES

THURSDAY 18<sup>th</sup> JUNE, 2009

This session, held at The Grimsby Institute, was organised by the NE Lincs LGBT Forum in order to disseminate findings of the three recent LGBT reports. Twenty people attended, comprising of agency representatives and community members. Copies of the three LGBT reports and a CD-ROM version of the LGBT Toolkit were circulated to all attendees. Alex Baghurst, Diversity Development Manager at The Grimsby Institute of FHE, introduced the session.

While formal minutes were not taken, some of the additional points raised during the discussion have been noted below.

An overview of each of the three LGBT reports was given followed by a group discussion. A list of priorities was agreed by the group and this can be found toward the end of this document. This will be circulated to forum members and presented to the management committee to decide on action points to address the matters raised.

## Project 1

### **Identifying Key Issues for the Lesbian, Gay, Bisexual & Trans (LGBT) Communities Living and Working in North East Lincolnshire**

*Talk delivered by the researcher, Rebecca Mitchell*

Discussion points following Rebecca's presentation:

- There is believed to be a gay venue / night happening in Barton which should be investigated
- Positive action recruitment in public sector organisations can often be limited to BME candidates and not include LGBT people
- The gay men's group (+25) has been a successful outcome of the research and events
- Humberside Police and The Grimsby Institute have collaborated to organise 'Report & Talk' sessions on Institute premises
- Monitoring sexual orientation and gender identity can be a useful way to help organisations identify any areas of inequality and unfair treatment. However, it was recognised by the group that if this is not done as part of a programme of equality 'ground work', problems can occur. This may be because employee perceptions of the employer's

intentions may be misunderstood. It was mentioned that East Riding PCT have a clear and effective equal opportunities monitoring form

- An attendee recommended that all forum members should communicate to their stakeholders how important recording hate crime is, and that hate crime can include anything that a potential reportee believes falls under this description
- An attendee and LGBT community member said that they had suffered unfair treatment while living in NE Lincs and had problems convincing the police that this treatment was hate crime

## Project 2

### **Identifying and Researching LGBT Forums & Networks in Other Locations**

*Talk delivered by the researcher, Natalie Miller*

Discussion points following Natalie's presentation:

- Bristol Forum had experienced a high level of engagement. It is thought that training delivered by EACH (Educational Action Challenging Homophobia) was a contributory factor
- A representative from Hull LGBT Forum said they have had some success in engaging with schools via the Humberside Diversity Panel. A positive engagement with one school would hopefully mean others would follow. The NE Lincs forum managed to attract one school to recent EACH training, despite sending invites to all schools
- The forum had been in talks with NE Lincolnshire's anti-bullying officer regarding having an LGBT session within a local anti-bullying event. This has not happened as yet but it is hoped this will happen in the future.

## Project 3

### **Key Information and Examples of Best Practice**

*Talk delivered by Alex Baghurst (apologies received from the researcher, Shamima Nooruddin)*

This document is a practical resource that can be used alongside the LGBT Toolkit (available on-line and on CD)

Discussion points following Project 3 presentation:

- Kent Police, one of the good practice examples within this report, have had senior commitment which may have been a contributory factor to

the high profile of their LGBT equality work. They are also a Stonewall Diversity Champion.

- It was acknowledged that while initiatives like the Stonewall Diversity Champions scheme are good for showing a commitment to equality, they do not necessarily guarantee that equality is embedded within that organisation (i.e. being delivered on the ground)

All report writers and research participants were thanked by the group.

Alex highlighted that the real value of the research is the actions taken forward from the research and this discussion and the impact this has for the LGBT community in North East Lincolnshire. He recommended that they consider a list of recommendations resulting from the reports (this was circulated).

The list was discussed and an updated version is shown below. This will be circulated to forum members and passed to the management Committee to confirm action points.

### **Research Recommendations**

*Please note these recommendations are not in priority order.*

1. Disseminate Best Practice Recommendations (proj3) and use this as an opportunity to engage with employers
2. Consider formalising forum status and develop clear governing documents (this is already work in progress)
3. Web development – expand the scope of info available to visitors and make it easier for people to locate relevant info and participate (this is already work in progress)
4. Develop diverse income streams – consider:
  - Sell universal LGBT badge
  - Design and sell merchandise
  - Competitions (participants have to pay to enter)
  - Membership fee
  - Sponsorship / affiliate marketing
  - Large annual event with entrance fee
5. Allocate appropriate resources that can be used to secure further funds (funding is a regular agenda item at meetings)

6. Evaluate how well we are updating individuals / organisations that cannot make meetings and take action accordingly
7. Establish productive ways of keeping in touch with and working with other LGBT forums
8. Seek regular feedback from members
9. Make further efforts to find out the needs of the target group (this might be employers as well as LGBT community members)
10. Support and encourage providers of learning and training to include LGBT issues in the curriculum (and challenge instances of homophobia). This could be delivering training or consulting on policies.
11. Work with the police to ensure homophobic bullying is always challenged and to ensure the public are reassured that complaints will be taken seriously
12. Develop communications and info that advise local LGBT people about safe and welcoming environments in which to socialise and meet other LGBT people
13. Offer young people impartial advice through a variety of facilities and media (e.g. mentoring)
14. Look at the possibility of developing Service Level Agreements with NE Lincs Council. Also look at Hull Forum model of having 'Public Sector Roadshow' where for each meeting there is a short presentation from a public sector organisation followed by a group discussion regarding LGBT equality.

If you there is anything you would like to add to this list please send this to [eastcoastdiversity@grimsby.ac.uk](mailto:eastcoastdiversity@grimsby.ac.uk) or call 01472 311222 ext.428.