

**WELCOME TO....**

# **Working in the Environment Sector with LGBTQ+ people**

**with Ellis and Lou Beardsmore  
from PRIDE OUTSIDE CIC**

# OUR SESSION

- ABOUT US - LOU & ELLIS & PRIDE OUTSIDE CIC
- KEY CHALLENGES FOR LGBTQ+ PEOPLE TODAY
- HOW TO BE A GREAT LGBTQ+ ALLY (YOU & YOUR ORGANISATION)
- LIVE Q AND A









**"We are building a world where all LGBTQ+ people are safe and well"**

**PRIDE  
OUTSIDE  
TRAINING**



**Where are you from?**





## **How the session will be..**

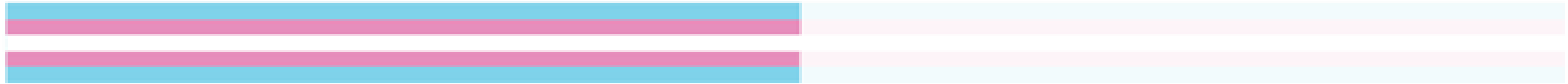
- We want this to be a safe space to get it wrong and ask questions
- We want it to be fun!
- There is zero tolerance for deliberate homophobia or transphobia
- What can you do to help you focus?







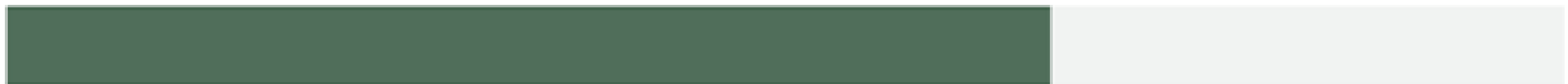
51% of people who identified their gender 'in another way'



59% of LGBTQ+ people



67% of heterosexual people



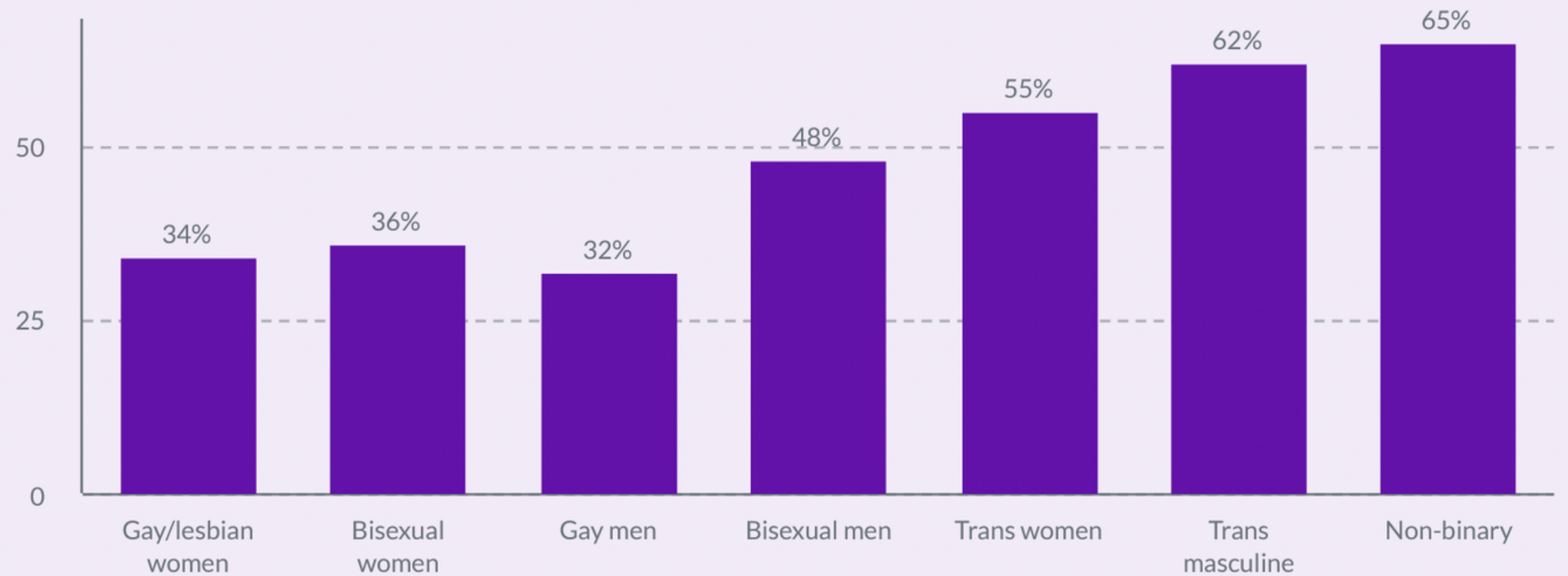
feel welcome and comfortable walking or spending time on the streets in their neighbourhood.

**44%**  
said they had been  
**discriminated against** for  
any reason in the **last year**



**Trans and non-binary people**  
were the most likely to have  
experienced discrimination

% who had been discriminated against in the last year



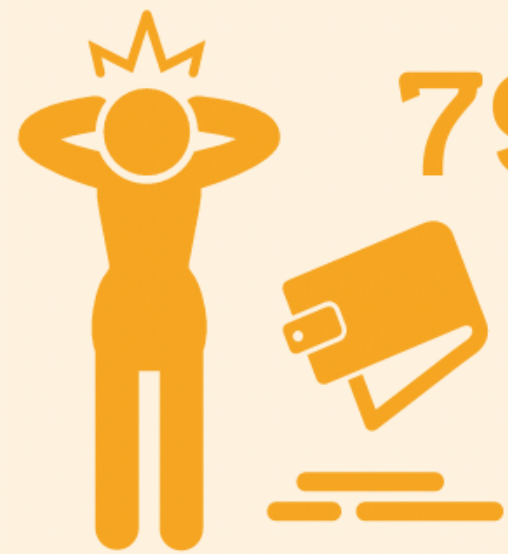
## Most common sources of discrimination:

- Unknown person in a public place (51%)
- Known person in a public place (21%)
- Close relative (21%)
- Health care services (17%)
- College/school (15%)
- Employer (15%)





had experienced **food insecurity** in the last 12 months

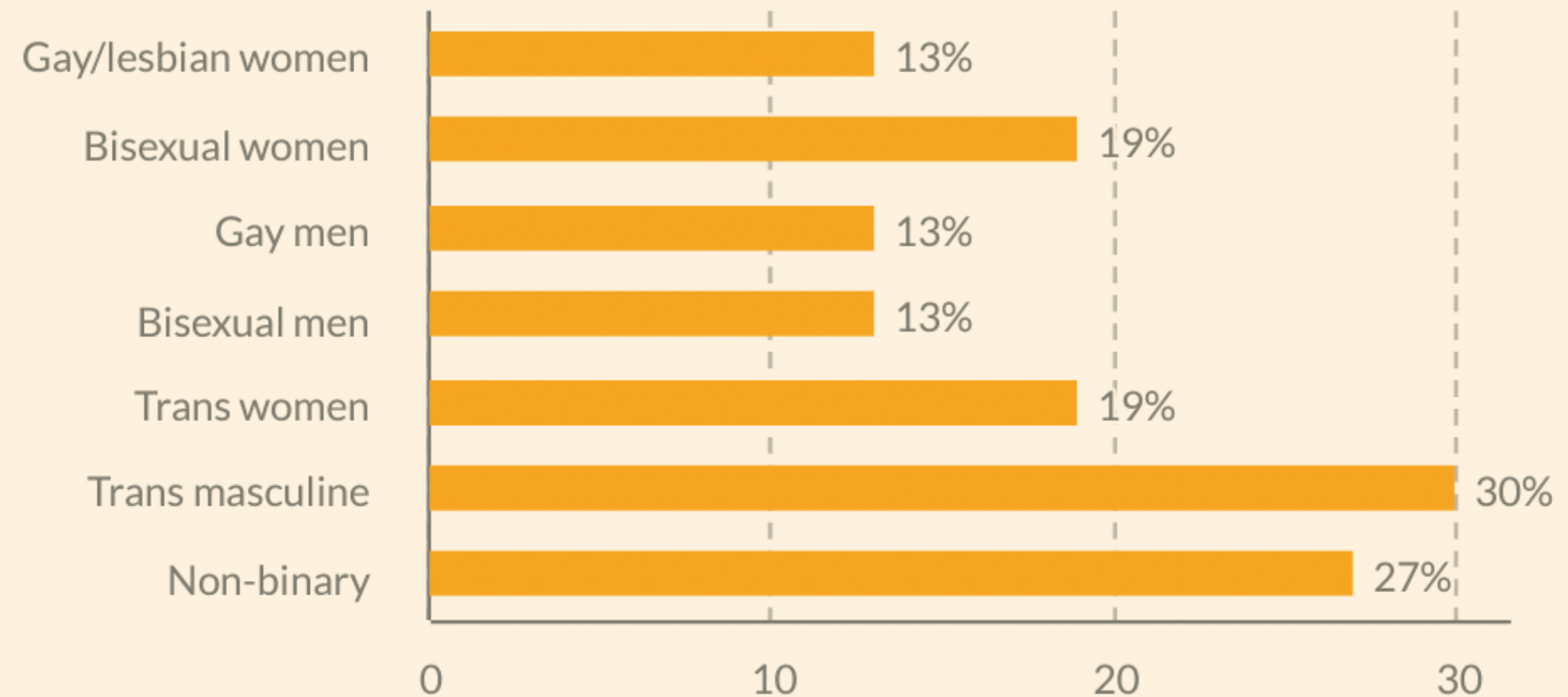


**79%** ever had **financial worries**

**27%** had financial worries **all or most of the time**

**trans** and **non-binary** were the most likely to have financial worries

% food insecurity in last 12 months



20% of LGBT+ people under the age of 50 had experienced food insecurity in the last year. This compares to 12% of under 45s nationally (Scottish Health Survey 2020)







*"I've started seeing more LGBTQ+ people in our spaces and I want to make sure that I'm including them."*

*"I keep hearing all this chat about trans rights and I'm confused about what it means to be trans."*

*"I feel like I should know more about the LGBT community but I don't know where to begin and am embarrassed to ask. I don't want to get things wrong."*

*"I made a mistake and upset someone in the LGBT community and I want to do better."*





**ALLY  
WIN!**

**LGBTQ+  
inclusion  
benefits  
everyone!**

**Virgin introduces non-gendered uniforms  
and recruitment increases by 100%!**

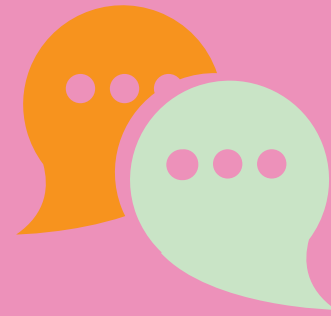


# 5 WAYS - YOU CAN BE AN LGBTQ+ ALLY



## LISTEN

to LGBTQ+ people and believe their experiences  
e.g. feedback or evaluations



## SPEAK UP

by "calling in" homophobia, transphobia, biphobia and helping others learn

## TAKE ACTION

use your pronouns on email/badges to show you are an LGBTQ+ Ally

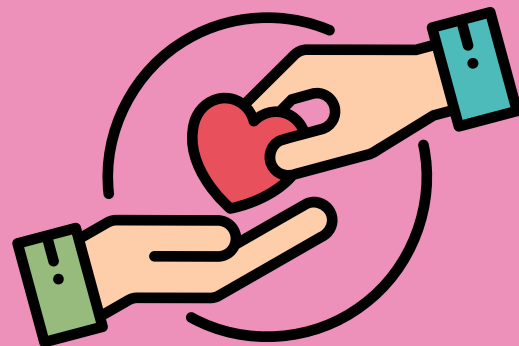


## LEARN

the history and current challenges for LGBTQ+ people and why Visible Allyship is so important

## GIVE

your voice, your time or your resources by volunteering or giving money to an LGBTQ+ charity and getting involved in LGBTQ+ inclusion campaigns.





# 3 x Ally Actions to be an LGBTQ+ inclusive organisation



## 1. USE INCLUSIVE LANGUAGE & IMAGES

E.G. ON YOUR FORMS, LGBTQ+ PEOPLE AND FAMILIES ON PROMOTIONAL MATERIAL, USING LGBTQ+ LANGUAGE

## 2. BEING A VISIBLY LGBTQ+ FRIENDLY ORGANISATION

E.G. TALKING ABOUT LGBTQ+ NATURE, CELEBRATING PRIDE MONTH, HAVING FLAGS ON RECEPTION OR LGBTQ SHARE LGBTQ+ INCLUSION STATEMENT, SHARE LGBTQ+ CONTENT ON YOUR SOCIALS



## 3. INCLUSIVE FACILITIES

E.G. GENDER NEUTRAL TOILETS OR LAMINATED SIGNS THAT CAN GO OVER OLD SIGN SAYING GENDER NEUTRAL





# Support in Scotland



LGBT HEALTH  
AND  
WELLBEING



LGBT YOUTH



UNITY



PRIDE OUTSIDE



# How you can work with us...



## E-learning course for your staff with LIVE Q & A

- Adapted for your organisation's needs
- Introduction to Sexuality
- Introduction to Gender Diversity
- Live 1hr Q & A to answer questions

## Half-day or full day LIVE training

- Introduction to the LGBTQ+ community
- Introduction to Gender Diversity
- Working with Gender Diversity in therapy or counselling

## Pride Month lunches & Speaking

We will talk through your needs and design a bespoke learning package for you

## Learning Packages including consultancy

We will talk through your needs and design a bespoke learning package for you

## EMAIL US:

[hello@prideoutside.org.uk](mailto:hello@prideoutside.org.uk)  
or organise a 30 minute chat on Zoom

Sliding Scale pricing depending on your size & all profits invested into our LGBTQ+ wellbeing work outdoors



# LIVE Q AND A SESSION





**WHAT 1 ACTION WILL  
YOU TAKE ?**

# WHAT NEXT?

**SIGN UP FOR  
OUR NEW  
PRONOUN  
RESOURCE**



- **Keep taking action** - don't forget to take your Ally Action and you can also check out the resources for more things you can watch, read and listen too.
- **Keep the conversation going** - speak to friends and family about what you learned and how they too can be an LGBTQ+ Ally
- **Spread the word** - if you know an organisation or group who need LGBTQ+ Inclusion training then please share our details.



# RESOURCES

## Celebrity Documentaries:

### Kelly Holmes - Being me

Powerful documentary where Kelly opens up about significant parts of her life for the first time. We meet those closest to her and discover the emotional journey she's been on.

### Olly Alexander - Growing up Gay

Documentary in which Years and Years frontman Olly Alexander explores the mental health issues faced by members of the LGBT+ community.

### Tom Daley - Illegal to be me

Tom Daley visits the most homophobic countries in the Commonwealth to explore how gay athletes are facing extreme persecution. What can the Commonwealth Games do to help?

## Ted Talks :

### Why kids need to learn about gender and sexuality

Lindsay Amer is the creator of "Queer Kid Stuff," an educational video series that breaks down complex ideas around gender and sexuality through songs and metaphors. Amer is helping to create more empathetic adults -- and spreading a message of radical acceptance.

### Scenes from a black trans life

At the crossroads of life and livelihood, scholar D-L Stewart invites us into scenes from his own life as he resists and reflects on the dehumanizing narratives that shape the Black trans experience in the US.

### A queer version of love and Marriage

Love is a tool for revolutionary change and a path toward inclusivity and understanding for the LGBTQ+ community. Married activists Tiq and Kim Katrin Milan have imagined their marriage -- as a transgender man and cis woman -- a model of possibility for people of every kind.







# 100,000 Allies by 2025

Will you be part of the  
change?

[learn.prideoutside.org.uk](https://learn.prideoutside.org.uk)