



IMPACTFUL GOVERNANCE  
Community Interest Company

“Creating sustainability by imbuing independence and strength into organisations;  
supporting services to be more effective and efficient”

IMPACTFUL GOVERNANCE  
Community Interest Company

## Where's the "T"

The 2022 LGBTQ+ Research is under way and we would like to hear your thoughts on the important changes that affect your lives

Where's the "T" in Government thinking?

How inclusive is Sport?

Do "experts" get it?

Why is suicide so high in the LGBTQ+ Community?

Interested in LGBTQ+ issues in Watford?  
Call Us Now: 01923 231660  
[www.ig-cic.org.uk](http://www.ig-cic.org.uk) or Email: [ceo@ig-cic.org.uk](mailto:ceo@ig-cic.org.uk)

SME Climate HUB

disability confident LEADER

# LGBTQ+ in 2022 Research Report- “Where’s the ‘T’?”

Being LGBTQ+ in Watford & 3 Rivers during  
2022

Commissioned by: Health Protection  
Board (Covid Recovery)

Author:  
Andrew Waite, Chief Executive  
Impactful Governance – Community Interest Company



Email: [admin@ig-cic.org.uk](mailto:admin@ig-cic.org.uk) Office: 01923 231660 Website: [www.ig-cic.org.uk](http://www.ig-cic.org.uk)  
Registered Office Address: The Old Free School, George Street, Watford, Hertfordshire WD18 0BX  
Luton Office: West Wing Studios, Unit 166 The Mall, Luton, Bedfordshire LU1 2TL  
Registered Community Interest Company Number: 10940809

## Contents

### **1. Executive Summary of the Project (page 3)**

- The Initial interviews
- The demographics
- Final Report
- Additional Research Needs

### **2. Marketing Strategy (page 14)**

- Initial Marketing Strategy: reaching the LGBTQ+ community
- Second Marketing Strategy: social media
- Third Marketing Strategy: Outreach
- Final Marketing Strategy: Events
- Summary

### **3. Results of the primary research (page 17)**

### **4. Analysis of the Results (page 18)**

- What are they able to access well?
- What challenges have they faced?
- What support do they require?

### **5 Recommendations (page 25-28)**

### **6. Appendix Quotes from participants (Page 29)**

### **7. Glossary of terms (Page 46)**



## Executive Summary

Following our LGBTQ+ research based on Watford during 2021, a number of themes were identified. We also acknowledged that there is a spectrum of LGBTQ+ people and each deserve the right to have their voices heard. The initial sample survey was with 20 individuals. This year we have made this a substantial piece of research by engaging with many more people and our ambition was to complete 200+ surveys with LGBTQ+ individuals and allies. We achieved 139 which is a six-fold increase from last year and we aim to do better next year, subject to receiving further commissions. It is identified through this report and the results of the survey that there also needs to be an annual directory of LGBTQ+ services, social places and groups. This report aims to start that process by identifying some local and some national organisations or social groups.

From our first research during 2021, it became apparent that there are a range of “Hidden sexualities” in the same way that people may have “Hidden Disability”. These are not obvious from the initial visible signs or labels that have been used historically. During this research we received our first Trans-phobic phone call simply by announcing that we were about to conduct this survey from a “lady” purporting to be a “Therapist” and who runs her own business in Watford. It is clear that there could be a lot of people presenting themselves as professionals in order to impose their hatred onto other people including through conversion therapy and this is our first prime example. The matter was reported to the police in May and after several failed attempts to complete a witness statement due to the original complaint being “lost” within Herts Police, our first visit to discuss this was in July and we were told contacting the perpetrator would not happen until at least September at the earliest due to police staff training and holidays. Allowing an alleged therapist to continue damaging lives.

[Research we conducted in 2021](#) showed that when asked “have you ever had any mental health, depression or suicidal thoughts” 42% of LGBTQ+ respondents replied yes. In a study conducted by Youth Chances, 52 percent of LGBTQ+ participants reported self-harming compared to 35 percent of their cisgender “straight” counterparts. It also found just under half of the participants (44 percent) reported having regular suicidal thoughts. Furthermore, a report conducted by Stonewall UK found that 1 in 8 LGBTQ+ people (13 percent) attempted to take their own life within the last year. Just under half of the transgender participants (46 percent) reported thoughts of taking their own life within the last year compared to 31 percent of their cisgender peers. According to the report, experiencing a hate crime significantly increased an LGBTQ+ individual's likelihood of developing mental health problems. The study also found that 69 percent of LGBTQ+ victims of a hate crime reported experiencing depression and 76 percent reported experiencing extreme episodes of anxiety. Our research also found that almost 32% of respondents had experienced hate crime and of those, the same percentage stated it happened in Watford.

We wish to make the Watford area a more LGBTQ+ friendly place but to do that we need to prioritise and listen to the voices of its LGBTQ+ residents which is why we conducted a survey. While the questions pertaining to mental health and suicide may be perceived as invasive to

some, Impactful Governance have to broach some heavy topics to ensure we make our local LGBTQ+ community thrive by understanding improvements which need to be made.

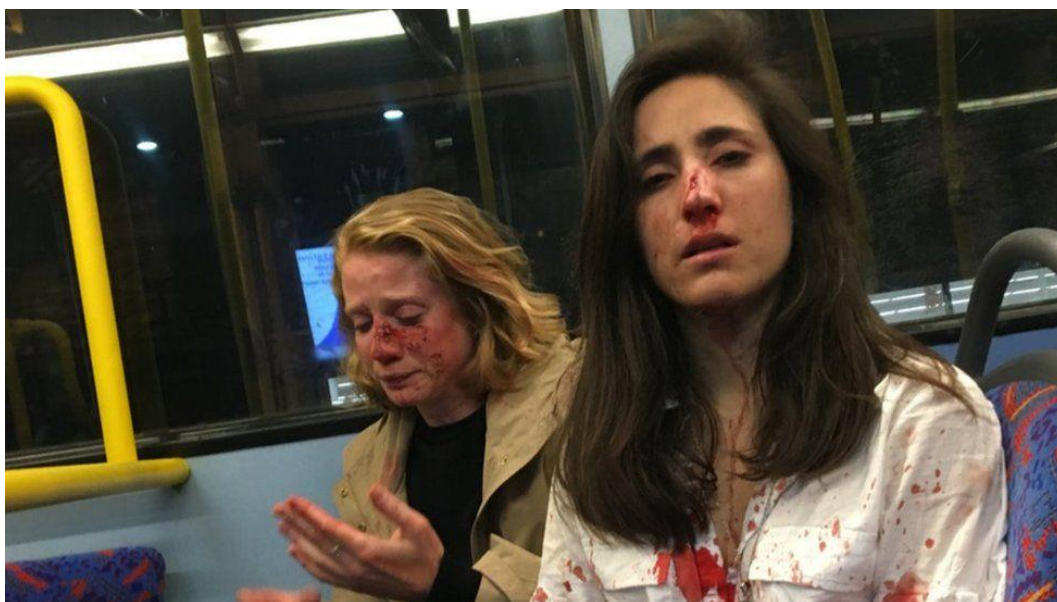
We really do hope to make the Watford area a safer and more inclusive place. Together we can have a greater influence on positive change.

## Why LGBTQ+ issues are issues for everyone

Hate speech has been prevalent in charities that were supposed to be supporting a particular sector according to their charity aims, yet went on to provide widespread hate speech and some have been closed down by the charity commission as a result such as the Islamic Research Foundation International (IRFI): <https://www.civilsociety.co.uk/news/charity-commission-orders-the-winding-up-of-charity-found-to-have-funded-hate-speech.html>

This kind of rhetoric and bigotry has no place in 2022 or in Watford, Hertfordshire, the UK or indeed worldwide. Persecution of people for their sexuality has been going on for centuries and is often from hypocrisy where those who shout loudest tend to have more to hide.

*Sodom and Gomorrah are reported in this fiction/fact as two of the five "cities of the plain" where allegedly God sends two angels to destroy Sodom. They are welcomed into a home, but all the men of the town surround the house and demand that he surrender the visitors that they may "know" them. Instead the father of the house offers the mob his virgin daughters instead to "do to them as you please", but they refuse and threaten to do worse to the Father. The angels then strike the crowd blind (Ref: Sodom & Gomora, Christian Bible, Genesis 13:12).*



With this kind of “blind-faith” people are making judgements today through interpretations of religious beliefs, all-be-it misguided. And more recent hate crimes, initiated by people holding a grudge against the LGBTQ+ community (REF: Admiral Duncan pub bombing, May 1999) Or in June 2019 where two innocent women were attacked for refusing to kiss on a bus in London.

Stonewall have produced a national report called “Take Pride” on perceptions of LGBTQ+ people (Ref: Nancy Kelley Robbie de Santos Evidence briefing – June 2022), subheading “Public sentiment towards lesbian, gay, bi and trans people in the UK–June2022”

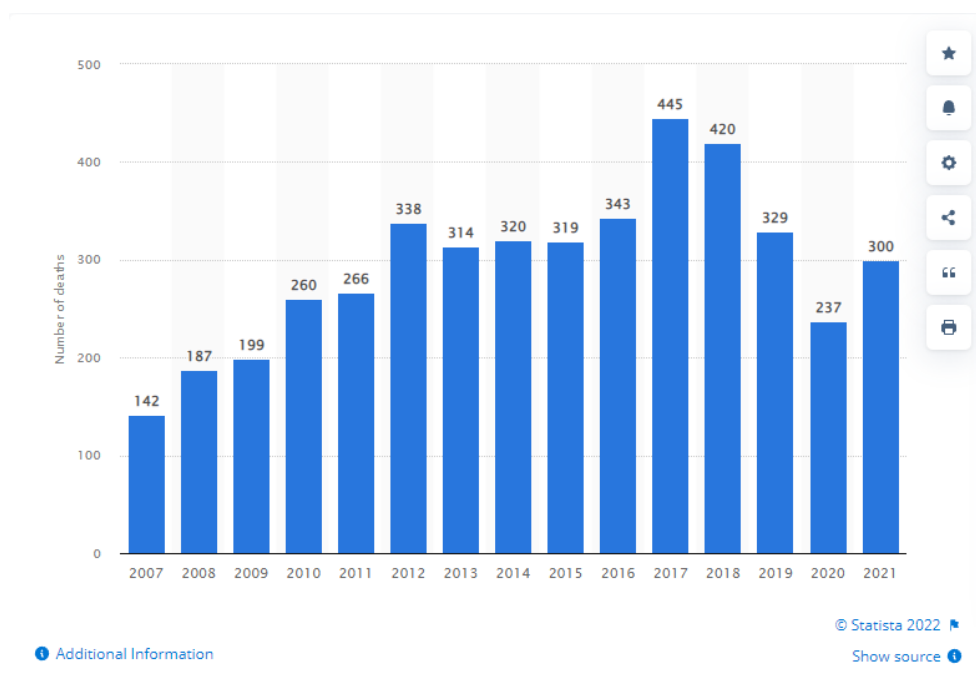
### Transgender process for DBS checks

Some positive changes have come about through Government accepting the LGBTQ+ identity within the Disclosure & Barring Service (DBS) where it offers a confidential checking process for transgender applicants.

This process is for transgender applicants who do not wish to reveal details of their previous identity to the person who asked them to complete an application form for a DBS check. For more information about the transgender process, email [sensitive@db.gov.uk](mailto:sensitive@db.gov.uk) or see the DBS Transgender Applications guidance.

### Asylum & Refugees

People leave their countries because their lives are at risk. People have been tortured and beaten by police in other countries and thankfully LGBTQ+ people are entitled to seek asylum in the UK and although may appear as Migrants, there are life-threatening and dangerous countries that they could be sent to where Government support death penalties. In Brazil an LGBTQ+ murder happens every 17 hours with many more rape and abuse that goes unrecorded.



### Suicide

Suicide is the biggest cause of death in men under the age of 50 and around three quarters of deaths from suicides each year are men (“Men urged to talk about mental health to prevent

suicide”, HMGov: Javid.S. 2022 June 24th). The Trans community and others have all suffered by being referred to as “broken” (Ref: Pray it Away) and the Conversion Therapy torment has certainly contributed to the suicide or attempted suicide figures.

### **Gender Recognition Act**

Respondents highlighted how burdensome and unaffordable the existing procedure was. Last year (2021), Minister for Women and Equalities, Liz Truss, announced the first step of this process by reducing the fee for applying for a Gender Recognition Certificate (GRC) to £5, a move that has helped an increased number of people apply. June 30<sup>th</sup> 2022 announcement will see all aspects of the GRC application moved onto one GOV.uk portal, removing the administrative burden on individuals and centralising the process.

### **The Initial interviews**

The initial interviewees, similar to 2021, have been hard to engage and those who have taken part are as a direct result of personal invitations rather than any social media, publicity campaigns or personal interactions face-to-face. Initial survey forms are published online and links to it are circulated electronically and within our A5 colour printed leaflet named “Where’s the ‘T’ “. This dual approach allows greater circulation and distribution to both venues and individuals within the Watford area.

This year, we have specifically targeted each of the L.G.B.T.Q and “+” including Allies to gauge a broader response, particularly to the issues surrounding conversion therapy and the Government’s current position (as of June 2022) of not protecting the Trans people within our community against conversion therapy.

We extended the consultation period from May throughout the Pride season to the end of August 2022. Having a stall at Hertfordshire Pride ourselves, we used this opportunity to both promote the survey and hold more in-depth interviews within a “Sound-Cube” pod. This year included questions of a more personal nature, including suicide and we also kept some of the base-line questions from 2021 to show a measurement, comparison of any increase or decrease that can be illustrated as improvements or deterioration for Watford to address.

### **The Demographics**

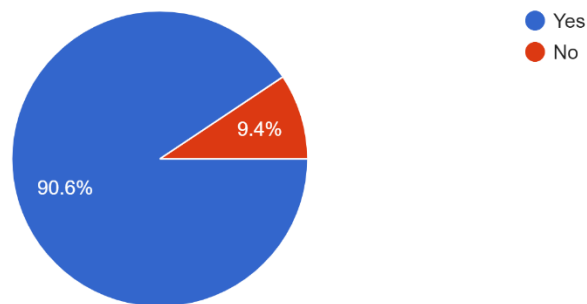
Watford & Three Rivers geographic area was the focus however, the need to seek views more widely through our Hertfordshire was based on the initial identification as Watford hosting the Hertfordshire Pride which is a celebration and protest for the whole County.

We capture the postcode from home address for statistical analysis once the interviews were all complete.



Is English your first language?

139 responses



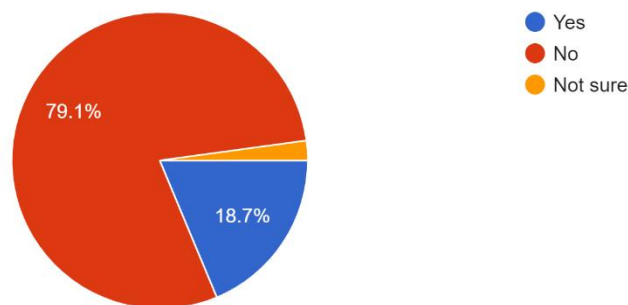
### Charity Commission – Governance Code

The latest version of the Charity Commission Governance Code asks community organisations to have representation from all including the LGBTQ+ community. Lots of organisations are seeing this as an opportunity to apply for funding when in fact, it is about **“Authentic Representation”**. Inclusion means being driven by **“lived experiences”** rather than taken over by other interest groups, agendas, authorities or to be used as a simple tick-box exercise.

Charity Commission Principle: <https://www.charitygovernancecode.org/en/6-diversity>

Do you have a disability of any type

139 responses



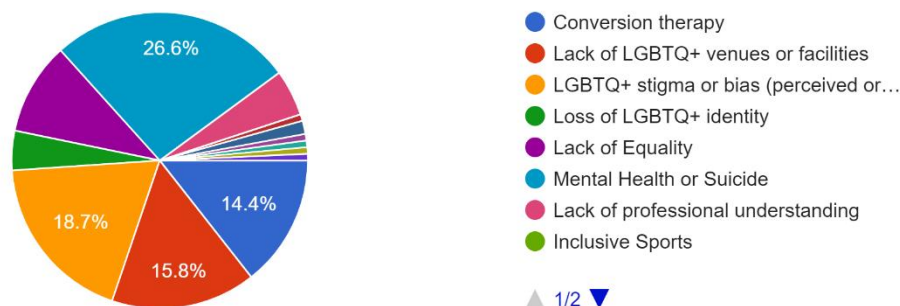
## Background

There are a few existing social groups locally within Hertfordshire or wider:

- Monthly pub night on rotation in Watford
- Terrance Higgins Trust (Sexual Health)
- Outdoor lads is a national walking group for gay/bi/trans and they have a new group that is local to Watford.
- Proud Hornets is made up of Watford Football Club supporters who's aims aim is to continue to be a presence at matches, grow membership base and challenge all forms of discrimination in football.
- Dial-up is an inclusive performing arts group that holds an annual LGBTQ+ month of special events in February.
- As a result of our 2021 report, a new group is being established at the Random Café, 24A Garsmouth Way, Watford WD25 9DR once a month on Friday mornings from 10-1pm.
- As a result of our 2021 report, we are starting a monthly group discussion at Impactful Governance, The Old Free School, George Street, Watford WD18 0BX from 2-4pm (the group may go out socially after).
- During our 2022 research and connections we have made, we are aware of another new group "Queer Readers" about to set up at Two Trees Micro Pub, 18 Vicarage Road, Watford WD18 0EH. It will take place on the 3<sup>rd</sup> Saturday of each month from 3:30pm, starting 17<sup>th</sup> September 2022.

What is the biggest issue facing LGBTQ+ people today (you can only select one)?

139 responses



## Watford

1. Herts Pride is held in Cassiobury Park, Watford. There is a dance tent with bar, fair ground, dog show and stalls. It is well organised and friendly but well away from Watford town centre. It needs wider publicity and a broader LGBTQ+ representation. The entertainment includes a mix of local and national LGBTQ+ artists and Allies. They have a website emphasising their inclusive policy. 2022 Herts Pride was on 20th Aug ([www.hertspride.org](http://www.hertspride.org)).



2. Local monthly pub/drag night currently at Cother Arms, St Alban's Road, Watford. Advertised on social media through Jewel Entertainment & Ask Clive.
3. The Dial Up is an inclusive and community minded Performing Arts group. They meet on a monthly basis to share songs, stories, poetry, comedy etc.
4. February saw the first LGBT+ History Month 'special' at a packed Pump House. Alexander Williams who runs The Dial Up hopes to make this an annual event.
5. Proud Hornets is a Watford Football Club group who aim to make Vicarage Road Stadium and football in general a safe and welcoming space for everyone ([www.proudhornets.com](http://www.proudhornets.com)).
6. Pub Pride takes place in May and had participation from Two Trees Micro Pub and Columbia Press.

### Surrounding Area

1. There is an LGBT Partnership of professionals (Statutory services such as Police, NHS, Fire, Etc) within Hertfordshire who are part of a network that shares information about Herts Pride.
2. Ask Clive hosts a monthly LGBTQ+ night at The Queen's Elbow, St Albans. These pub nights move to a different venue each month and are publicised on social media.  
There is an LGBTQ+ directory produced by the Alzheimer's Society called "LGBTQ+: Living with dementia"
3. Julie "Jewel Entertainment" hosts monthly LGBTQ+ at various Hertfordshire locations including:
  - Cother Arms, Watford
  - Green Man, Hemel Hempstead
  - George & dragon, Chesham
4. Pub Pride is part of the 'Ask For Clive' campaign that invites pubs to register and receive 'kits' to advertise themselves as being welcoming to everyone. 27th May 2022 was the Pub Pride Day during 2022 ([www.pubpride.com](http://www.pubpride.com)) which had wider participation from outside Watford and across the UK: Cabaret, Live Music, Fancy Dress Rocky Horror in the pub, Camping, LGBTQ+ walking groups, Beer collaborations and an official cocktail.
5. Outdoor Lads. This is a long established group who welcome gay, bi and trans men to participate in various outdoor pursuits. These include hiking, cycling, climbing, kayaking, camping and hostel weekends. They have recently started to do organised walks in the Watford area. ([www.outdoorlads.com](http://www.outdoorlads.com)).
6. Gay Outdoor Club organise outdoor/sporting activities. They occasionally arrange walks in Hertfordshire ([www.goc.org.uk](http://www.goc.org.uk)).

## London

1. Pride in London was on 2nd July 2022
2. There are also groups for many interests including a variety of sports and performing arts.
3. Pubs and night clubs.
4. Help and support groups.

## Alternative

1. Radical Faeries is a warm, welcoming group and supportive of all. The group are global and combine playfulness, Pagan spirituality, honest sharing and a reverence for nature. They hold retreats and larger events as well as small local meetings. ([www.albionfaeries.org.uk](http://www.albionfaeries.org.uk))
2. Queer Spirit. LGBTQ+ festival/gathering/network of people who are also interested in spirituality and personal development. ([www.queerspirit.net](http://www.queerspirit.net))

## Final Report

This second report postcodes:

- WD3 – WD25 84 respondents
- HP1 – HP23 20 respondents
- SG1 – SG14 7 respondents
- HA3 – HA8 6 respondents
- AL1 – AL10 6 respondents
- EN3 – EN6 4 respondents
- Other 12 respondents

Disclosed sexuality breakdown was:

- Gay Male 49 respondents
- Ally 17 respondents
- Straight (no same sex) 13 respondents
- Straight (and have same sex) 11 respondents
- Bisexual 10 respondents
- Lesbian 8 respondents
- Queer 7 respondents
- Trans 6 respondents
- Gay Female 5 respondents
- Non binary 4 respondents
- Pansexual 3 respondents
- Curious 2 respondents
- No labels 2 respondents
- Other 2 respondents

## Additional Research Needs

We found that listing both Gender and sexuality in the same category was incorrect and didn't allow both gender and sexuality to be identified separately. Next year, we will ensure that we have the two questions split to allow sexuality to be one identity and gender to be recognised.

## Useful sites/apps

1. LGBTQ Herts/harrow/North London Facebook pages/groups
2. [www.meetup.com](http://www.meetup.com). Lots of LGBTQ+ groups and activities mentioned
3. [www.lgbtplushistorymonth.co.uk](http://www.lgbtplushistorymonth.co.uk)
4. Stonewall due to launch new 'What's On In My Area' App in May ([www.stonewall.org.uk](http://www.stonewall.org.uk))
5. There are plenty of support options for families with LGBT+ youngsters. FFLAG ([wwwfflag.org.uk](http://wwwfflag.org.uk)) is one of the better known.
6. The world of dating apps.
7. [www.tht.org.uk](http://www.tht.org.uk). Terrence Higgins Trust offering support for those living with the stigma associated with HIV along with numerous other services.

## Project period:

The project commenced in May 2022 and completed at the end of August 2022 to coincide with the Herts Pride festival, held in Watford, Hertfordshire on 20<sup>th</sup> August.

## Objectives:

To establish connections with social and business contacts within the LGBTQ+ arena, on a local, regional and national level.

To be clear on what the LGBTQ+ community and its allies believe are the most important issues being faced this year. We purposefully made the questions open and allowed areas of free text for more detailed responses where we felt there could be an opening up of emotions, particularly around suicides or attempted suicides.

## Politics:

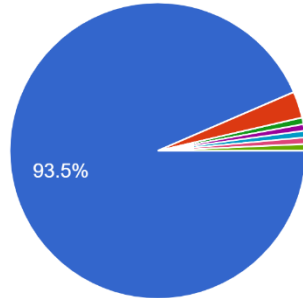
We endeavour to be a-political however, as Conversion Therapy features as a current and important attack on the LGBTQ+ community, we asked the open question to gain the percentage of respondents' views:

1. "Do you feel conversion therapy should be BANNED completely"

• Yes - protect all of the LGBTQ+ community	130	93.5%
• Yes – after proper debate	1	0.7%
• Not sure	4	2.9%
• No	4	2.9%
• Protect only the LGB community	0	0%

Do you feel conversion therapy should be BANNED completely (same as Canada and France for example)

139 responses



- Yes - protect all of the LGBTQ+ community
- No
- protect only Lesbian, Gay and Bi from conversion therapy
- Unsure, see previous answer.
- Yes after proper debate
- Not sure
- Turn straight people gay
- not sure

When asked “How confident are you that the UK Government supports the LGBTQ+ community?”

- Scored 275 out of a possible 695 (scores from 0-5) 39.5%



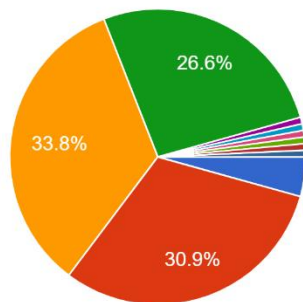
When asked “How confident are you that Watford is an LGBTQ+ friendly town?”

- Scored 405 out of a possible 695 (scores from 0-5) 58.2%



Has religion played a negative or positive part in your desire to join any activities?

139 responses



- Positive
- Negative
- Not applicable (N/A) or made no differ...
- Made no difference or not applicable
- when younger yes
- I saw religion having a massive impac...
- Religions tend to play a negative role -...
- not sure

▲ 1/2 ▼

## National Social Venues and Activities 2022:

July 2<sup>nd</sup>

London Pride

- Trafalgar Square, North Terrace - ten 5m x 5m marquees on the northern edge facing the stage. Pall Mall East - six 3m x 3m marquees at street level along the western edge of Trafalgar Square with their back to the Canadian High Commission.
- Soho Square (Community Village) - thirty 3m x 3m marquees on the streets located along the eastern, southern and western edges of Soho Square, all opening into the road and facing towards the fenced square itself.
- Golden Square (World Area) - ten 3m x 3m marquees on the street, on the south-western side of the square, facing towards the fenced square.
- Cavendish Square (Women's Stage) - ten 3m x 3m marquees at locations to be announced.
- St Giles (Family Area & Quiet Pride) - six 3m x 3m marquees along the northern wall of St Giles in the Fields Church, facing St Giles High Street.

August 6<sup>th</sup>

Brighton Pride

Brighton & Hove

- The Pride LGBTQ+ Community Parade is one of the undisputed highlights of the Brighton & Hove Pride weekend and is a showcase of the city's charities, community groups and small businesses as well as our invaluable emergency services, the NHS and statutory partners.
- It is one of the biggest and brightest events in Brighton & Hove's events calendar, with over 300,000 people thronging the city's streets to participate in and watch the parade of community and campaign groups, and the all-singing, all-dancing carnival of colour as it wends its way from Hove Lawns to Preston Park.

August 11<sup>th</sup>

Arcadia Queer Festival

Avalon Priory, Bridgwater

- This is a family friendly festival. All under 18's must be accompanied by an adult and children must be supervised by an adult at all times.

August 20<sup>th</sup>

Hertfordshire Pride

Watford

- Herts Pride includes people of all races, faiths, abilities, sexualities, and genders. It also has a Dog show and performance Artists.

August 26<sup>th</sup> – 29<sup>th</sup>

Manchester pride

Manchester

- Manchester Pride is one of the UK's leading LGBTQ+ charities. Our vision is a world where LGBTQ+ people are free to live and love without prejudice. They are part of a global Pride movement celebrating LGBTQ+ equality and challenging discrimination.

September 24<sup>th</sup> – 25<sup>th</sup>

Birmingham Pride

Birmingham

- The area around Hurst Street, just down from the Birmingham Hippodrome theatre, Bromsgrove Street and the surrounding streets will be the home of the Birmingham Pride 'Street Party' providing us with the opportunity to introduce more affordable tickets, subsidised by Birmingham Pride, whilst still maintaining a welcoming and safe environment for everyone.



## Marketing Strategy

### Initial Marketing Strategy: Reaching the LGBTQ+ community

Questionnaire sent to individuals and Hertfordshire groups asked responses to current issues after considering various aspects and comments from local people based around suggested themes:

- Religious intolerance and social pressure to follow heteronormative life choices.
- 'Does belonging to an LGBT Community matter?'
- 'Do LGBT people need our own space to meet, support each other and have fun?'
- Feeling a little lost and isolated is a local concern.
- Are there LGBTQ+ activity groups in my area?'
- 'what social events are there locally for LGBT people?'
- 'what venues are LGBTQ+ friendly?'
- 'how do I find someone I can talk to confidentially about LGBT matters?'
- 'what can I do if I am being bullied for being LGBT?'
- 'how can I best show my support as an LGBT parent/ally?'
- 'how can I get involved in LGBT rights campaigns?'
- 'Does LGBT visibility matter (for instance making more of LGBT history month and Herts Pride in the town centre)?'
- Proud Hornets is a women led group.
- Alexander Williams hosts jazz singing, “Dial Up” and social meetups - Garden Rooms.
- Herts Pride
- Parents of LGBT kids group.
- NHS
- West Herts College has a student protection plan and Diversity Policy however, at this stage of research (year 2) we could see no evidence of any group to support LGBTQ+ people.
- The key need seems to be an easy-to-find online noticeboard or physical directory.

### Second Marketing Strategy: social media

Similarly, to 2021, social media serves to promote activities and events although this is not conducive to gaining completed surveys, particularly as we ask for sensitive information. We have linked the activity by sending emails of the leaflet to charities and community organisations who may then have distributed them through their own networks. The survey completions via social media of any type has a poor response rate and represents approximately 2% of respondents only. We are also keen that the integrity of the participants is not compromised by questionnaires being completed by those outside of the LGBTQ+ community or those who may wish to skew the results and therefore, we ask for an email address to verify that there is no duplication. That to may put people off completing.



### Third Marketing Strategy: Outreach (individual interviews)

We continued to engage with people before the final social event at Herts Pride. That meant contacting people during meetings and asking for completions, contacting people from our database of existing clients, revisiting prior projects that we had delivered and reaching out to people as well as visiting café's and shops. This approach also involved personal representation and explaining the purpose of the survey and gained the trust and confidence of participants to engage. This process achieved approximately 50 completed surveys.

Using knowledge of monthly pop-up venues we attended evening pub nights and spoke with people directly about the surveys and purpose where we were able to gain participation including the "Out in Berko" group and Watford monthly LGBTQ+ night at the newly launched Cother Arms. This process increased the participants to approximately 80 completed.

### Final Marketing Strategy: (Event approach).

We again, this year, attend Herts Pride and held a stand promoting our activities. This year we focussed on completing the surveys using a theme of a "confessional" as a tongue-in-cheek approach to engaging with the community:

We are pleased to be at Herts Pride on Saturday 20<sup>th</sup> August 2022.

Have you been good or bad? We all have a little devil or angel in us sometimes.

**Where's the "T"**

The 2022 LGBTQ+ Research is under way and we would like to hear your thoughts on the important changes that affect your lives.

Confess all at our stand (confession booth) in the Health & Wellbeing tent as we conduct the 2022 LGBTQ+ survey. If you are attending Herts Pride you qualify to have your queer voices heard. Have a selfie taken with our "I confessed at Herts Pride".

IMPACTFUL GOVERNANCE  
Community Interest Company

The remaining numbers were actively engaged and a variety of the L.G.B.T.Q and others including allies, had opportunity to have their voices heard which was a key focus for this report.

We continued the surveys at Herts Pride, held in Watford, Hertfordshire.



## Summary

Comparing the results from 2021 to the 2022 surveys on LGBTQ+, we found there are slight changes that represent changes in attitudes, feelings and priorities, for example:

LGBTQ+ Research	2021 (20)	2022 (139)
1. Hate Crime (physical or verbal abuse)	35%	35.2%
2. Felt vulnerable or exposed	25%	31.6%
3. Felt pigeonholed	40%	31.6%
4. Felt unsafe or threatened by certain groups	20%	30.9%
5. Felt isolated	15%	28%
6. Felt excluded	30%	27%
7. Saw activities that were not designed with you in mind	30%	25.9%
8. Never experienced any negative attitudes	40%	<b>only 11.5%</b>

Figures in **GREEN** above show improvement from 2021 **Turquoise** shows a decline.

### The process of change:



### World Aids Day is on 1st December 2022

#### HIV

From 1 April 2022, gay and bisexual men and those aged 15 and over only need to receive 2 doses of the human papillomavirus (HPV) vaccine, instead of 3 are to be fully vaccinated.

<https://www.gov.uk/government/organisations/uk-health-security-agency>

## Results of the Initial LGBTQ+ survey

# 139 individuals took part in the LGBTQ+ research.

### Source of engagement

Individuals approached independently	84
Hertfordshire Pride 2022 respondents	55

### Confidence (of those who came forward to participate)

Openly “out” with your sexuality	92
Not “Out”	11
N/A	36

### Demographics

Live in Watford or Three Rivers	42
Live & work in Watford or Three Rivers	31
Visit Watford & Three Rivers Socially	20
Visit watford & Three Rivers to see friends or family	19
Work in watford & Three Rivers area	19

### Biggest single issue facing LGBTQ+ people today?

1. Mental Health & Suicide	37
2. Stigma or bias	26
3. Lack of LGBTQ+ venues or meeting places	22
4. Conversion Therapy	20
5. Lack of equality	14
6. Lack of professional understanding	7
7. Loss of LGBTQ+ identity	6

## Analysis of the Results

### The LGBTQ+ community

#### What are organisations doing well?

Watford hosts the Hertfordshire Pride each year in August.

Watford has Health Support for the LGBTQ+ community.

Hertfordshire Police has a Hate Crime Support.

#### England’s official menopause guidance included trans and non-binary people

For the first time, trans and non-binary people will be included in the official NICE guidance on menopause. Instead of aiming menopause guidance solely at “women,” the new guidance will be aimed at “women, non-binary and trans people with menopause.” With trans, non-binary, and gender-nonconforming folk so frequently left out of the conversation when it comes to areas such as reproductive health, gynaecological care, and prostate cancer screenings, this is a big step.

#### Hate crime

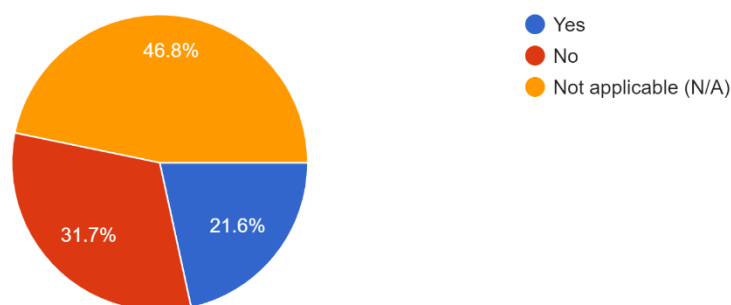
Nationally Hate Crimes against the LGBTQ+ community have doubled in the past four years Ref: [LGBT tolerance 'going backwards' as hate crimes up - BBC News](#)

Through our survey, we asked people to rate both the UK Government and locally Watford Borough Council. Using our “rainbow Progress Rating” we award based on average figures received from the LGBTQ+ participants from the questionnaire, illustrating their support and inclusivity to the LGBTQ+ community (out of 5 flags) taking the mode (most scored) figures from 100% of responses.

When asked “Did any of the Hate Crime happen in Watford or Three Rivers”

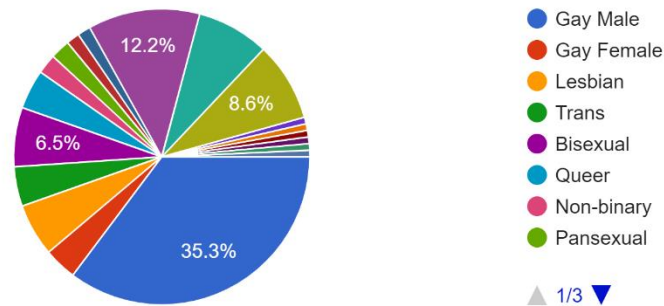
If you said yes to any of the above, did this happen in Watford or Three Rivers? (if no please tick N/A)

139 responses



### Sexuality or Gender

139 responses



### What challenges have they faced?

#### Universal toilets

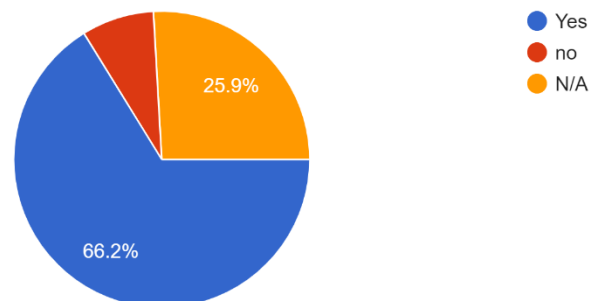
After the Government consultations about Universal toilets, the decision to include both Male & Female toilets in any new public buildings has been made (July 2022). The Government feels that the rise in ‘gender neutral’ toilets raised safety concerns from women who feel they are losing privacy and being unfairly disadvantaged.

***“Separate unisex (or universal) toilets should be provided if there is space but should not come at the expense of female toilets.”***

A feeling of under-representation of the Trans or LGBTQ+ community due to an outweighed bias from other consulted groups may have influenced that decision. Although having two toilets is not a step backwards, a third toilet option including disability could have been a compulsory addition to cater for all sectors of the community or better still, have universal washing areas and uni-sex cubicles that anyone can use.

### Are you openly "Out" with your LGBTQ+ identity?

139 responses



## What support do they require?

**Mental Health & Suicide** came out as the top issue for LGBTQ+ people in this survey.

Hate Crime, abuse and victimisation creates an unwelcome atmosphere that leads to disengagement. LGBTQ+ people need activities to be planned, led and delivered by LGBTQ+ people. All too often agendas are hijacked and people with good intentions steer projects and activities into the direction they see from their own perspective rather than allowing organic growth to develop by allowing LGBTQ+ imagination to be unleashed. Comparisons have been made to both ethnicity and disability when it comes to inclusion of the LGBTQ+ community. Organisations must stop taking on projects in order to change LGBTQ+ people but instead engage meaningfully and listen when people express dissatisfaction with how they are treated, dismissed or pushed in pigeon-holes that are not of their own design. LGBTQ+ people love their allies and supporters however the “with me not about me” approach yields the best results.

**Stigma or bias** is brought about by a lack of understanding or knowledge. Discussions have only just begun with some in authority to make community decisions and much more information and resource needs to be made available to professionals as well as people going through stigma.

**LGBTQ+ venues and meeting places** are essential and very much needed. If we look at other groups or minorities, each has their own meeting place or somewhere they feel comfortable because there are others of like-mindedness or going through similar issues. There are a spectrum of people within the L.G.B.T.Q. and others and all have strengths and weaknesses however, coming together in a safe place to discuss and share good-practice and knowledge is not only a way of breaking down stigma and bias but allows freedom of expression and individual needs.

**Conversion Therapy** is real and alive in Watford and Three Rivers. We received a hate phone call ourselves from a “therapist” telling us not to send “sex” or let her hear about those “weird trans people”. Such shocking ignorance and hate has no place in society and we must raise awareness of the LGBTQ+ community in order for it not to be diminished or put out of view.




**Lack of equality** is apparent every day with subliminal messages or lack of consideration for alternative to the binary male or female options. People losing their jobs for being LGBTQ+ is still happening and evidenced in this report.



**Lack of professional understanding** has also been identified and assumptions are being made wholesale in the most basic of Health & social Services. There are some positive changes yet many more examples of so called “priority groups” being segregated due to a professional opinion based on historic unconscious bias.

**Loss of LGBTQ+ identity** can be overcome by Watford and Three Rivers High Streets visibly showing support during Pride months and throughout the year by displaying Pride Progress Flags. In recent years the rainbow flag has lost its meaning and emphasis in the UK due to the NHS images used during the pandemic, however, it is still an identified emblem around the world due to its inclusive representative colours and meanings:

The first rainbow flags commissioned by the fledgling pride committee were produced by a team that included artist Lynn Segerblom. Segerblom was then known as Faerie Argyle Rainbow; according to her, she created the original dyeing process for the flags. Thirty volunteers hand-dyed and stitched the first two flags for the parade. The original flag design had eight stripes, with a specific meaning assigned to each of the colours:

Hot pink		<i>Sex</i>
Red		<i>Life</i>
Orange		<i>Healing</i>
Yellow		<i>Sunlight</i>
Green		<i>Nature</i>
Turquoise		<i>Magic</i>
Indigo		<i>Serenity</i>
Violet		<i>Spirit</i>

Ref: [https://en.wikipedia.org/wiki/Rainbow\\_flag\\_\(LGBT\)](https://en.wikipedia.org/wiki/Rainbow_flag_(LGBT))

Today the Progress Flag is the most used although there are variations to include intersex:

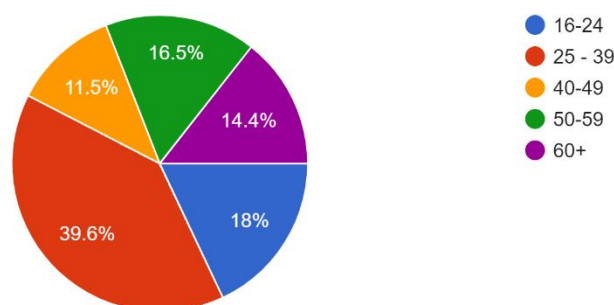


### **LGBTQ+ Meeting Places**

Most respondents state that there is no regular meeting place and this appeared as the third most important issue to the LGBTQ+ community in 2022. There is also a lack of LGBTQ+ identity within the town centre of Watford. A fixed community venue within the town centre of Watford is clearly a big need and the LGBTQ+ community deserve their own meeting place. Other groups are represented and have their own premises, either rented or owned for their cohorts to meet.

What is your age bracket

139 responses



### **LGBTQ+ Celebration & Protest Parades**

Herts Pride takes place in Cassiobury Park each August, however, there is a lack of presence or publicity surrounding the event within the town centre. There is a clearly determined need for all LGBTQ+ people, supporters and allies to come together to form a “Watford (LGBTQ+) Proud Parade” through the town to help celebrate, raise economic participation through the local shops, leisure and hospitality as well as making clear the issues that relate to LGBTQ+ people. There is a need for a Watford Proud Parade Committee, made up of representatives from the LGBTQ+ community to make the town vibrant and inclusive, particularly to promote LGBTQ+ inclusivity

#### **TRANS Day of visibility**

<https://www.mygwork.com/en/my-g-events/trans-day-of-visibility>

March 31st, 2022

#### **International Day Against Homophobia, Biphobia, Lesbophobia & Transphobia**

<https://dayagainsthomophobia.org/about/>

May 17<sup>th</sup> 2022

#### **Pub Pride**

<https://www.pubpride.com/>

May 27<sup>th</sup>, 2022

#### **Pride Month**

<https://www.theprideshop.co.uk/uk-pride-2022-calendar-pride-dates-for-2022/>

#### **Hertfordshire Pride**

<https://www.hertspride.org/>

August 20th, 2022

## What groups are available now for the LGBTQ+ community?

### Locally:

Group Name	Managed by or Legal Entity
1. Dial Up Performing Arts	Alexander Williams
2. Herts Pride	Hertfordshire LGBTQ Health & Wellbeing C.I.C.
3. Ask for Clive	Charity No 1188038
4. Pub Pride	Ask for Clive
5. Young Pride in Herts -	Hertfordshire County Council
6. Proud Hornets -	Watford Football Club
7. Terrance Higgins Trust	Charity No. 288527
8. Cothers Arms	Jewell Entertainment (Monthly LGBTQ+ pub night)
9. Random Café	Monthly LGBTQ+ café
10. Friday LGBTQ+ group	Impactful Governance C.I.C.
Recommendation (see page 25)	
11. Watford Proud Parade	Impactful Governance C.I.C. ( <b>Recommendation</b> )

### Nationally:

12. Alpha Dance Company
13. Barnes Stormers FC
14. Brighton Lesbian & Gay Sports Society (BLAGSS)
15. Camden Shorinji Kempo
16. Charlton Invicta FC
17. Cycle Out London
18. Dynamos Volleyball Club
19. East End Phoenix FC
20. Gay Sunday Badminton
21. Goal Diggers FC
22. Goslings London (Badminton)
23. Graces Cricket Club
24. Hackney Women's Football Club
25. Ishigaki Ju-jitsu
26. Kings Cross Steelers RFC
27. Knockout LGBT Boxing Club
28. Leftfooters FC
29. LGBT Powerlifting Union
30. London Cruisers (Basketball)
31. London Falcons FC
32. London Frontrunners
33. London Knights Basketball
34. London Otters Rowing Club
35. London Raiders Softball Club
36. London Royals Hockey Club
37. London Spiker Knights Volleyball Club
38. London Titans FC

39. LYC Badminton
40. Muscle Marys (muscle building)
41. NotSoTrad (Climbing)
42. OUT2GOLF UK
43. Out4Dance
44. Outdoor Lads
45. Out Play Squash
46. Out To Swim
47. Remnants Hockey Club
48. Smash Hits London (Badminton)
49. Soho FC
50. South London Smashers (Tennis)
51. South London Stags RFC
52. Spinder: Gay Fitness (Indoor cycling)
53. Stonewall FC
54. TAGS Swim
55. Thames Dragon Boat Club
56. The Cactus Club (Line dancing)
57. Tribe Triathlon
58. Unicorns LGBTQIA+ Netball
59. United Kingdom Equality Dance Council (UKEDC)
60. Wutian Martial Arts Institute

## Recommendations

With this year being the 50th anniversary of the UK's very first Pride parade, we at Impactful Governance think that its only right that we take a look at how Pride in the UK came to be and how it's important as a celebration and as a protest. The first widely recognized American gay rights organisation was based in Chicago. Named the Society for Human Rights, it was founded by a German emigrant named Henry Gerber in 1924.

On Saturday the 1st of July 1972 the first ever UK Pride parade was held in London. It was the first protest of its kind and the parade made its way from Hyde Park to Trafalgar Square. The organisers chose this date specifically, because it was the closest Saturday to the Stonewall riots that took place on the 28th of June 1969. The parade saw the attendance of over 200 people as well as numerous organisations like the Gay Liberation Front (GLF). The protest was the culmination of a weeks' worth of protests for Gay rights for London Pride. Though the parade was heavily policed, it was a monumental step forward in the early Pride movement of the UK.

While not born of protest, Hertfordshire Pride is just as important as any of the other larger Pride celebrations across the Country. The event was a result of two years of discussions held by the Hertfordshire LGBTQ+ Partnership, an organisation made up of public authorities and private organisations. The first Hertfordshire Pride was held in the summer of 2013 at Cassiobury Park in Watford and was hailed as a great success, so much so that it has continued to be held pretty much every year with a short period in Hemel Hempstead. This year will be the 10th Herts' Pride and it will once again be in Watford. It will take place on the 20th of August at Cassiobury Park and is arguably the biggest celebration of the LGBTQ+ community across the county.

Celebrations such as these are important because not only are they a safe space where we people can be their true, authentic selves and express who we love without judgement but it also highlights just how far we (as a community) have come. For years the celebration of Pride has been intrinsically linked with the act of protest. In fact, throughout history the celebration of LGBTQ+ Pride has been used as a way to protest the erosion of our rights. A prime example of this is a Pride march that took place on the 30th of April 1988. This march was a direct response to the implementation of Section 28, a series of laws that forbade the promotion of homosexuality by local authorities in schools across the UK.

Thus far there is no Pride Parade in Watford although the Pride event is well attended. Pride parades are so important and we would love to see the parade take shape in the coming months as we begin discussions with community organisations and Watford Borough Council to make the town centre more inclusive and vibrant. The use of Pride marches as a protest played a significant role in getting our community where it is today. We can credit our previous and ongoing progress to the protesters who are willing to step up and fight for our rights. As a community that has been discriminated against and abused for centuries, it's only right that we should be able to openly celebrate who we love and our gender expression. After all, how can we expect to normalise something if we don't celebrate how it is completely natural? That is why the use of Pride as a protest and as a celebration is so essential to our community. It acts as a push for change and shows that the LGBTQ community has always existed, will continue to exist and normalising is the way forward for everyone.



### What we want to avoid:

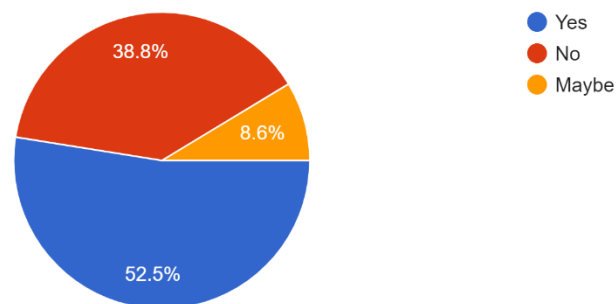
It is all too easy for history to begin repeating itself, with dictatorships and extreme views becoming more polarised throughout all cultures, including some western countries. We only need to look back on the second world war to see the dangers of sliding into a victimisation culture:

“An estimated 10-15,000 men who were accused of homosexuality were deported to concentration camps. Most died in the camps, often from exhaustion. Many were castrated and some subjected to gruesome medical experiments. Collective murder actions were undertaken against gay detainees, exterminating hundreds at a time.”

<https://www.hmd.org.uk/learn-about-the-holocaust-and-genocides/nazi-persecution/gay-people/>

Have you ever had any mental health, depression or suicidal thoughts?

139 responses

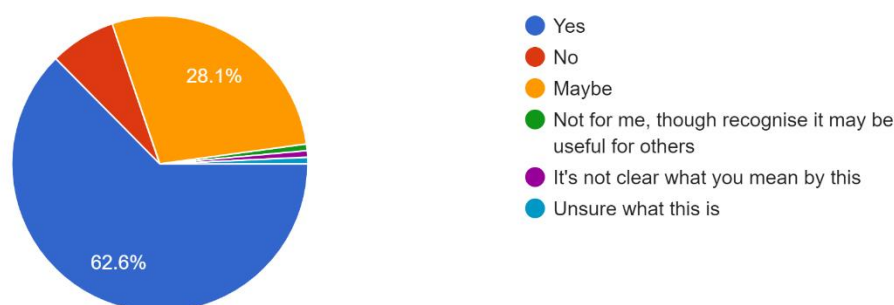


## Our Watford plans and recommendations for 2023

<b><u>Watford/3Rivers Plan 1</u></b>	<b><i>Watford Parade</i></b> committee of LGBTQ+ supporters
<b>Recommendation 1</b>	Establish a Pride Parade route through Watford
<b>Recommendation 2</b>	Link with Hertfordshire Pride as a culmination
<b><u>Watford/3Rivers Plan 2</u></b>	<b><i>Routine activities</i></b> specifically for LGBTQ+ people
<b>Recommendation 3</b>	Friday monthly group LGBTQ+ 10-1pm at Random Café
<b>Recommendation 4</b>	Friday weekly meets 2-4pm at Impactful Governance
<b><u>Watford/3Rivers Plan 3</u></b>	<b><i>A home</i></b> for the LGBTQ+ community
<b>Recommendation 5</b>	Regular week-long LGBTQ+ meeting place in Watford
<b>Recommendation 6</b>	Integrate LGBTQ+ work within initial Watford groups
<b><u>Watford/3Rivers Plan 4</u></b>	<b><i>LGBTQ+ Annual directory</i></b> of resources and services
<b>Recommendation 7</b>	Collaborate with Watford Museum on LGBTQ+ history
<b>Recommendation 8</b>	LGBTQ+ to be at the heart of Health Personalisation
<b>Recommendation 9</b>	Links to healthcare and health community support
<b>Recommendation 10</b>	Participate in the Herts LGBTQ+ Partnership although Impactful Governance will be able to retain independence to look at performance and good governance practices for external evaluation.

Would an LGBTQ+ Directory be of use or needed?

139 responses



## Appendix – Quotes from participants

### When asked “What are your feelings about conversion therapy?”

- No idea how prevalent it is - how much of an issue is it really?
- It is absolutely abhorrent. the fact that such an antiquated and ineffective form of “treatment” is allowed to continue shows that we still have a long way to go before being accepted
- It should be banned
- I don't think people should be forced to convert if they identify as LGBT that other peoples views shouldn't matter and that family shouldn't force them to not be gay or lesbian etc. They are who they are and if that makes them happy family and fitness should accept it.
- Absolutely criminal and should be banned
- I'm not sure if this is still applicable
- it should be banned, its harmful and bad
- bad!
- Totally unfair + disgusting to discourage someone being their own self
- I feel it is a really damaging and traumatizing practice that presents people from living their full life and receiving the love and support they need.
- Should be banned outright
- It is awful.
- Ban it !
- I am totally against it
- Poor, very poor.
- Not heard of it
- Shouldn't be allowed
- Doesn't work! Tried to convert many straight women
- Ban it. It's vile
- Conversion therapy is so harmful to anyone coming to terms with their identity/gender/sexual orientation. Conversion therapy needs to be banned for everyone especially for Trans people.
- should be illegal
- Ban conversion therapy for all
- Barbaric, should have been banned years ago
- Fuck it
- Conversion therapy should be banned. You are unable to control who you love or are attracted to. I believe conversion therapy is traumatising to people who have to undergo it.
- Sexuality is a complex issue but conversion therapy proposes an issue to resolve
- Must be with the T, nothing else will do
- Over hyped
- Not sure
- Feel the community has been let down. The lack of trans in the conversion ban is a huge slap in the face for trans people at a time when transphobia is so awful
- Its wrong
- its proven it doesn't work and creates a lot of mental heath issues
- It's incredibly harmful to anybody of the LGBTQ+ community.
- It's completely immoral and should be banned in entirety

- Ban for all, trans people are highly effected by conversion therapy and statistically trans people are more likely to commit suicide without life saving transitions medicine. Conversion therapy builds in the rhetoric that they are wrong and their feelings are wrong which could lead to more suicides. Also the government's stance makes it seem like they don't care about trans people
- big fat no
- Awful, directly causes depression, with no regulation calls itself therapy but hides under the auspices of regulation.
- Nobody should be brainwashed or forced t change how they identify regardless of whether people "get it " they should be accepted .
- I think it's out dated and barbaric and a form of religious terrorism and bias
- It's illegal.
- should not happen
- Really, really, really bad. Should be banned completely.
- It is damaging to LGBTQ+ people and should be banned
- Disgusting, should be criminalised.
- I believe it should be banned worldwide as every human should have a right to their own identity & not be dictated by cultural/social/religious/family/other values/reasons/traditions & should be able to feel confident in their own skin. More so about acceptance & having a support network "loving you for you" & not how others want you to be perceived. I believe as a nation & globally, we can all do better to educate ourselves & respect one another & also be mindful some of us are more sensitive than others as well & may not be able to express ourselves & also some are easily led but in reality are too scared to openly disagree & stand up for themselves and rights we should all have regardless of who we identity as & what we stand for. This is 2022, not 1922.
- It should be banned. It is based on the discriminatory idea that queer people are bad/evil/less-than
- Of course it should be banned.
- This is a form of metal cruelty and should be banned immediately. It is a form of abuse and abuse of power including coercive behaviour from religious groups.
- I agree it should be banned completely
- awful and traumatising for young people
- It is awful and a tool for genocide.
- Abhorrent
- People contracting conversion therapy should be jailed
- I think it shouldn't be something that people are forced into anymore, it's 2022 and we should be better than that as a society.
- Extremely negative
- I have never really tried it so I don't know
- Turn them all gay!
- I can't say in polite society, it's bonkers!
- Should be banned
- I feel that it doesn't work and is unnecessary
- Totally wrong
- Should be made illegal
- its wrong + destructive
- It shouldn't happen....full stop
- Hate it - ban it
- It should be banned. It is founded in religious bias.



- unacceptable
- It should be banned end off, no ifs or buts.
- Against it totally 100%, doesn't really work for most if not all people
- It's totally abhorrent
- It should be banned in it's entirety
- Disgusting
- I think it is disgusting
- All forms should be banned
- its a big fat no from me!
- It's wrong.
- Conversion therapy is evil. People are born as they are - gay, straight and everything in between. It's impossible to "convert" somebody from their sexual preference to another. For this "Government" of ours to exclude Trans conversion therapy from the proposed ban is iniquitous.
- At the right time/age, not too young
- Horrific, on a list of physical and mental abuse
- Choices should be respected and options keep .
- Any form of conversion therapy should be illegal. There should also be specific language in the ban to ensure that no work arounds can be found, e.g. Consent through coercion
- I strongly disagree with it
- It should be banned immediately. Totally unacceptable to have it going on in the 21st century.
- it's discriminatory
- It's wrong and should be banned.
- I personally feel it should be banned as is aiming to change someone's identity and discriminates against people due to their gender identity or sexual preferences
- don't know
- Totally not in favour for LGB people. Unsure about what is considered 'conversion therapy' for transgender people and how I feel about it in particular circumstances. E.g. should very young children be unconditionally 'supported' through 'gender-affirming' actions if they express confusion about their gender at a very young age (primary school) by providing them with puberty blockers etc? Or would a slower approach involving greater examination of the circumstances and long-term mental health support before any irreversible decisions are made be more appropriate. Would this count as conversion therapy? I don't know, these are just my personal thoughts and I don't seek to impose them on anyone else.
- This is wrong.
- It's abhorrent - should be banned
- Ban it
- Conversion therapy should be prohibited in a first world country that values its society's wellbeing
- Should be stopped
- Against
- Ban it
- Awful
- Awful
- Really should not be allowed
- absolutely ridiculous



- Not appropriate
- Disgusting
- not needed
- Pro conversion therapy
- not sure
- should
- It's wrong on every level
- I think horrendous and deadly
- Bad!
- it should be banned
- Do not agree with it
- should be banned
- Don't Agree with it
- Didn't know it still happens
- it still goes on
- Should not happen
- No No No
- I should absolutely not be legal for anyone
- very bad, should not happen
- Should be illegal
- unethical
- Need to learn more about it
- dreadful and victimising
- Should be illegal
- It's bad
- I think it's wrong in every way
- Don't agree with it
- It has n place in modern society
- People don't need their sexuality changed to suit others, Conversion therapy does nothing but make people's mental heath hit rock bottom, it's rubbish.
- No thoughts
- That it is unnecessary, you should be free to be who you are
- Disgusting!
- It is abhorrent
- Should be abolished !
- Against
- That's absolutely revolting that it exists
- I am entirely opposed to conversion therapy but feel the government are right to be cautious before legislating around trans issues as many of the definitions and assumptions remain unclear the discourse

### When asked “Do you have any personal examples of Transphobia, Homophobia or Biphobia (if not please put N/A)?”

- 5 respondents answered “yes”

#### Other comments

- a few times slightly but nothing to serious
- Anytime I use a public bathroom I get yelled at
- as above
- At this hut you learn to deal with it especially if you have a positive attitude to being trans or LGBTQ+
- Being told is a sin, abomination and perversion, been told I am going to hell
- Biphobia comments made, quite often
- Brother is currently undergoing trans conversion and is not gone down well with parents and family
- Bullied at school, Sacked from a job when they found out I was Gay
- Going to a hotel with boyfriend and asked if wife was joining
- Hearing homophobic jokes from Family members and co-workers, I am not out. Unwelcome staring on the streets when out with partner. No information in schools about safe same sex for women
- I have been lucky that I have only had a few names called but that's it.
- I have been shouted in the streets for holding my girlfriend's hand
- I have not experienced homophobia personally but I have been in situations where I have heard people talk about a gay guy and I felt uncomfortable. I wanted to say to them I swing that way too I'm gay but I couldn't as I felt I couldn't have voiced that to a straight man. I don't know why just felt undervalued.
- I have noticed in data that trans people are particularly disadvantaged. I also note that LGBT are subjected to hate crime more than the straight community .
- I have over the years experienced a lot of trans and homophobia on building sites, it's very much stigma based due to lack of understanding.
- I have several friends that are part of the LGBTQ+ community. A also host regular LGBTQ+ events at my venue. I feel the community does not have as much equality as the rest of us.
- I have too many to list
- I have witnessed transphobia, in the workplace- serving the public. Colleagues expressing a disinterest or repulsion about the subject.  
I have witnessed Homophobia in many public settings, particularly against lesbians. Slang and derogatory language used.  
I have witnessed Biphobia among conversations with friends and relatives. “People aren't really Bi, you either like (x gender) or you don't”. “Men can't really be Bi if they like other men.” “Women are with other women to attract men”. Bisexuality in women is especially sexualised towards the male gaze.
- I regularly get called dyke by other road users whilst out driving
- I was gay bashed 30 years ago. Might have been killed but I'm still here. Times have changed fortunately.
- I was walking around Aylesbury and got shouted at by a man. He called me a 'dyke'. I also had a group of people in college who bullied me and made me feel so bad calling me disgusting and such that I left college and didn't complete my nvq
- I'm 66. I've witnessed Trans and Homophobia many times over the years.
- Issues on night out, homophobic comments, having photos taken without permission, homophobic jokes remarks at work
- It's an everyday experience in work, school and everywhere
- Just casual transphobia and biphobia coming from ignorance.





- Lots of homophobia, including verbal and physical abuse. I have had bottles thrown at me and aggressive behaviour in public, including.
- My best friend's son is at the start of his transitioning but already I've witnessed a personal attack on my friend & a complete lack of understanding by many people towards her son.
- My bisexuality has been denied by those close to me simply because I am in a het passing relationship.
- My family are way religious and kicked me out for being gay
- My friends have experienced it. Older people's reactions are it's fine with marriage but when it comes to having a baby, it's trickier.
- My non-binary friend was attacked on a train in London in 2017/2018 for wearing make up and I was attacked while supporting them.
- My parents didn't believe me when I came out, so now they don't deserve the truth.
- Not myself but I have a friend who has experienced a lot of difficulties in the work place related to being trans.
- Not since living in Dacorum. I did much earlier in my life, when at school or University
- not sure
- Nothing of any major significance that wasn't attributed to lack of understanding and fear of stigma.
- Secondary school and college
- Straight boys shouting the "F" slur and my friends "it"
- The usual response when mentioning I'm bisexual is that it isn't a real sexuality and I'm just being greedy.
- Too many to put on here but I've been sacked before because of my sexuality
- verbal abuse in the street, discrimination at work
- Workplace homophobia /transphobia from colleagues with religious views, transphobia from family due to ignorance and media input.
- Yeah - told I can't have a job because they "didn't want our type"
- Yes - called faggot and a "gay cunt" before. Threatened with violence. Shunned by family members.
- Yes - transphobia and personal hate aimed at my family and my trans son online. Constant awareness of trans abuse online
- Yes at football and in workplace
- Yes directly towards close friends
- Yes, bi-erasure from colleagues. Negative comments from ex-partners.
- Yes, experienced homophobic comments from colleagues in a previous job, from friends, from strangers on the street and excluded from social activities because of my sexuality.
- Yes, I dealt with it. Being a strong capable person doesn't mean it wasn't hurtful or upsetting but we have to deal with things in life
- yes, I get called a fagot when I walk down halls or walk in the toilets
- yes, multiple!
- yes, my brother feels he has to hide his sexuality because of his work.
- Yes, plenty from youth (I was born in 85 and in school under section28). More recently, issues are more subtle, such as the cat calling my wife and I get on Market Street most weekends when holding hands (straight couples and male couples don't seem to attract the same attention, comments or interest).
- Yes, Within the workplace discriminatory language addressed to me
- yes, work complaint just completely in being trans.
- Yes. All the way through secondary school I was bullied although I had a girlfriend at the time & didn't have any "same-sex experiences". This affected me heavily both at the time & also now as I haven't really recovered from it. Also in sixth form, college & also in the workplace. People



need to make a change & “be kind” like the movement after Caroline Flacks untimely death (although not relevant to LGBT, still relevant as people were quick to forget about kindness/compassion within days).

We need a widespread campaign across the UK & Rest of World, educating both primary & secondary schools, colleges, university campuses & also workplaces. Even religious sites.

- yes. being yelled at + threatened by someone
- Yes. From being beaten up at school to feeling I had to hide/change my gay identity due to religious/societal pressure to the present day where there are many religious/sporting/social environments where I would still feel I couldn't display simple affection to a male partner in the way straight people can
- Yes. I had a boy threaten to rape me when I told him I was gay. My parents are awful.
- Yes. When I get dressed up to go into London I receive more harassment and staring than I do in London. Additionally I got a lot of insensitive comments when I worked in a bar in town.
- Yes...usual straight pub 'banter'....gay bashing, name-calling etc



**When asked “What puts you off getting involved in sports or what is it that makes your sport inclusive to the LGBTQ+ community?”**

- Age
- Any organisation- cliques.
- As noted previously whilst I've never hidden my sexuality, I've also never demanded acceptance. Within reason, I've been willing to help share to encourage understanding, reassurance that I'll not compromise others views and personal space. This is easy within a team, group, club etc though recognise that as soon as there's a lack of relationship or distance e.g. spectator sport like football one loses sight of the person & anxieties of acceptance or impacts can grow. This can then negatively impact on what happens at grass-root and club level ..... particularly when instances related to abuse of safeguarding issues occurs.
- Attitudes
- Bad at them!
- competition spirit, male/female, no mixed options
- Disabled now, would liked to have joined an inclusive rugby team, too late now.
- Discrimination and stereotypical abuse with no reprimands
- Do not take part in any sports
- Don't know of any trans / non-binary inclusive sports
- Don't like sport
- dysphoria not feeling included or capable
- Everyone is gay
- Everything
- Gendered teams
- hard work at 68 and post-covid. Still do race for life 10K
- I am lucky that inclusive need not be explicit
- I am not a sporty person
- I am not involved with sports
- I am not really a sports person so I don't know
- I am tired after work
- I choose to be part of a club that supports diverse sporting abilities and is focused on the sport. My experience in Fronrunners was that it was more social than sport.
- I do horse riding and all genders compete equally so its pretty inclusive
- I do not play or follow any sports
- I do solo sport e.g. running, swimming
- I don't enjoy sports
- I don't enjoy group sport
- I don't enjoy physical activities
- I don't have much interest in sport
- I don't like sports
- I don't play
- I don't want to take part
- I follow the football - the marketing seems pretty inclusive although there are no openly gay footballers in the football league. Watford FC have an initiative for reporting hate crime at every game, and I think there's a rainbow laces day of some kind.



- I have no interest in sports & am disabled.
- I personally don't like sports
- I'm just not interested in sports.
- I'm disabled
- I'm just not sporty
- I'm not a sporting person!
- I'm not a sporty person
- I'm not a team orientated kind of guy but kudos to those who are!
- I'm not put off inclusive sports
- I'm not that fit
- I'm unfit and don't like exercise
- it about getting involved at a low pressure level
- It's always seemed like "lads motivated" about the muscles/gym, girls & masculine things which I don't really relate to.
- Just not very athletic
- Lack of facilities
- Lack of opportunities and visibility of support
- Male Football in particular has an atmosphere where gay/bi men still hide. It's the biggest sport and that says a lot. I run, cycle, gym and have friends who play badminton or are rowers. All fine
- More advertising of events and activities for LGBTQ+ and allies are needed
- most for guys, or don't care
- My gender does play a large factor as well as my confusion towards it
- n/a but aware my son used to play girls football and now feels left out as trans
- No interest in sports.
- no local opportunities
- No time for sport
- No time or energy due to workload
- not doing any sport
- Not encouraging LGBTQ+ people
- Not interested in sport
- Not interested in sport
- not my skill
- Nothing- Belong to 2 LGBT sports group
- People think everyone likes football - I DO NOT LIKE FOOTBALL. It feels like we are being pushed into wanting to take part and it has never interested me.
- Prefer individual sports, walking, HIIT work, gym work.
- Reach to trans people in sports
- some members of the sport group are openly gay but there is no specific push to encourage others to join based on being LGBTQ community
- Stigma anxiety from school days
- The gender standards of most sports
- The lack of them in my area
- They're all straight



- Too large
- too lazy
- Too old
- Too old
- Too tired after work
- Unable to get involved for medical reasons
- watford fc cse trust do a great job of making sport inclusive
- Where there is no recognised EDI policy or statement..

**When asked “Can you give any examples of workplace bias or if you have been excluded from any work related activity (please write none if there is no example)?”**

- "just deal with it" because I'm gay
- At a business network meeting, we were asked to talk about teenage crushes which in itself was odd but this meant I had to "out" myself or lie.
- Being discriminated by straights woman and after refuted , nothing was done.
- Called Gay or a faggot for lack of interest in football or and always left to work alone in most situations as no one wants to befriend me
- Can't think of any right now.
- don't know
- don't know
- Gossiping about my sexuality when I wasn't out to them (malicious gossiping) and homophobic comments.
- Have not experienced any work bias so far!
- I am a minority as a Muslim, lost a job because I look and feel different being white
- I feel I was prevented from promotion in several workplaces due to my sexuality & could feel the tension within each workplace as happened in numerous & also atmosphere between my co-workers & myself. I never really felt included in majority of places I have worked as mainly been straight people & obviously I don't fit the "norm".
- I got sacked from a company when they found out I was gay
- I have always felt supported at work
- I have worked in for 30+ years haulage it is a 98% dominated male industry
- I see it in Queer groups they isolate others from the group.
- I was actively encouraged to not be out at work, though when I did come out because of the breakup of a long-term relationship, there was far better understanding and support than had been anticipated.
- its more of a toilet situation, I don't feel right in the women's, men's is also wrong. In college and in secondary school there were never any gender neutral toilets and it felt awkward and uncomfortable.
- I've not experienced any negativity in the workplace
- Joke is ok
- Left behind to mind the store while the real men put away the heavy delivery. Was mocked at another job (night security) for being gay, constantly verbally abused, feared for my safety and left.
- My workplace are very supportive
- no - Tesco are brilliant at supporting LGBTQ+
- No other than a colleague asking me why I chose to be gay
- None. I'm well supported at work and my employer's Diversity & Inclusion Policy is at the forefront of the values although they recently pulled out of supporting stonewall which is disappointing
- Not accepting they/them/their pronouns
- Not wishing to comment
- Only one negative experience years ago but dealt with it myself. Things have got better over the years.
- Others I know have had a hard time if different, know people who were not promoted because of their sexuality and forced to leave by being excluded



- People often making a lot of incentive jokes about gay people even when the person they are talking about isn't lgbt. Or having my identity as an lgbt being argued as unimportant as it doesn't say anything about the "real me"
- racial bias
- Sacked because I was gay
- Social events from work based around bringing your wife.
- Very open as bi+ at work, pretty sure this has counted against me for opportunities. Stereotyped as lesbian when getting involved with LGBTQ+ network. Not as gender-queer due to being unsure of reception.
- work in IT- misogynistic
- work members happy to discuss their partners of heterosexual but freeze up and end the conversation on matters of same sex partners, many comments about \* t too many gays\*
- work per of the LGBTQ+ team and have never personally experienced that
- yes, excluded from staff night out +jobs opportunities. bullied in the work place



**When asked “What do you feel is missing from the Watford or Three Rivers area to make you feel more included or what gaps are there within the community?”**

- A directory/online
- A gay venue
- A good LGBT venue like we used to have in the Load of Hay
- A network of support for those who experience negativity as a result of sexuality or gender but also a safe non-sexual space for younger adults and teenagers to chat and find out information.
- A thriving gay association of some sort would be a useful replacement for the loss of gay only/ gay specific spaces
- Approach from community, conversations from people, talk about it more
- Awareness
- Central resource - physical or other
- Designated venues or venues that advertise they are LGBTQI + friendly and state they are inclusive of everyone not just our community
- Diversity - people from any background should be included
- Education around lgbt issues in school.
- Found it really hard to meet other LGBTQ+ people here. Watfordians seem friendly overall, but there doesn't seem to be any social gathering opportunities or events for LGBTQ and if there are, then they aren't advertised maybe very well.
- Gay venues & pubs
- Gender neutral toilets- My best friend was once verbally abused in the public toilets as he is trans - no one should be afraid to use a toilet.
- Hate crimes more strictly and public prosecution. presenting \* religious street preachers against LGBTQ+ community
- I am new to working in the area but feel if services are there they are not whole
- I feel like I would like to join a LGBTQ+ support social group where I can meet new friends as it has been hard during the pandemic and coming out as gay as I have been isolated from meeting new guys for mates/dates. I want to listen to other people's opinions stories and share things in common of coming out being gay and realising that I am not The only one out there who sometimes feels uncomfortable like there is no support or anyone to talk too and has affected my anxiety mental health struggles.
- I feel there are many gaps to celebrate the community in three rivers
- I literally can't find any lesbian groups locally
- I think they do best they can in general but overall satisfied. One might be a strong independent individual, capable of looking after myself but appreciate help is needed for younger trans and gender fluid people.
- I would love to see more LGBTQ+ venues and a promotion of things for the LGBTQ+ community. Also more LGBTQ+ events too.
- I'm not sure. Perhaps for security guards in clubs and pubs to be more aware of discrimination against LGBTQ+ people and try to prevent.
- I'm not the person to ask, as I'm not one of the LGBTQ+ community.
- Impactful punishment to anyone who thinks it's okay to abuse or discriminate
- inclusive / social events/places
- Just more information and support through education.
- Lack of availability of information
- Lesbian, clubs, groups for over 21



- LGBT venues
- LGBT+ friendly places and events
- LGBTQ+ regular meeting place
- LGBTQ+ safe spaces
- LGBTQ+ Venues
- LGBTQ+ venues and resources
- LGBTQ+ venues
- Local Rugby
- Local venues
- Meeting opportunities that cater to the different types of people who make up the LGBTQ community
- Meeting places for LGBTQ+ people
- More community groups and sports teams would be nice
- more education needed amongst all but particularly the younger generation and also those of older generation
- More gay events to help the LGBTQ+ mix and support each other
- More gay venues
- More gay venues
- More inclusive spaces - bars & social groups
- More LGBTQ+ nights that everyone can attend
- More Pride celebrations
- More pride celebrations
- More publicity of events within Watford and 3 Rivers with a broader perspective to also include Hertfordshire and Greater London. A dedicated Web link, email support, in the same as vein as Community Policing emails. For me emails are easy to follow and act on.
- More queer events/ pubs bar
- More queer friendly bars, pubs
- More safe spaces for LGBTQ+ people
- more venues
- More visibility and venues for lgbt
- Need more people to attend venues - there aren't any in watford only once a month pub.
- No community events , no publicity of services, littles support for non alcoholic events/venues
- No community feeling
- No gay/lesbian venues
- Not enough lesbians
- Not enough resources for people
- not for me personally but for many friends who are part of the LGBTQ+ community to have a chance to meet people
- One stable venue would be nice, LGBTQ+ event has moved from place to place over the last 5 years, stability would be great.
- Others would benefit from a directory, I live in Kent
- Place for the community. Like headquarters
- possibly a meeting point to go to meet likeminded people. Most people find they have to go to London for that.
- pub/club, safe places



- Really good gay bars for women and in general
- Regular festivals
- Safe Space
- Safe spaces
- Something that doesn't always revolve around the pub and karaoke to suit older LGBTQI+ members of the community.
- Stickers in shops bars restaurants supporting the community
- The community needs more lgbt friendly spaces like lgbt bars and cafes. More lgbt events. Advertise Watford pride more.
- There definitely needs to be more LGBTQ+ venues & facilities as safe places to meet new friends & potentially a boyfriend/ husband material, as at the moment it feels like I have to travel into London or to Brighton or other places to do that which is both costly & time affective & I feel like there should be more places within my hometown.
- There is no consistent lgbt space at all. No where to call a home. Herts pride is an annual event and once every 365 days is super isolating
- There isn't a specific LGBTQIA group although some great work and activities
- There used to be a great, monthly disco for Lesbians at Hemel Civic Centre. Sadly this folded, in part because the building was redeveloped but also because there seemed to be an increase in the number of straight women seeking an non-intimidating environment seemed to altered the dynamic. When the events moved for Hemel to Watford, the environment seemed to be a more aggressive, so events faded away. Really sad!
- trans suicide support groups
- Venues for LGBTQ+ people
- Venues or activities that are LGBTQ+ friendly but they must be open to all.
- Visibility and celebration of queer culture: events, book groups, education workshops...
- Visible positive images encouraging support
- Weekly talking sessions or small groups

**When asked “If you have needed support, do you know where to go or who to speak with (if not please put N/A)?”**

- 40 said “yes”
- 8 said “no”

**Other comments**

- Absolutely
- Doctor
- Drug dealer
- eh sort of
- Family member and family doctor
- Friends
- I know where to access
- I usually talk to friends and family
- I went through a troubled time when I confronted my sexuality that caused hurt and pain that may have been avoided if there had been more acceptance or support available at the time. It actually slightly concerns me that over acceptance may be creating more confusion and discrimination.
- I went to my doctor
- In process of trying to get support right now, have had mental health struggles now on/off since 2017.
- Local NHS services
- My mum
- NHS mental health services have been good until I moved to Watford! I have struggled to access services over the last few years.
- Not when I had those issues
- Not sure
- Private
- Samaritans.
- Stonewall charity
- Samaritans
- Switchboard
- switchboard helpline
- When I first came out I tried to speak with Relate as I had a heterosexual relationship. They didn't know how to deal with it and I was completely isolated/ I had to read self-help books instead.
- When I was young and in trouble there was no help available. Now I would know
- Yeah I can speak to my ex counsellor for support and advice
- Yes - had counselling
- Yes - not LGBTQ related
- Yes but I haven't
- Yes I have family and medical professional support
- Yes I have previously had therapy.
- yes- NHS Women's services/ charities
- yes, mental health services
- Yes: GP or MIND



**When asked “Do you know of any LGBTQ+ attempted or actual suicides? - feel free to write as much detail as you feel comfortable doing so here (or mark N/A)”**

- 29 responded “Yes” with no further comments.

Other comments

- An old school friend took her life years ago.
- I have witnessed the decline in mental health in LGBTQ+ individuals through my work, particularly in those who have gender dysphoria. I believe it is still stigmatised and misunderstood in the UK as a whole.
- in local community
- Myself 2005, 2007, 2008
- Myself 2005, 2007, 2008. Rapid cycling bipolar episodes allied to a leaky gut.
- No personally but there are many, I know a person online who was an advocate for lgbt rights and they got a bill passed. But then the town signed a petition, the whole town I, against it and they ended up killing themselves because of this
- Yes - 1 family member and 1 young trans teen.
- Yes - I miss those guys
- yes - many friends
- Yes - my son attempted suicide
- Yes - people I have been to social events with
- yes (including myself)
- yes , myself
- yes friends with HIV I have known to be suicidal
- Yes quite a few, especially when I was at school. My cousin also committed suicide aged 13 as she was almost certainly a lesbian but hadn't been able to discuss it with family or anyone else
- Yes several - sadly one successful
- yes, ex-girlfriend struggled with her place in the world
- yes, friends
- yes, many- all trans
- Yes, many LGBTQ+ friends have attempted
- yes, most of my trans friends
- yes, Multiples friends attempted , mainly at university
- Yes, myself
- Yes, school friends. Many years ago
- Yes. A lot of my friends and my own.
- Yes...2 folk I knew committed suicide some years ago



## Glossary of Terms

# Glossary of Terms: LGBTQ

Ref: [GLAAD Media Reference Guide - LGBTQ Terms](#)

*Definitions were drafted in collaboration with other U.S.-based LGBTQ community organizations and leaders. Additional terms and definitions about gender identity and gender expression, transgender people, and nonbinary people are available in the [Transgender Glossary](#).*

**\*NOTE: Ask people what terms they use to describe their sexual orientation, gender identity and gender expression before assigning them a label. Outside of acronyms, these terms should only be capitalized when used at the beginning of a sentence.**

### LGBTQ

Acronym for lesbian, gay, bisexual, transgender, and queer. The Q generally stands for queer when LGBTQ organizations, leaders, and media use the acronym. In settings offering support for youth, it can also stand for questioning. LGBT and LGBTQ+ are also used, with the + added in recognition of all non-straight, non-cisgender identities. (See [Transgender Glossary](#) ) Both are acceptable, as are other versions of this acronym. The term "gay community" should be avoided, as it does not accurately reflect the diversity of the community. Rather, LGBTQ community or LGBTQ+ community are recommended.

### Sexual Orientation

The scientifically accurate term for a person's enduring physical, romantic and/ or emotional attraction to another person. Sexual orientations can include heterosexual (straight), lesbian, gay, bisexual, queer, asexual, and other orientations. Avoid the offensive term "sexual preference," which is used to inaccurately suggest that being gay, lesbian, or bisexual is voluntary and "curable." People need not have had specific sexual experiences to know their own sexual orientation; in fact, they need not have had any sexual experience at all.

Gender identity and sexual orientation are not the same. Transgender people have sexual orientations too, and they may be straight, lesbian, gay, bisexual, queer, etc. For example, a transgender woman who is attracted exclusively to women would typically describe herself a lesbian; if she were exclusively attracted to men, she would likely describe herself a straight woman. A transgender person who is attracted to more than one gender will likely identify as bisexual or pansexual.

### SOGIESC

Acronym for sexual orientation, gender identity and gender expression, and sex characteristics, more commonly used in countries outside the United States. Inclusive of all sexual orientations, gender identities, gender expressions, and sex characteristics, including intersex traits. Some also use SOGI (sexual orientation, gender identity) or SOGIE (sexual orientation, gender identity and gender expression). The acronym refers to all humans with



sexual orientations and gender identities, including cisgender and straight people. So when talking about people with marginalized identities, it is important to also use words that specify the marginalized groups you are referring to (e.g. transgender, nonbinary, lesbian, etc.).

### **Lesbian**

A woman whose enduring physical, romantic, and/or emotional attraction is to other women. Some lesbians may prefer to identify as gay (adj.) or as gay women. Avoid identifying lesbians as "homosexuals." Lesbian can be used as a noun or adjective. Ask people how they describe themselves before labelling their sexual orientation.

### **Gay**

An adjective used to describe a person whose enduring physical, romantic, and/or emotional attractions are to people of the same sex (e.g., gay man, gay people). Sometimes lesbian (n. or adj.) is the preferred term for women. Avoid identifying gay people as "homosexuals" an outdated term considered derogatory and offensive to many lesbian and gay people. Ask people how they describe themselves before labelling their sexual orientations.

### **Bisexual, Bi, Bi+**

An adjective used to describe a person who has the potential to be physically, romantically, and/or emotionally attracted to people of more than one gender, not necessarily at the same time, in the same way, or to the same degree. The *bi* in bisexual refers to genders the same as and different from one's own gender. Do not write or imply that bi means being attracted to men and women. That is not an accurate definition of the word. Do not use a hyphen in the word bisexual.

People may experience this attraction in differing ways and degrees over their lifetime. Bisexual people need not have had specific sexual experiences to be bisexual; in fact, they need not have had any sexual experience at all to call themselves bisexual. Some people use the words bisexual and bi to describe the community. Others may use bi+ which is intended to be inclusive of those who call themselves bisexual, pansexual, fluid, queer and other words which describe people who have the potential to be attracted to more than one gender. Similar to questioning, people might say they are bicurious if they are exploring whether or not they are attracted to people of the same gender as well as people of other genders. (See [In Focus: Bisexual People](#) for more information. )

### **Transgender**

An adjective to describe people whose gender identity differs from the sex they were assigned at birth. People who are transgender may also use other terms, in addition to transgender, to describe their gender more specifically. Some of those terms are defined in the [Transgender Glossary](#) . Use the term(s) the person uses to describe themselves. It is important to note that being transgender is not dependent upon physical appearance or medical procedures. A person can call themselves transgender the moment they realize that their gender identity is different than the sex they were assigned at birth. (See Transition in the [Transgender Glossary](#)).

Additional terms and definitions related to transgender and nonbinary people and issues are available in the [Transgender Glossary](#).





### **Queer**

An adjective used by some people, particularly younger people, whose sexual orientation is not exclusively heterosexual (e.g. queer person, queer woman). Typically, for those who identify as queer, the terms lesbian, gay, and bisexual are perceived to be too limiting and/or fraught with cultural connotations they feel do not apply to them. Once considered a pejorative term, queer has been reclaimed by some LGBTQ people to describe themselves. However, it is not a universally accepted term even within the LGBTQ community, so use caution when using it outside of describing the way someone self-identifies or in a direct quote. When Q is seen at the end of LGBT, it typically means queer. In a setting for support, particularly for youth, it may mean questioning. Ask people how they describe themselves before labelling their sexual orientation.

### **Nonbinary**

Nonbinary is an adjective used by people who experience their gender identity and/or gender expression as falling outside the binary gender categories of man and woman. Many nonbinary people also call themselves transgender and consider themselves part of the transgender community. Others do not. Nonbinary is an umbrella term that encompasses many different ways to understand one's gender. Some nonbinary people may also use words like agender, bigender, demigender, pangender, etc. to describe the specific way in which they are nonbinary. Always ask people what words they use to describe themselves. Nonbinary is sometimes shortened to enby. Do not use NB, as that is often shorthand for non-Black. Nonbinary may also be written as non-binary. Both forms are commonly used within the community and both are acceptable. (See In Focus: [Nonbinary People](#) for more information.)

Additional terms and definitions related to transgender and nonbinary people and issues are available in the [Transgender Glossary](#).

### **Other Identities**

#### **Allosexual**

An adjective used to describe a person who experiences sexual attraction to others, and is not asexual (e.g., allosexual person).

#### **Androsexual/Androphilic**

An adjective used to describe a person who is primarily sexually, aesthetically, and/or romantically attracted to masculinity.

#### **Aromantic**

An adjective used to describe a person who does not experience romantic attraction. Aromantic is an umbrella term that can also include people who are demiromantic, meaning a person who does not experience romantic attraction until a strong emotional or sexual connection is formed with a partner.

#### **Asexual**

An adjective used to describe a person who does not experience sexual attraction (e.g., asexual person). Sometimes shortened to "ace." Asexual is an umbrella term that can also include people who are demisexual, meaning a person who does experience some sexual attraction, but only in certain situations, for example, after they have formed a strong



emotional or romantic connection with a partner. (For more information, visit [asexuality.org](http://asexuality.org) ).

**Gynesexual/gynophilic**

An adjective used to describe a person who is primarily sexually, aesthetically, and/or romantically attracted to femininity.

**Heterosexual**

An adjective used to describe a person whose enduring physical, romantic, and/ or emotional attraction is to people of a sex different than their own. Also: straight.

**Homosexual**

(see Terms to Avoid) Outdated clinical term considered derogatory and offensive. The Associated Press, The New York Times, and The Washington Post restrict usage of the term.

**Intersex**

An adjective used to describe a person with one or more innate sex characteristics, including genitals, internal reproductive organs, and chromosomes, that fall outside of traditional conceptions of male or female bodies. Do not confuse having an intersex trait with being transgender. Intersex people are assigned a sex at birth — either male or female — and that decision by medical providers and parents may not match the gender identity of the child. (see [In Focus: Intersex People](#) for more information.)

**Pansexual**

An adjective used to describe a person who has the capacity to form enduring physical, romantic, and/ or emotional attractions to any person, regardless of gender identity. This is one of several terms under the bi+ umbrella.

**Questioning**

An adjective used by some people who are in the process of exploring their sexual orientation and/or gender identity.

**Same-Gender Loving**

Also known as SGL, this is a term used by some African American people as an Afrocentric alternative to what are considered Eurocentric, or white, identities like gay and lesbian. Coined by activist Cleo Manago in the 1990s, the term and its usage explicitly recognizes the histories and cultures of people of African descent.

**Two-Spirit**

An adjective used by some Indigenous and First Nations people as an umbrella term to describe people who are not straight and/or cisgender. Many Indigenous communities have specific words in their language to describe these experiences, but some do not. This term should not be used to describe people who are not Indigenous. Only use it for an Indigenous person if they use it to describe themselves.

-----

**More Terms**

**Ally**

An adjective used to describe a straight and/or cisgender person who supports and advocates for LGBTQ people. Plural is allies.

**Biphobia**

Prejudice or hatred toward bisexual people, expressed in speech or actions. Biphobia may be expressed in comments that reflect doubts about the legitimacy of bisexuality as an orientation, inaccurately implying that it is not real, "just a phase" or a cover for someone not ready to come out as gay. Intolerance, bias, or prejudice is usually a more accurate description.

### **Civil Union**

Historically used in the U.S. to describe state-based relationship recognition for same-sex couples that offered some or all of the state rights, protections, and responsibilities of marriage, but none of the federal rights. While many Western countries (including the United States) have now legalized marriage equality, others only legally recognize same-sex relationships through civil unions or other legal partnerships. See [Global LGBTQ Rights](#) for more.

### **Closeted**

Describes a person who is not open about their sexual orientation. Better to simply refer to someone as not out about being LGBTQ. People may be out to some people in their life, but not out to others due to fear of rejection, harassment, violence, losing one's job, or other concerns.

### **Coming Out**

A lifelong process of self-acceptance. People come to understand their own sexual orientation first, and then they may reveal it to others. It is not necessary to have sexual experiences to come out as LGBTQ, nor is it necessary to tell others. It is possible to simply be out to one's self.

### **Domestic Partnership**

Civil/legal recognition of a committed relationship between two people that sometimes extends limited legal protections to them.

### **Homophobia**

Prejudice or hatred toward gay, lesbian, bisexual, or queer people, expressed in speech or actions. Intolerance, bias, or prejudice is usually a more accurate description.

### **Lifestyle**

(see Terms to Avoid) Inaccurate term used by anti-LGBTQ activists to denigrate LGBTQ people and inaccurately imply that being LGBTQ is a voluntary or a "choice." As there is no one straight lifestyle, there is no one LGBTQ lifestyle.

### **Marriage or Marriage Equality**

In June 2015, the U.S. Supreme Court ruled in *Obergefell v. Hodges* that every American has the constitutional right to marry the person they love. When reporting on marriage for same-sex couples, preferred terminology includes marriage equality, marriage for same-sex couples, or just marriage. Note, the terms "gay marriage" and "same-sex marriage" should be avoided, as they can suggest marriage for same-sex couples is somehow different or less equal than other marriages. See [Family and Parenting](#) and [Global LGBTQ Rights](#) for more.

### **Openly Gay/Lesbian/Bisexual/Transgender**

This phrase is now dated. Please see Out below. "Openly gay" has been used to describe people who self-identify as gay in their personal, public, and/or professional lives. Also



openly lesbian, openly bisexual, openly transgender, openly queer. While technically accurate, the phrase implies a confessional aspect to publicly acknowledging one's sexual orientation or gender identity. It is now better to avoid this phrase.

**Out**

A person who self-identifies as gay, lesbian, bisexual, queer and/or transgender in their personal, public, and/or professional lives. For example: Ricky Martin is an out gay pop star from Puerto Rico. Preferred to openly gay.

**Outing**

The act of publicly revealing (sometimes based on rumour and/or speculation) another person's sexual orientation or gender identity without that person's consent. Considered inappropriate and potentially dangerous by a large portion of the LGBTQ community.

**Sodomy Laws**

Historically used to selectively persecute gay people, the state laws often referred to as "sodomy laws" were ruled unconstitutional by the U.S. Supreme Court in *Lawrence v. Texas* (2003). "Sodomy" should never be used to describe relationships or sexual orientation.

-----

## TERMS TO AVOID

### "homosexual" (n. or adj.)

Because of the clinical history of the word "homosexual," it is aggressively used by anti-LGBTQ activists to suggest that people attracted to the same sex are somehow diseased or psychologically/emotionally disordered – notions discredited by the American Psychological Association and the American Psychiatric Association in the 1970s. Please avoid using "homosexual" except in direct quotes. Please also avoid using "homosexual" as a style variation simply to avoid repeated use of the word "gay." Many mainstream news outlets' style guides restrict use of the term "homosexual."

### BEST PRACTICE

#### gay (adj.); gay man or lesbian (adj., n.); gay person/people

Use gay, lesbian, or when appropriate, bisexual, pansexual, or queer to describe people attracted to people of the same gender or more than one gender. Ask people how they describe themselves before labelling their sexual orientation.

---

## TERMS TO AVOID

### "homosexual relations/relationship," "homosexual couple," "homosexual sex," etc.

Identifying a same-sex couple as "a homosexual couple," characterizing their relationship as "a homosexual relationship," or identifying their intimacy as "homosexual sex" should be avoided. These constructions are frequently used by anti-LGBTQ activists to denigrate LGBTQ people, couples, and relationships.

### BEST PRACTICE

#### relationship, couple (or, if necessary, gay/lesbian/same-sex couple), sex, etc.

As a rule, try to avoid labelling an activity, emotion, or relationship gay, lesbian, bisexual, or queer unless you would call the same activity, emotion, or relationship "straight" if engaged in by someone of another orientation.

---

## TERMS TO AVOID

### "sexual preference"

The term "sexual preference" is typically used to inaccurately suggest that being attracted to the same sex is a choice and therefore can and should be "cured" or "changed."

### BEST PRACTICE

#### sexual orientation or orientation

Sexual orientation is the accurate description of an person's enduring physical, romantic, and/or emotional attraction to people of the same gender and/or people of a different gender, and is inclusive of people who are lesbian, gay, bisexual, queer, and pansexual, as well as straight people.

---

## TERMS TO AVOID

### "gay lifestyle," "LGBTQ lifestyle," "homosexual lifestyle," or "transgender lifestyle"

There is no single "LGBTQ lifestyle." LGBTQ people are diverse in the ways they lead their lives. The phrases "gay lifestyle," "LGBTQ lifestyle," "homosexual lifestyle," and "transgender lifestyle" are used to denigrate LGBTQ people by inaccurately suggesting that their sexual orientation and/or gender identity is a choice and therefore can and should be "cured" or "changed."



## **BEST PRACTICE - LGBTQ people and their lives**

### **TERMS TO AVOID**

#### **"gay rights" or "special rights"**

People who are LGBTQ are not asking for rights that are different from the rights everyone has. They are simply seeking full equality under the law and an end to discrimination based on sexual orientation, gender identity and gender expression.

### **BEST PRACTICE**

Equality for LGBTQ people. LGBTQ people are advocating to be treated equally.

---

## **Anti-LGBTQ Terms Mainstream Media Should Avoid**

### **"fag," "faggot," "dyke," "homo," "sodomite," and similar epithets**

While some in the community have reclaimed and use these words to describe themselves, the criteria for mainstream news media in using these derogatory terms should be the same as those applied to vulgar epithets used to target other groups: they should not be used except in a direct quote that reveals the bias of the person quoted or if a LGBTQ person uses the term to describe themselves. So that such words are not given credibility in the media, it is preferred that reporters say, "The person used a derogatory word for a lesbian/gay/bisexual/transgender/queer person" except when a LGBTQ person uses the term to describe themselves.

### **"deviant," "disordered," "dysfunctional," "diseased," "perverted," "destructive" and similar descriptions**

The notion that being LGBTQ is a psychological disorder was discredited by the American Psychological Association and the American Psychiatric Association in the 1970s. Words such as deviant, "diseased" and "disordered" are sometimes used to portray LGBTQ people as less than human, mentally ill, or as a danger to society. Words such as these should be avoided in stories about the LGBTQ community. If they must be used, they should be quoted directly in a way that clearly reveals the bias of the person being quoted.

### **Associating LGBTQ people with paedophilia, child abuse, sexual abuse, bestiality, bigamy, polygamy, adultery and/or incest**

Being LGBTQ is neither synonymous with, nor indicative of, any tendency toward paedophilia, child abuse, sexual abuse, bestiality, bigamy, polygamy, adultery and/or incest. Such claims, innuendoes and associations often are used to insinuate that LGBTQ people pose a threat to society, to families, and to children in particular. Such assertions and insinuations are defamatory and should be avoided, except in direct quotes that clearly reveal the bias of the person quoted.

Recently, anti-LGBTQ memes have circulated on various social media platforms wrongfully asserting that a "P" is being added to LGBTQ for paedophilia — this false narrative has been debunked by fact checkers at [USA Today](#) and [Reuters](#), and content perpetuating the falsehood has been removed by Facebook.





IMPACTFUL GOVERNANCE  
Community Interest Company

Proudly a Not-for-Profit  
Social Enterprise

## Awards:



## Members of:



Get connected, productive and proactive  
Make meaningful business and social contacts



Impactful Governance - Community Interest Company  
Registration Number 10940809

Tel: 01923 231660

[www.ig-cic.org.uk](http://www.ig-cic.org.uk)

[admin@ig-cic.org.uk](mailto:admin@ig-cic.org.uk)