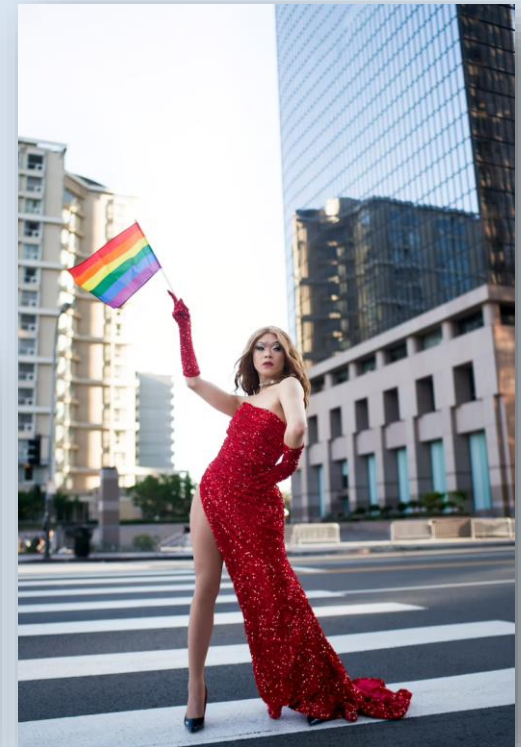


Welcome



Community First
Yorkshire

Involving and Supporting LGBTQIA+ Volunteers



Session aims

Today we will look at how to involve and support LGBTQIA+ volunteers.

By the end of the meeting, we will have raised awareness of the barriers and conflicts people can face in engaging in a variety of settings, particularly with unconscious bias. We will explore the language we use and what is meant by intersectionality and how that impacts our communities.



Today's agenda

Introduction

10:10 – Dave Forrest MSc

11:00 - Tea break

11:10 - Aleks Fagelman

11:45 - Q&A

11:55 - Conclusion and final thoughts



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*This network meeting is a **safe space** for all*

DIVERSE
INCLUSIVE
ACCEPTING
WELCOMING
SAFE SPACE
FOR EVERYONE



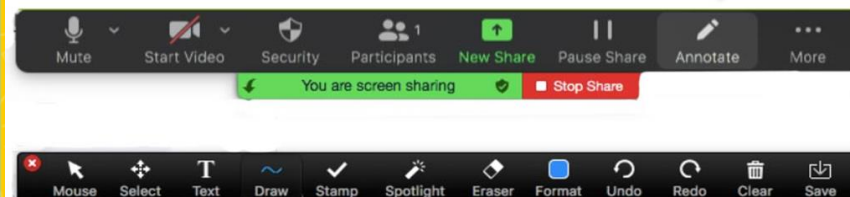
<https://www.safespacemovement.co.uk/>

<https://www.safeplaces.org.uk/>

How much time is 'me' time?

Visited somewhere new 	Played with a furry friend 	Had a good sleep 	Spent some time with my family/friends 
Listened to my favourite tune 	Read a good book 	Watched a great movie/TV show 	Eaten something delicious 
Done some exercise 	Stayed hydrated 	Drawn a picture 	Laughed until my cheeks hurt 
Spent some time in a park 	Danced 	Treated myself 	

Let's start by using our **ANNOTATE** tool



Use the **STAMP** tool to indicate which activities you have completed last week?

Is there something else not on the list?

Are you surprised by your result?

What will you do differently next week?

Dave Forrest

Delivered by Dave Forrest MSc a charity expert in inclusion and diversity.

Dave established and managed the first LGBT+ Community Centre in Yorkshire and was a change maker for the mental health movement Time to Change.



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Thank you Dave

Thank you!



Tea break – 10 minutes



Aleks Fagelman – they / them

#mynameis: Ah-lex Fay-gul-man

Aleks Fagelman, pronouns they/them, is the Assistant Community Curator at Leeds Industrial Museum and Thwaite Watermill.

They are openly LGBTQ+ and are an advocate for LGBTQ+ people within volunteering and work places. They have consistently worked to educate people about LGBTQ+ issues.

They volunteered as part of Leeds Museums and Galleries before they got their job.

Thank you Aleks



Any questions?



Please raise your virtual hands

Session aims - a reminder

Today we will look at how to involve and support LGBTQIA+ volunteers.

By the end of the meeting, we will have raised awareness of the barriers and conflicts people can face in engaging in a variety of settings, particularly with unconscious bias. We will explore the language we use and what is meant by intersectionality and how that impacts our communities.

Next time -

On **September 12th** we will be welcoming Andrina Dawson, the Coordinator for Volunteering with Voluntary Action Leeds.

Andrina will be sharing with us the positive impact that can result from meaningful engagement and participation of volunteers with previous criminal records. We will explore procedure and mechanisms for inclusive volunteering including DBS and Risk Assessments.

Thank you

Lizzie Clapham and Vicki Sharp 01904 704177

volunteersupport@communityfirstyorkshire.org.uk

www.communityfirstyorkshire.org.uk

Twitter @volunteeringNY

Facebook @Comm1stYorks

Love has no labels

<https://www.youtube.com/watch?v=PnDgZuGIhHs>





Resources



Intersectional Theory

What does it all mean?



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Theorists believe that having an overlap of social identities contributes to the oppression and discrimination experienced by some. This can have an adverse effect on their resilience and overall mental well-being.

For instance:

- **Class**
- **Gender**
- **Race**
- **Sexual orientation**
- **Age**
- **Young carers**
- **Creed or Religion**
- **Disability**
- **Service children**
- **Gender identity**
- **Ethnicity**
- **Looked after children**
- **Refugee / Asylum Seeker**

CREED = your spiritual or religious belief.

RACE & ETHNICITY = in basic terms, **race** describes physical traits, and **ethnicity** refers to cultural identification.

Someone might say their **race** is "**Black,**" their **ethnicity** might be **Italian**. Likewise, someone might say their **race** is "**White,**" and their **ethnicity** is **Irish**.

Case study

Jim is a 72 years old widower. He was born in Belfast but has lived in York for most of his adult life. He is a catholic but not actively practicing.

His wife of 45 years died 6 months ago and since then Jim has accepted that he is gay and would like to live his remaining years as such.

Jim has 2 adult daughters and 3 grandsons aged 13, 17 and 22.

Since he retired 5 years ago Jim has volunteered 1 day per week in the café at the Railway Museum. His late wife also volunteered there but in the gift shop.

Jim is a long standing member of the darts club and enjoys going to watch York FC play with his eldest grandson who is in the army and stationed nearby.

What are your thoughts on Jim and his decision to live life as a gay man?

LGBTQIA+ Definitions and explanations



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What does it all mean?

We know what **LGBTQ** stands for but there are many other terms people now identify with.

LGBTQ+ is an "inclusive" way to represent all the different identities in the longer acronym but here's a breakdown of what each of the letters in **LGBTQIA+** mean.

The 7 terms cover the different ways people define their gender and sexuality. Some people may also identify with more than one of these descriptions.

L - lesbian	a woman who is attracted to other women
G - gay	a man who is attracted to other men or broadly people who identify as homosexual
B - bisexual	a person who is attracted to both men and women
T - transgender	a person whose gender identity or gender expression or both do not conform to the sex they were assigned at birth.
Q - queer	originally used as a hate term, some people want to reclaim the word, while others find it offensive. It can be used as a political statement, suggesting that someone doesn't want to identify with binary terms or that they don't want to label themselves only by their sexual activity
I - intersex	a person whose body is not definitively male or female. This may be because they have chromosomes which are not XX or XY or because their genitals or reproductive organs are not considered standard
A - asexual	a person who is not attracted in a sexual way to people of any gender
+	and others

Cont: LBGTQIA+ Definitions and explanations



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You may also see the acronym LGBTQIP2SAA. This includes the following identities:

Q- Questioning	a person who is still exploring their sexuality or gender identity
I - Intersex	a person is born with reproductive or sexual anatomy that doesn't fit the boxes of 'female' or 'male.'
P - pansexual	a person whose sexual attraction is not based on gender and may themselves be fluid when it comes to gender or sexual identity
Two Spirited	Native American/Indigenous people who identify with a third gender, implying a masculine and a feminine spirit in one body.

Whichever you use be aware that the list is not exhaustive. There are over 85 terms (and counting) defined by people who identify with the terms themselves. Additional terms and explanations can be found on the Stonewall website.

An A-Z of LGBTQ+ Language

<https://www.bbc.co.uk/bitesize/articles/z6r8qyc#zm9jmbk1>