

## June - Pride

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To:

3 attachments (168 KB)

How to be a LGB Ally.docx; How to be a Trans Ally.docx; Supporting LGBT learners.docx;

Every June, the world celebrates diversity and inclusion with Pride month. It is the time of year when we celebrate the impact that lesbian, gay, bisexual and transgender individuals have had on history locally, nationally and internationally.

The history of Pride dates back to the Stonewall uprising of 1969, when members of the LGBT community clashed with police outside the Stonewall Inn in Manhattan. This event, and the riots that followed have since been identified as the birth of the international gay rights movement. It originally started as a reaction to discrimination and hate against LGBT people and has, over the years, slowly become more of a celebration. However, there is still a serious side and a serious message to Pride. People from the LGBT+ community still face discrimination every day, in their working and personal lives.

In its purest form, diversity and inclusion in the workplace should be that no-one feels left out, discriminated against, passed over for promotion, or singled out because of their sexual orientation, age, ethnicity, gender, disability, gender identity, beliefs, marital or parental status. Pride month takes a positive stand against discrimination and ill-treatment of those who are lesbian, gay, bisexual and transgender.

Pride is a great time to recognise the contributions of our LGBT+ peers, learn a little bit more about LGBT+ history, celebrate diversity and consider the ways that we can contribute to creating a more inclusive society.

### How can you get involved?

- **Educate yourself**

Spend some time learning about the history of Pride ([www.stonewall.org.uk](http://www.stonewall.org.uk)). Keep this information in mind as a way to remember where the LGBT community have come from, where they are now and how far there still is to go for LGBT equality.

- **Attend a Pride parade or event**

There are many popular festivals and parades to attend throughout the summer months. For the second year, Coleg y Cymoedd will be having a stall at Pride Cymru's Big weekend in Cardiff on 24/25 August 2019. If you would like to be involved and support our college stall, please contact

- **Be an Ally**

When someone in your life tells you that they are LGBT+, it can be difficult to know how to respond. Your initial reaction may be one of surprise, excitement, confusion, discomfort, or none of the above. Be honest in your response, but you should also recognise the importance of your response and the impact it may have. An 'ally' is a term used to describe someone who is supportive of LGBT people.

There are good resources available at the College, including a guide on 'How to be an LGBT Ally', and information relating to 'Supporting LGBT learners'. These are attached for your reference.

Consider how inclusive you are. Is there something you can do to make LGBT colleagues feel more comfortable?

- **Challenge inappropriate language and behaviour**

Even though we celebrate Pride, there are still abuse issues happening in the workplace targeting LGBT employees. Research has found that: 19% of LGBT employees have experienced verbal bullying from colleagues, customers or service users because of their sexual orientation in the last five years; 26% of LGBT employees are not at all open to colleagues about their sexual orientation.

It is important to challenge all negative behaviour and language so that everyone feels comfortable and happy to be who they are without fear of ridicule or experiencing discrimination from others. Inappropriate behaviour may include name-calling, inappropriate comments or sweeping generalisations.

*How to challenge:*

- Speak up! Call out any bullying or any negative behaviour you see or hear. Your intention should be to inform the individual of inappropriate behaviour. You don't need to challenge at the time, you may find it easier to chat to someone later, as the victim may not appreciate being put on the spot.
- Reinforce the College's position on, and expectations around, appropriate behaviour (e.g. bullying policy, code of conduct). Put it in the context of the college's policy if need be e.g. "we don't talk to people that way". "You know that hurtful language or behaviour isn't accepted in this college. This is a place where everyone is equal and should be treated with respect".
- Ask a question "What do you mean by that? Do you realise that language is homophobic/biphobic/transphobic/discriminatory? Do you know why?" Some people might not even know what they are saying is hurtful. Remind people to think before they speak.
- Talk about the personal impact and make it real e.g. "when you use words like that it can make a person who is gay feel bad about themselves". "The words that you use are hurtful to someone's sexual orientation"
- And finally report it! Record any incidents using the appropriate college procedure and for any incidents that are motivated by prejudice or hate these should be reported to the relevant authority.

**Why do we celebrate Pride?** It is about solidarity, community and support. We want to be surrounded by people who accept us for who we are. We all want to feel safe at work, and having a strong and established community contributes to that.

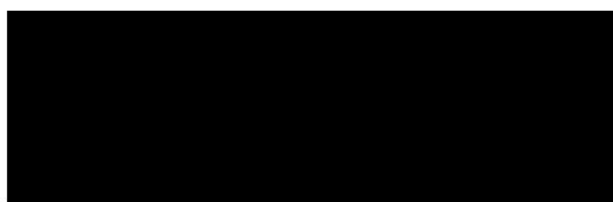
The College will be joining in the Pride celebrations by:

- Raising the rainbow flag on all campuses
- Raising awareness of LGBT equality by communicating our policies and guidance documents, including the use of inclusive language
- Profiling role models from the LGBT community
- Showing our support #ComeOutForLGBT on social media
- Delivering trans awareness sessions for staff
- Supporting the 'long game' - Pride recognition does not stop when Pride month ends. Inclusivity is natural. It means, over time, we will reduce bias and let go of assumptions and stereotypes. It means continuing to have challenging conversations about things like pronoun usage.

At Coleg y Cymoedd we are proud to be celebrating the long game.



If you would like further information regarding the above, or would like to be involved in promoting equality and diversity at the College, please contact [REDACTED]



W: [www.cymoedd.ac.uk](http://www.cymoedd.ac.uk)

