

METRO Charity Sexual Orientation and Gender Identity Awareness and Inclusion Training

Complementary Information Sheet



METRO is a leading equality and diversity charity, providing health, community and youth services across London and the South East, with national and international projects. METRO works with anyone experiencing issues around sexuality, gender, equality, diversity and identity across our five domains: Sexual & Reproductive Health, Community, Mental Health & Wellbeing, Youth and HIV.

METRO's training team is able to deliver sessions that cover topics across these 5 domains.

Support and Resources



Community

METRO Charity – Mental Health LGBTQ+ Drop-in group (18+)

<https://metrocharity.org.uk/mental-health/mental-health-drop-in>

London Friend, Befriending, Counselling, Support Groups for LGBTQ+

<https://londonfriend.org.uk>

Age UK, support with LGBTQ+ in later life:

<https://www.ageuk.org.uk/information-advice/health-wellbeing/relationships-family/lgbt/>

Domestic Violence and Abuse

GALOP, Supporting LGBTQ+ who have experienced hate crime, domestic abuse or sexual violence <http://www.galop.org.uk>

Elop, Community support with LGBTQ+ in later life:

<https://www.ageuk.org.uk/information-advice/health-wellbeing/relationships-family/lgbt/>

Faith and Religion

Support for LGBTQ+ Muslims <https://imaanlondon.wordpress.com>

LGBTQ+ Inclusive Mosque <http://www.inclusivemosqueinitiative.org/>

Religion and Sexuality: <https://www.nazandmattfoundation.org>

Resources for LGBTQ+ people of faith: <https://www.stonewall.org.uk/resources-lgbt-people-faith>

Keshet, Judaism and LGBTQ+ <http://www.keshetuk.org/>

Sarbat, Sikhism and LGBTQ+ <http://www.sarbat.net/>

Quest, Catholicism and LGBTQ+ <http://www.questlgbti.uk/>

Twilight People, Celebrating the History of people who are both religious and LGBT <http://www.twilightpeople.com/>

Support and Resources



Intersex

What it's like to be Intersex: <https://www.youtube.com/watch?v=cAUDKEI4QKI>

Rights in the UK:

https://en.wikipedia.org/wiki/Intersex_rights_in_the_United_Kingdom

Organisation Intersex International: <https://oiiuk.org>

U.K. Intersex Association: <http://www.ukia.co.uk>

LGBTQ+ housing

Albert Kennedy Trust, support for LGBTQ+ aged 16-25: www.akt.org.uk

Housing project and advice for LGBTQ+: <https://stonewallhousing.org>

London Older Lesbian Co-housing: <https://lolcohousing.co.uk>

Supported housing project for LGBTQ+ youth: <https://www.lgbtjigsaw.net/housing/>

Mental Health

METRO Charity, Mental Health Support: <https://metrocharity.org.uk/mental-health>

MIND, Mental Health Support for LGBTQ+:

<https://www.mind.org.uk/information-support/tips-for-everyday-living/lgbtiqplus-mental-health/about-lgbtiqplus-mental-health/>

Switchboard, phone line for advice and support for LGBTQ+ people:

<https://switchboard.lgbt>

Parents and carers

Supporting parents to accept their children in the context of religion:

<https://www.nazandmattfoundation.org>

Mermaids UK, supporting transgender, nonbinary and gender-diverse children, young people, and their families: <https://mermaidsuk.org.uk>

Support and Resources



Substance misuse

LGBTQ+ Foundation, substance misuse support:

<https://lgbt.foundation/substancemisuse>

Antidote, substance misuse support:

<https://londonfriend.org.uk/antidote-drugs-alcohol/>

Trans

Trans Wiki <https://trans.wikia.org>

History of Trans people in the UK

https://en.wikipedia.org/wiki/History_of_transgender_people_in_the_United_Kingdom

Gendered Intelligence - Support and advocacy for trans youth:

www.genderedintelligence.co.uk

Gender Identity Research and Education Society (GIRES) - Advocacy and information charity: www.gires.org.uk

All About Trans - Media project transforming how the media understands and portrays trans people: <http://www.allabouttrans.org.uk>

Additional trans resources:

<https://www.trans.ac.uk/ResourcesInformation/OrganisationsCommunity/tabid/7258/Default.aspx>

Books with LGBTQ+ Themes



Children

And Tango Makes Three by Justin Richardson & Peter Parnell

10,000 Dresses by Markus Ewert

Vincent the Vixen by Alice Reeves

Mummy, Momma and Me by Lesley Reeves

Space Girl Pukes by Katy Watson

The Different Dragon by Jennifer Bryan

Young Adult

Queer: A Graphic History by Meg-John Barker

We Have Always Been Here by Samra Habib

Life as a Unicorn: A Journey from Shame to Pride and Everything In Between by Amrou Kadhi

Rainbow Milk by Paul Mendez

Adult

Giovanni's Room by James Baldwin

Zami: A new Spelling of My Name by Audre Lorde

Tales of the City by Armistead Maupin

Stone Butch Blues by Leslie Feinberg

I'm Afraid of Men by Vivek Shraya

Homophobia, Biphobia and Transphobia



Negative attitudes, assumptions and feelings directed towards LGBTQ+ people. It can be from family, friends, strangers, professionals and wider society. Sometimes homophobia, biphobia or transphobia can be from other LGBTQ+ people. It can be in different forms such as micro-aggressions, bullying, humiliation, violence or hate crimes. It can indirect or direct, be more than a specific incident, or from individual people. For those experiencing this it can feel like an everyday part of the world they live in or environment.

Sometimes this is internalised homophobia, biphobia and/or transphobia. Everyone is exposed to homophobia, biphobia or transphobia in society. But when you are LGBTQ+, this can develop internalised negative feelings about their sexuality and/or gender identity. These negative feelings may result in mental health problems, including: low self-esteem, depression, anxiety, self-harm, suicide activation and ideation.

Reference: LGBTQ+ experiences / Mind

Being an Ally



Listen

Respect and reflect pronouns

Understand that it's not about you

Empower people to speak for themselves

Do not 'out' someone

Educate yourself on LGBTQ+ terminology, history and activism

Do not assume your friends and colleagues are straight or cisgender

Confront your own prejudice and bias, even if you find it uncomfortable

Glossary of Identities and terms from the training

Please consider identities in this glossary of terms is not an exhaustive list. Descriptions and labelling of different identities are fluid and self-definition respected. It is essential to note that often identities are intersecting and complex.

Asexual/Ace: Someone who experiences little or no sexual attraction at all. This can vary for people and does not impact the ability for one to have lasting romantic engagements and partners.

Assigned at Birth (Sex): The label, usually male or female, given to an infant based on medically defined sex characteristics.

Bi: Someone who has an attraction to two or more genders

Biological sex: Assignment and classification of people as male or female based on perceptions of their physical anatomy – generally the appearance of their external genitalia at birth. It is better to say - assigned or designated male or female at birth.

Cis/cisgender: Someone who identifies with what they have been assigned at birth. It means the opposite of Trans/transgender.

Closeted: Describes a person who is not open about their sexual orientation (or gender identity). This may be for a number of reasons including for safety.

Coming 'out': When a person first tells someone/others about their orientation and/or gender identity.

Dead naming: Calling someone by their birth name after they have changed their name. This term is often associated with trans people who have changed their name as part of their transition.

Gay: A man who is attracted to other men. (Can be used for women attracted to women, too)

Gender binary: A commonly held belief that there are only two genders. Most commonly represented as the following identities and characteristics: "man/woman", "male/female", "masculine/feminine". People who identify outside of the gender binary are often not very visible as a result of lack of representation within mainstream discourses. The gender binary also enables for genders within the binary to be heavily stereotyped and genders outside the binary to be disregarded.

Gender confirmation: Some trans people undergo medical procedures, including hormone replacement and surgery, to align their bodies to their gender. This has several names, but is most often called gender confirmation or gender reassignment. Gender

Glossary of Identities and terms from the training

recognition can also mean changing names, pronouns, dressing differently and living in a self-identified gender.

Gender expression: How one expresses or confirms to notions of gender. This can often be a highly stereotyped behaviour, which views one's actions as matching with existing stereotypes regarding Gender and Sexual Orientation.

Gender fluid: Non-binary gender identities that indicate shifting between different genders or presentations. Often used by those who feel they have both male and female sides to their personalities. Not to be confused with the term Two-Spirit – a gender identity specific to certain Native American and First Nations cultures.

Gender Identity: One's internal sense of gender/genders, how that resonates with what one sees represented in society.

Gender non-conforming: A term used to describe some people whose gender expression is different from conventional expectations of masculinity and femininity. Please note that not all gender non-conforming people identify as transgender; nor are all transgender people gender non-conforming.

Gender Recognition: The process through which many trans people go through to have their gender legally recognised by the government. (Gender Recognition Act)

Gender recognition certificate (GRC):

Enables trans people to be legally recognised in their affirmed gender and to be issued with a new birth certificate. Not all trans people will apply for a GRC. You currently have to be over 18 to apply. You do not need a GRC to change your gender markers at work or to legally change your gender on other documents such as your passport.

Heteronormativity: The over-representation and support for heterosexuality, resulting in heterosexual ideals being established as the 'norm' and queer relationships as marginalised. This is shown through the media as well as laws that are current and historical. This is exemplified quite easily by typing 'couple' into an image search, and seeing what kinds of relationships are represented.

Heterosexual: When someone is sexually attracted to the opposite sex and/or gender. Heteroromantic is when someone is romantically attracted to the opposite sex and/or gender. (See also straight)

Lesbian: A woman who is attracted to other women

Man: A gender identity which is part of the gender binary. Man is a term used for adults and corresponds to the term boy (for children), male (adjective) and masculinity

Glossary of Identities and terms from the training

Mis-gendering: Using incorrect pronouns or identity description.

Non-binary/NB/Enby: Someone who identifies outside the gender binary

Outing: The act of disclosing an LGBTQ+ person's sexual orientation or gender identity without that person's consent.

Pan/pansexual: Someone who is attracted to people regardless of gender. Some argue that this is a more inclusive term than Bi/Bisexual, as Bi/Bisexual tends to support the notion of a gender binary.

Pronouns: Words used to refer to people's gender - for example, 'he', 'she' or 'they'. Some may prefer to be referred to using gender neutral language and use pronouns such as they/their and ze/zir.

Queer: Identifying somewhere outside of heteronormativity and/or gender binary

Questioning: Sometimes we don't need to have all the answers. Those who are questioning are in a process of finding out more about themselves and exploring uncertainty.

Straight: Someone who identifies within a gender binary and is attracted to an 'opposite' gender. For example, women who are attracted to men and men attracted to women.

Sexual activity and behaviour: Any activity, solitary, between two persons, or in a group, that may induce sexual arousal. Sexual behaviour refers to a broad spectrum of behaviours in which people display their sexuality. These expressions may contain both biological and cultural influences and involves sexual arousal.

Sexual orientation: The kind of person that one is attracted to. Often linked with, but not restricted to, a specific gender or genders.

Trans or transgender: (Adjective – not a noun) Describes someone who identifies differently to the gender associated with the sex assigned at birth.

Woman: A gender identity which is part of the gender binary. Woman is a term used for adults and corresponds to the terms girl (for children), female (adjective) and femininity.

+ or plus: An identity that lies outside of the gender binary and/or heteronormative discourse.

Presentation Statistics Resources



Hidden Figures The Impact of the Covid-19 Pandemic on LGBT Communities in the UK, May 2020 3rd Edition. LGBT Foundation (May 2020)

<https://s3-eu-west-1.amazonaws.com/lgbt-website-media/Files/7a01b983-b54b-4dd3-84b2-0f2ecd72be52/Hidden%2520Figures-%2520The%2520Impact%2520of%2520the%2520Covid-19%2520Pandemic%2520on%2520LGBT%2520Communities.pdf>

Hate Crime, England and Wales, 2019/20, Home Office (2020)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/925968/hate-crime-1920-hosb2920.pdf

LGBT In Britain, Hate Crime, Stonewall (2017)

https://www.stonewall.org.uk/system/files/lgbt_in_britain_hate_crime.pdf

The School Report, Stonewall (2017)

https://www.stonewall.org.uk/system/files/the_school_report_2017.pdf

Unhealthy Attitudes, Stonewall (2015)

https://www.stonewall.org.uk/system/files/unhealthy_attitudes.pdf

The RaRE Research Report. LGB&T mental health risk and resilience explored. (Nodin, Nuno & Peel, Elizabeth & Rivers, Ian & Tyler, Allan 2015)

https://pure.royalholloway.ac.uk/portal/files/28072148/RARE_Research_Report_PACE_2015.pdf

Homophobic Hate Crime: The Gay British Crime Survey. (Stonewall 2013)

https://www.stonewall.org.uk/system/files/Homophobic_Hate_Crime__2013_.pdf

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