

**Around the LGBTQIA+ World in**

**80 slides**

  
not even close to

**Please take your seats while our pilots take you through  
Basics you need to know before we take off.**

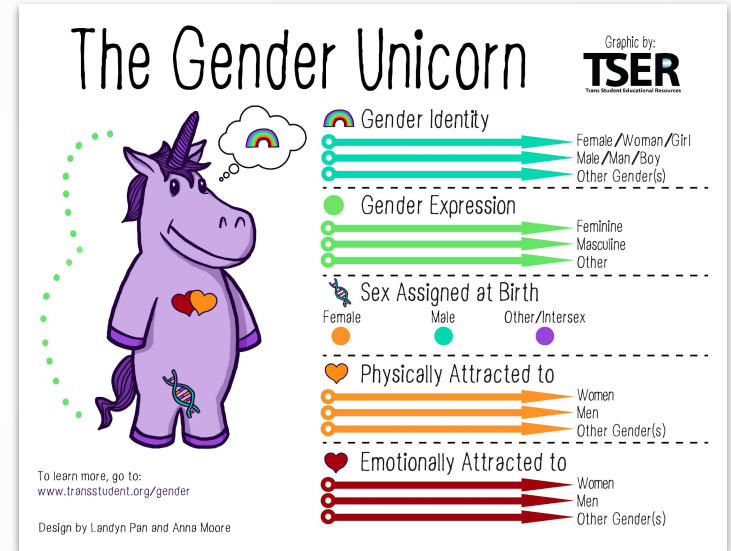
# Overview

- Introduction
- LGBT+ rights around the world
- LGBT+ initiatives in Oxford
- LGBT+ facing the pandemic
- Discussion questions
  - Breakout room conflict link in the chat



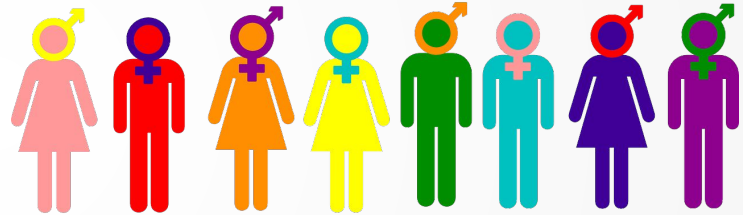
# Sexual orientation and gender identity

- Sexual orientation: Who am I attracted to?
  - Who do I form relationships with?
  - How do I communicate my sexual orientation to others?
  - What legal and community support is there for my relationships?
- Gender identity: How do I perceive my own gender?
  - How do I express my own gender?
  - What medical care do I need to feel comfortable in my body?
  - How do I access gender-specific services?



# The acronym(s)

- **L**esbian
- **G**ay
- **B**isexual (see also pansexual)
- **T**rans (see also non-binary)
- **Q**ueer or questioning
- **I**ntersex
- **A**sexual (see also aromantic)
- **+**



**We are ready for takeoff**

Join at:  
**vevox.app**

ID:  
**188-811-529**



<https://vevox.app/#/m/188811529>

## Protection against discrimination based on sexual orientation



## Legal recognition of families



Marriage or other forms of legal union for same-sex couples



Adoption open to same-sex couples (either jointly or via second parent adoption)

## Criminalisation of consensual same-sex sexual acts between adults



## Legal barriers to the exercise of rights



Legal barriers to freedom of expression on SOGIESC issues



Legal barriers to the registration or operation of sexual orientation related CSOs



Isle of Man (UK)

Ireland



Guernsey (UK)

Jersey (UK)



UK



Netherlands



Belgium



Lux.



Liecht.



France



Swit.



Denmark



Germany



Czechia



Austria



Poland

Slovenia

Hungary

Slovenia





## Christiane Völling (born Thomas)



*I Was Man and Woman. My Life as an Intersexual.*



# Iran

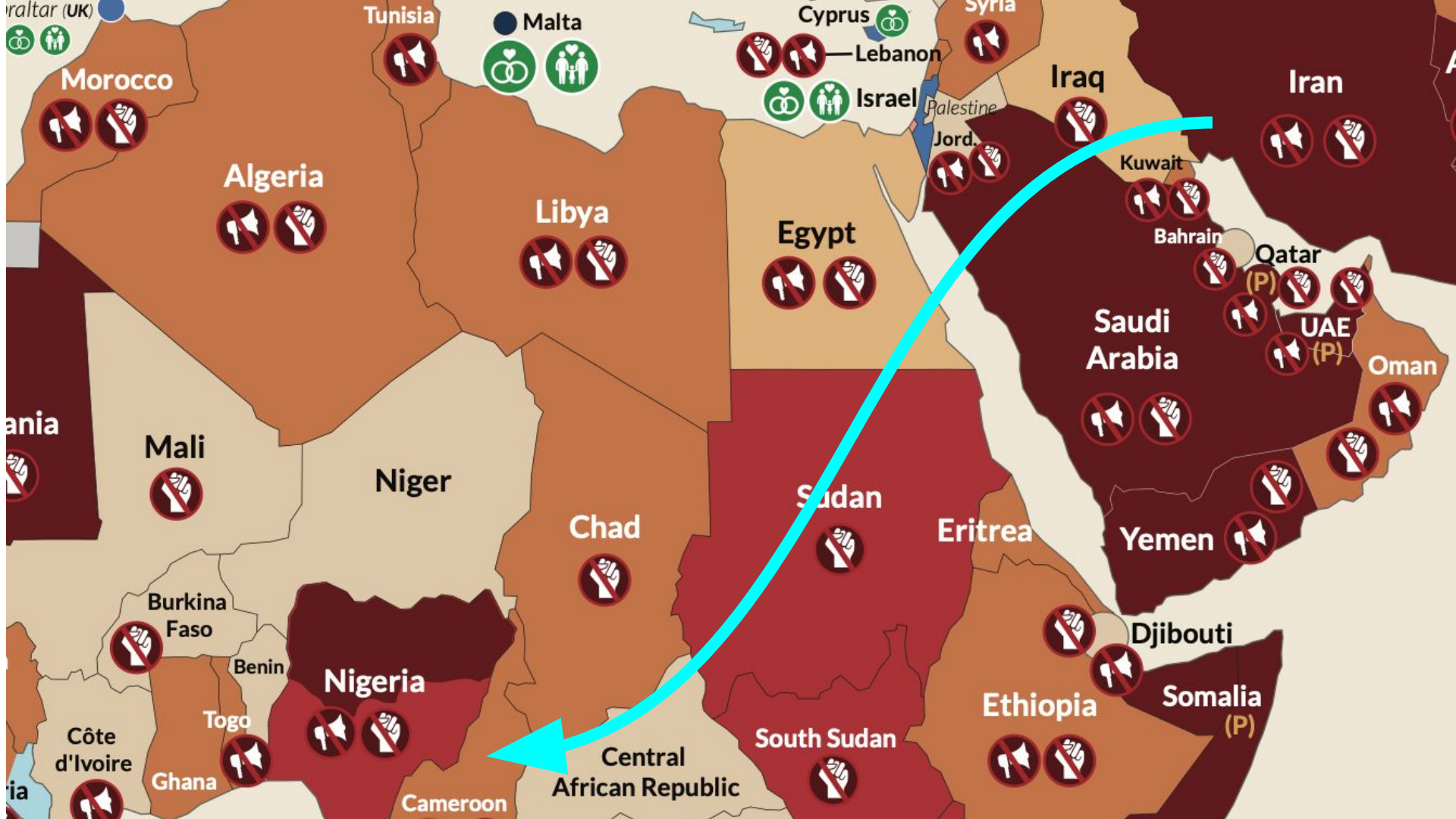


## Transgender friendly!

- financial assistance, and a sex change is recognized on the birth certificate since **mid-1980s**.

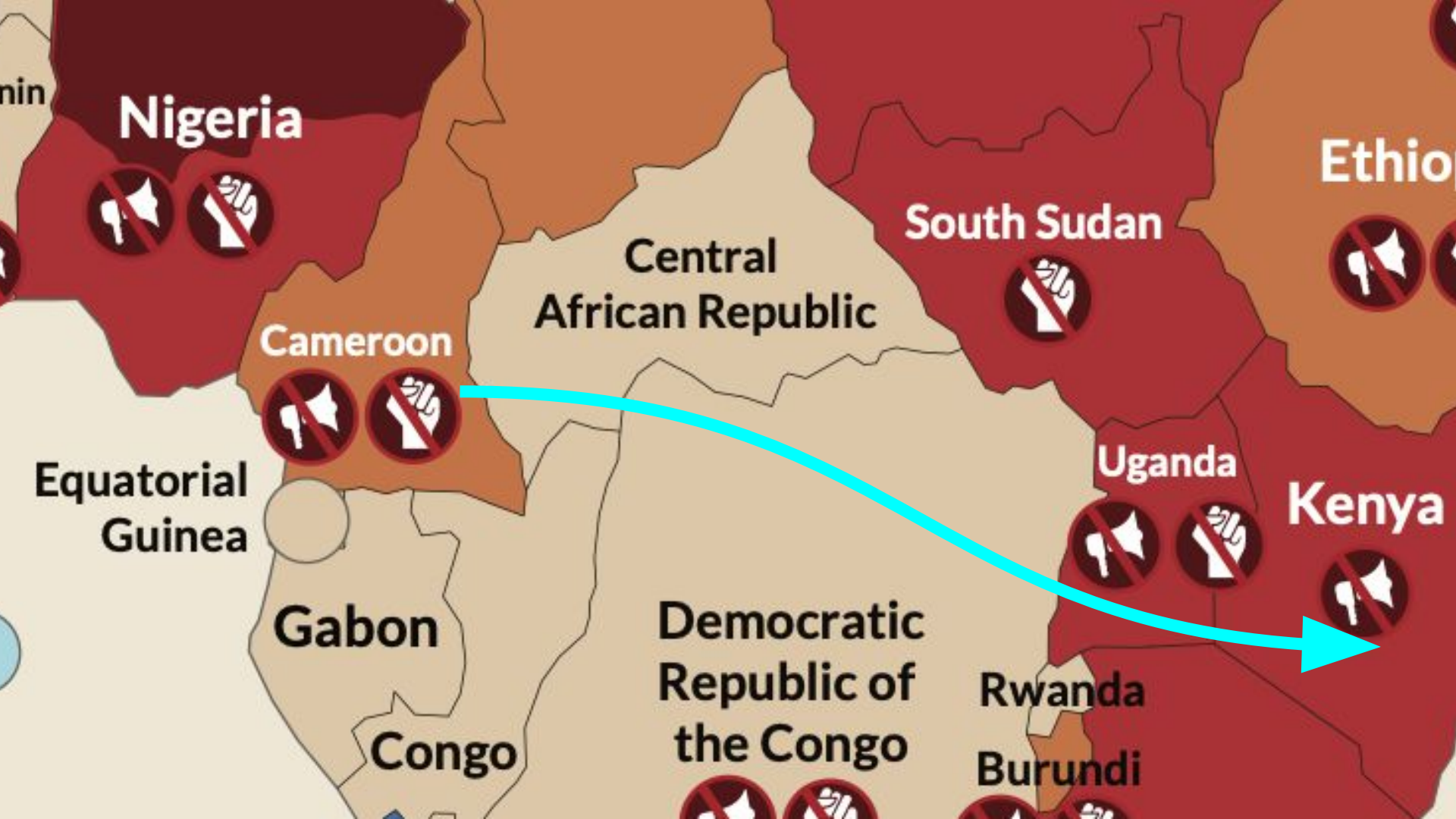
Same-sex sexual activity legal	✗ (In accordance with Shiite version of Islamic law)
Equal age of consent <sup>[13]</sup>	✗
Anti-discrimination laws in employment	✗ (None for all LGBT people)
Anti-discrimination laws in the provision of goods and services	✗ (None for all LGBT people)
Anti-discrimination laws in all other areas (incl. indirect discrimination, hate speech)	✗ (None for all LGBT people)
Recognition of same-sex couples	✗
Stepchild adoption by same-sex couples	✗
Joint adoption by same-sex couples	✗
LGBT allowed to serve in the military <sup>[14]</sup>	✗
Right to change legal gender	✓ (Since 1980s)
Third gender recognised	✗ (No; binary only)
Access to IVF for lesbians	✗
Commercial surrogacy for gay male couples	✗
MSMs allowed to donate blood	✗





## Cameroon (distressing quote from refugee)

*“I realized that I was a lesbian. I also knew that I could never be safe or myself. [...] My extended family found out about my sexuality. They undressed me, sat me in a chair in the middle of the village, and performed a ceremony on me that they thought would heal me. They spoke in tongues, shouted, and poured some kind of water or potion on me. For 3–4 hours I cried and begged for help.”*



**Nigeria**

**South Sudan**

**Ethio**

**Central African Republic**

**Cameroon**

**Uganda**

**Kenya**

**Equatorial Guinea**

**Gabon**

**Democratic Republic of the Congo**

**Rwanda**

**Congo**

**Burundi**

# Kenya

- Intersex children:
  - Outcome of witchcraft
- Abandonments and infanticides have been reported in Uganda, Kenya, south Asia, and China.
- Non-consensual medical interventions
  - Muhadh Ishmael, was mutilated and later died.







# Bulgaria

- Discrimination and hate crime: the law recognises discrimination and hate crime based on sexuality and gender identity.
- Same-sex relationships: legal, but without legal recognition (no civil unions, no same-sex marriage).
- Trans and intersex rights: sex reassignment surgery is required to change a person's legal gender from their sex assigned at birth; the surgery requires court authorisation and sterilisation is mandatory. Intersex people are assigned female at birth by convention.
- Visibility: First ever Pride parade was held in 2008 and has grown since; it still receives little support or acknowledgement from policy makers.



# UK

- Marriage (Same Sex Couples) Act 2013
- Gender Recognition Act 2004
- As of 2020: procedure established in the Gender Recognition Act 2004 lags behind international human rights standards.
- In February 2021, the UK Boris Johnson conservative government introduced the Armed Forces Bill 2021 - that automatically pardons all gay sex criminal records within the UK military
- Conversion therapy not banned!

**Ladies and gentlemen, as we start our descent, please make sure your seat backs and tray tables are in their full upright position**

# LGBT+ initiatives **within the university**

- Oxford University LGBTQ society
  - <http://www.oulgbtq.org/>
  - Great information resource
- Oxford SU LGBTQ+ campaign
  - <https://www.oxfordsu.org/campaigns/LGBTQ/>
  - University, faculty and college level policy changes
- E&D networks: LGBT+ Allies, LGBT+ Role Models, LGBT+ Staff
  - <https://edu.admin.ox.ac.uk/networks#/>
  - Provide training

# LGBT+ initiatives **within the city**

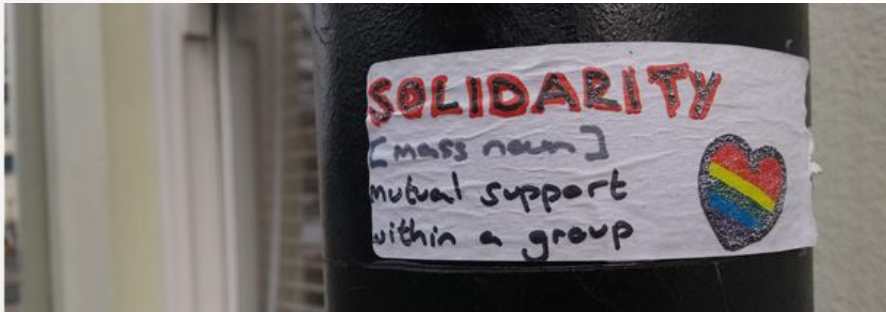
- Oxford Pride
  - <https://www.oxford-pride.org.uk/>
- TransOxford
  - <https://www.transoxford.org.uk/>
  - Trans support group
- First Sunday
  - <http://firstsunday.info/>
  - LGBTQ Christian fellowship

# #TRANSHAPPINESSISREAL

A reminder that both LGBT+ discrimination and LGBT+ activism are constantly happening around you, even if you're not actively involved in either.

Look out for (trans) street art around you!

Twitter: @stickersftw



# Facing the Pandemic



## An additional layer of challenge

Lockdown isn't a collective experience → Individual experience

Being LGBTQIA+ adds another layer of difficulty to it

Loss of employment → forced to move back with sometimes non-accepting family

- Loss of support network, increased mental health due to discrimination

LGBTQIA+ Elders exacerbated loneliness

- Most of them never had kids, or families don't talk to them

# The Queerantime Study – Kneale et al. 2020

**Objective :** Assess mental health status and experiences of discrimination amongst a sample of LGBTQ+ people during the COVID-19 pandemic



→ **389 participants**

- 69% suffering depressive symptoms → rising to 90% for those who had experienced homophobia/transphobia
- 1/6 reported some form of discrimination during pandemic because they were LGBTQ+
- 10% felt unsafe in their home

# Helplines Call Figures

**Switchboard** : Natasha Walker (co-chair) said the volume of calls was a **third** higher than the same period last year. “*There were **44%** more conversations where people were struggling and **57%** more conversations talking about isolation.*”

## The LGBT Foundation helpline calls (August):

- Mental health crisis : +123%
- Abuse : +86%
- Domestic violence : +65%
- Suicidal Thoughts : +25%

# Advices

- Connecting with online spaces if it's safe to do so
- Researching LGBTQ+ heroes to learn about how they survived the challenges of their times
- Practicing positive statements to affirm identity
- Using creative outlets such as journals, poems or song lyrics to record the experience and the feeling of feeling restricted



**You can now leave the place and get onto the coaches or... stick around for the discussion**

# Should we introduce ourselves with our pronouns?

... in every meeting?

... sometimes?

... never?

How would you feel about “it” as a preferred pronoun?

Should we introduce a third gender in language?

Should we call everyone “they”?

Something to keep in mind—this phrase (dis)qualifies who a person is. It's a way of saying 'they like to think of themselves as X, but we really know they aren't that.'

Too often, this isn't edited out.



3 juil. • 🌐

Same with “preferred” pronouns. I don't identify as nonbinary, I AM nonbinary. They/he are not my preferred pronouns, they're just my pronouns. This kind of language implies that we have a gender/pronouns that aren't our “identified” and “preferred” ones. A cis man doesn't “identify” as a man, he just is a man. A cis woman doesn't “prefer” she prono... Voir plus



#TonyMcDade  
@aijuswanaswim

“Identifies as” is a microaggression.

8:54 AM · 7/2/20 · Twitter for iPhone

11.6K Retweets 69.4K Likes



What was the last time you talked about LGBT+ rights or LGBT+ people with your family?

Were there generational or cultural differences?

Did you learn something unexpected?

# What makes a good LGBT ally?

How LGBTQI+ supportive do you think you are?

What are some concrete steps we can take to be better allies?

- At work?
- At home?

Are there any steps we can undertake on the department level?

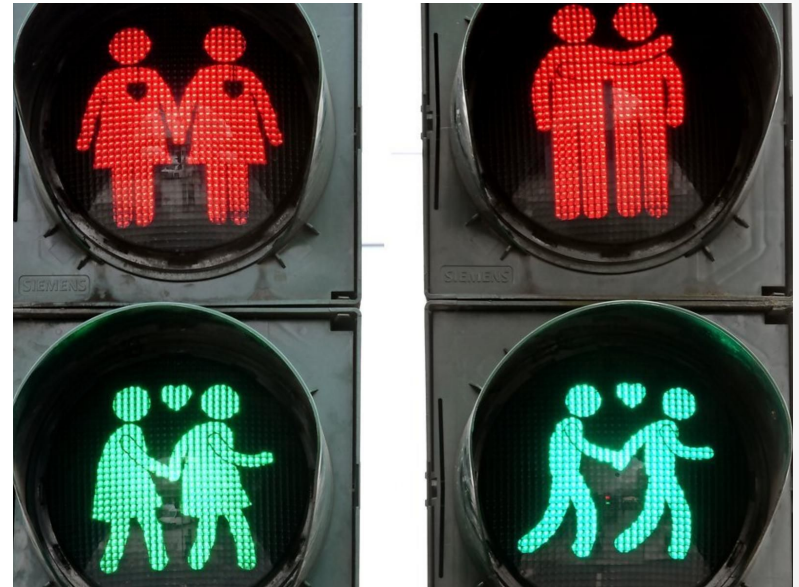


# Gender-neutral toilets: why or why not?

What do you think about the arrangement in our department?

Also, where and where not?

- Third gender toilet (Bavarian elementary schools)
- Traffic lights in Hannover (Germany)



# What do you think about the term LGBTQI+?

- Length?
- One community?
- Queer as an umbrella term?

**Thank you for joining us on this trip**

**Next session : Diversity Hiring Practices**

**April 16th – 1pm**