

Being an Ally at Warwickshire County Council



From Section 28 to Equal Marriage and beyond...

2000	Ban on gay people serving in military lifted
2001	Age of consent made equal
2003	Section 28 repealed
	Protections in the workplace
2004	Civil Partnership Act
2007	Protections in Goods and Services
2008	Equal access to fertility treatment
2010	Hate crime protections
	The Equality Act
2013	The (equal) Marriage Act
2015	Trans Inclusion for Stonewall

Why bother?

The government estimates that **six per cent** of the UK population identify as lesbian, gay or bisexual, and that around **one per cent** identify as trans.

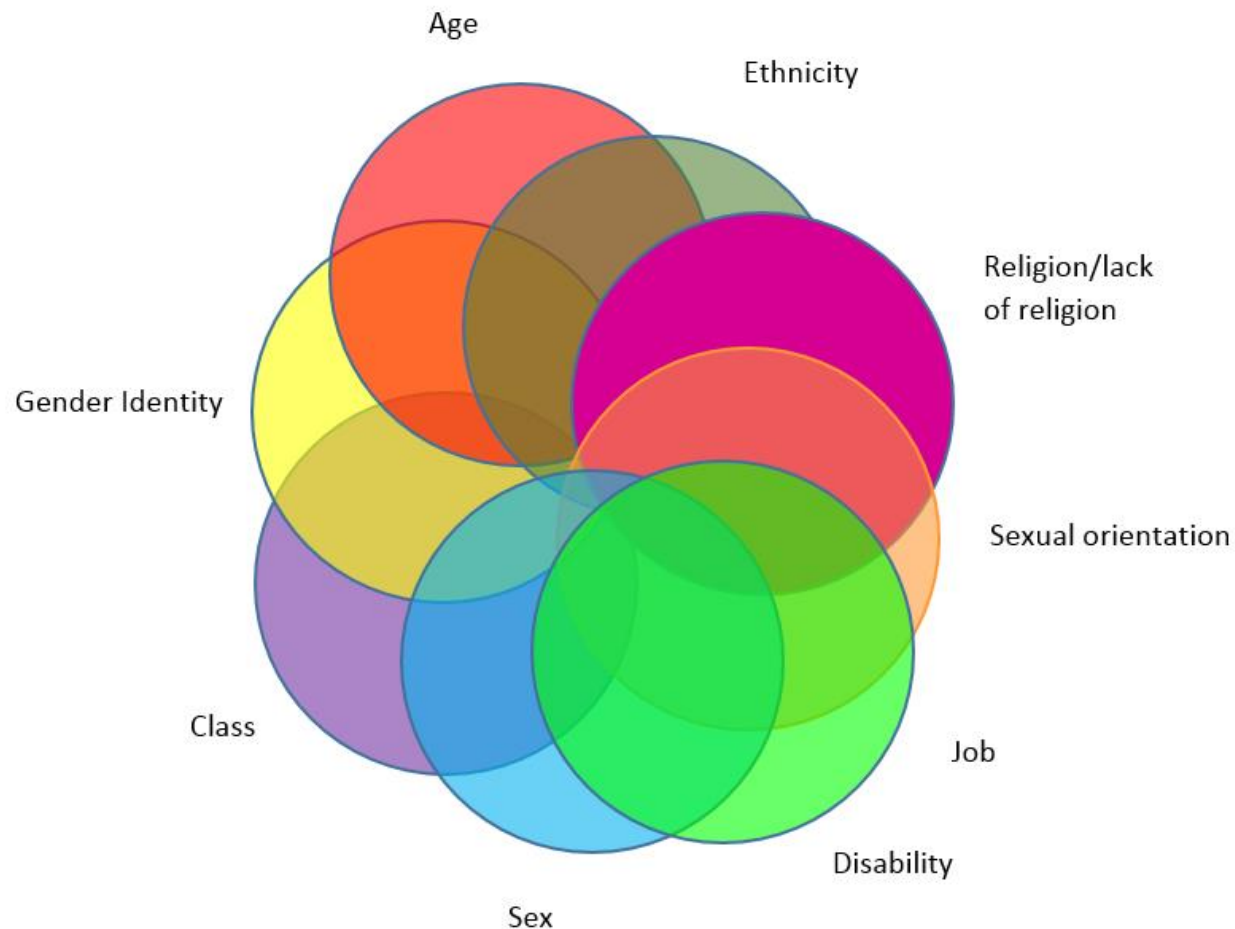
Actually...

Just last year, YouGov asked people to plot themselves on a 'sexuality scale'
23% of British people chose something other than 100% heterosexual –
and the figure rises to **49%** among 18-24 year olds.

Intersectionality

LGBT people are:

- Old
- Young
- Disabled
- Ethnically diverse
- Religious
- Pregnant
- Married
- From a range of socioeconomic backgrounds



Use your Power and Privilege

- Privilege isn't about guilt or blame
- It's about using your power to challenge the system that perpetuates inequality
- Ignoring privilege or refusing to believe it exists only allows it to continue and thrive

Privilege is when you think that something's not a problem because it's not a problem for you personally – David Gaider

Being an Ally

Defining an Ally

An ally is anyone who acts to bring about positive change for people who identify differently to them

An LGBT ally may not necessarily identify as LGBT, but believes that LGBT people should experience full equality in the workplace

Visible allies stand by the side of their LGBT colleagues and recognise that they have a responsibility to create inclusive workplaces

Impact

- Throughout history, allies have been critical in social movements. Some campaigns would not have been possible were it not for a mass of people throwing their weight behind it.
- Essentially, things don't change unless you can engage the majority. The message can be so much clearer and effective when communicated by someone who doesn't have the protected characteristic in question.
- For example, despite not being female, Barrack Obama will absolutely stand up and talk about equality for women. He's obviously influenced by the fact he has two daughters, and that's sometimes how allies begin to understand the issues, you might have a gay brother, or a lesbian friend, for example.
- It's about allies using their voice to create powerful change.
- Allies agree that if they raise the issue then this makes their colleagues more receptive to the message. When lesbian or gay colleagues get up and talk about LGBT issues, people hearing those issues may say 'well you would say that, wouldn't you – because you're a member of the LGBT community.' When allies, say the same thing, it has a different impact.

Being an Ally

What an Ally isn't...

- On a pedestal
 - Perfect
- Always senior or in a position of power
 - Heroic / extraordinary
 - Inspiring for everyone
- The same as all other allies

Being an Ally

What an Ally might be...

- Consistent
- Explicit
- Respectful
- Active
- Inclusive
- Supportive
- Authentic

Taking Action

Identify 3 proactive steps that you are going to stop, start and continue to be an effective ally and create more inclusive environments in our organisation?