



# Monitoring Sexual Orientation and Gender Identity



**elop**

**east london's lesbian & gay centre**




# Introduction

- ELOP
- Tower Hamlets LGBT Forum
- The local LGBT community



# Icebreaker

- Situation Exercise – How safe do we feel being LGBT in Tower Hamlets?

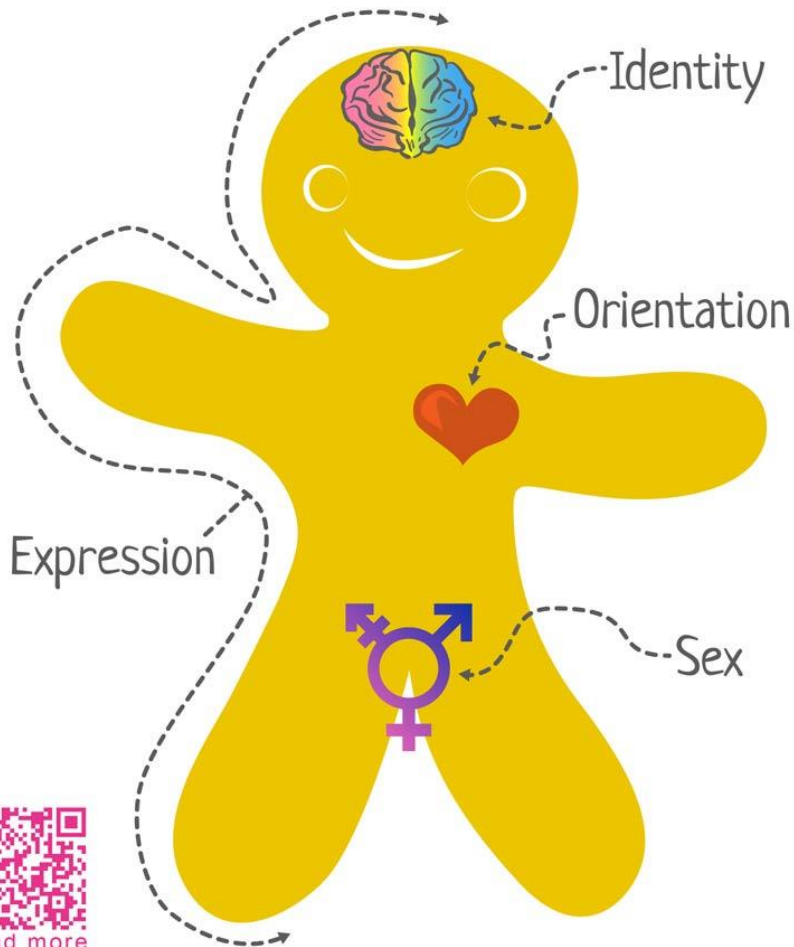


# TH's LGBT Forum's research & recommendations for older LGBT people in the borough

- Older LGBT people in semi-independent living schemes and care homes often feel marginalised
- Disabled and elderly LGBT people reported that carers are at times homophobic / or carers never received LGBT awareness training
- Some disabled LGBT people reported that they had to “de-gay” their own home before carers come in for daily calls.
- Almost no LGBT visibility in reception areas /communal areas
- Some older LGBT people are socially isolated because they have no children or they might have no contact to their family
- After breakdown of long-term LGBT relations some people become homeless or they do couch surfing at friend's places

# The Genderbread Person

by [www.ItsPronouncedMetrosexual.com](http://www.ItsPronouncedMetrosexual.com)



## Gender Identity

Woman Genderqueer Man

Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.

## Gender Expression

Feminine Androgynous Masculine

Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.

## Biological Sex

Female Intersex Male

Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.

## Sexual Orientation

Heterosexual Bisexual Homosexual

Sexual orientation is who you are physically, spiritually, and emotionally attracted to based on their sex/gender in relation to your own.

Androgyne

Aromantic

Asexual

Cisgender

Demisexual

Fluid /  
GenderFluid

Gender Dysphoria

Heteronormativity

Non-Binary

Pansexual

Polyamorous

Questioning

Third-Gender

Trans\*

Transmisogyny

?

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# Workshop

## ■ Ground Rules

- Create safe space to share experiences & concerns
- Respect & support each other
- Respect privacy/ confidentiality
- Participate – take risks
- If you aren't sure about something, just ask
- Enjoy it – this is a training session, it's ok to find some parts fun & make mistakes



# Baseline of Understanding

Briefly introduce :

- Yourself
- Where you work
- Your role
- What your experience has been asking sexual orientation & gender identity monitoring questions
- OR, your fears around this in your workplace



# Monitoring

Before we start, take a minute to think:

- What are your personal views, morals & values around same-sex sexuality & trans\* issues?
- Do you assume everyone is straight or conforms to gender norms?

It's useful to consciously think about this & bring it into your awareness

It's fine to have your personal beliefs but they can't impact on your professional practice

# Monitoring

## 2010 Equality Act Protected Characteristics

- Age
- Disability
- Gender reassignment
- Marriage & civil partnership
- Pregnancy & maternity
- Race
- Religion & belief
- Sex
- Sexual orientation

## Offers protection from:

- Direct discrimination
- Indirect discrimination
- Discrimination by perception
- Discrimination by association

# Monitoring

Reasons people feel uncomfortable with questions around their sexual orientation & gender identity:

- They're unsure of the purpose of asking/ collecting this information
- They feel it isn't relevant to the service they're receiving
- They're unclear how the information will be stored & used
- They feel it is too intrusive/ personal

# Monitoring

How to help put people at ease:

- Be confident in your own understanding of what you need to ask and why
- Communicate this with everyone from the outset
- Don't make assumptions about people
- Feel confident that monitoring is beneficial for helping us understand people's needs and how best to meet them
- Monitoring also helps us see who we aren't reaching

# Monitoring

## Public Sector Equality Duty:

- All public bodies, or those in receipt of public funding, must account for the needs of people with protected characteristics when designing or delivering services
- Monitoring demonstrates compliance with the law
- Monitoring will cover each of the 9 protected characteristics

# Monitoring

- Monitoring benefits individuals & organisations
  - Helps highlight inequalities between different groups
  - Helps identify issues affecting protected groups
  - Helps identify potential barriers to services
  - Helps improve existing services & tailor services to meet needs
  - Helps monitor incidents of discrimination & prevent future incidents
  - Helps measure performance & make improvements
  - Ensures equality of access to work & services
  - Builds confidence in the organisation that leads to openness elsewhere

# Pronoun Exercise

Get into pairs. Imagine you're fairly new to your job, are getting to know your colleagues & want to fit in.

You're chatting about what you did at the weekend with your partner, if you are in a relationship, or recount a previous trip/outing spent with a partner, if you are single.

Take turns to spend a few mins talking but don't use your partner's name or their gender pronoun; try to omit/ hide this information.

Your pair is free to ask questions or make assumptions about your partner, but again, please try not to disclose their gender.

# Practice Makes Perfect – Exercise 1

- Age
  - Disability
  - Gender reassignment
  - Marriage & civil partnership
  - Pregnancy & maternity
  - Race
  - Religion & belief
  - Sex
  - Sexual orientation
- In pairs, chose one of you to role play with your partner to ask a question about each of these areas, as you would usually ask them



# Monitoring Gender Identity

- Some individuals experience a mismatch between the way they look on the outside & the gender they feel on the inside, which is experienced to varying degrees, and may be termed gender nonconformity
- Some choose to transition to their identified gender, supported by medical treatment to align the way they look on the outside to how they feel on the inside
- Gender nonconforming people have widely varying identities and needs
- Many gender nonconforming people do not wish to be detected
- Under the Equality Act, the gender reassignment characteristic protects those who have transitioned, those who currently are transitioning and those who plan to transition
- Many people who fit this characteristic would be fearful of revealing it

# Trans Tips for Gender Identity Monitoring

- A supportive culture is an essential prerequisite to monitoring gender identity
- Understand, many people who fit this characteristic would be fearful of revealing it, expecting a negative or unsupportive reaction
- Most gender non-conforming people don't wish to be detected, but it doesn't mean we shouldn't ask
- Familiarise yourself with trans\* language so you feel comfortable hearing & using it
- Practice remaining neutral so clients feel supported & confident that this won't affect the service they can expect from you

# Be Prepared to Feel Confident

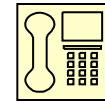
- Make sure policies are clear & inclusive
- Make sure you know your policies incl. confidentiality
- Make sure you know why you monitor
- Make sure you know what happens with their information (how it's stored, what you do with it, what it offers them & the service)
- Breathe & relax, they're just questions
- Remember you're asking as a professional not for personal interest
- Be aware of your body language; remain neutral throughout
- Be aware of your voice; remain neutral throughout

# Summary

- Monitoring is just a task required by law of our organisations
- Explaining why we do it, what happens with the information & how we can assure confidentiality is vital to build trust
- Don't expect everyone to answer the first time
- Don't make it up; it's better to review the gaps that have misleading data
- Don't react to responses, remain neutral & professional
- Feel confident; this isn't personal interest, it's professional & so are you

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