



BAME LGBT Allies Network



BAME – Black, Asian minoritised ethnicities
LGBT – lesbian, gay, bisexual, trans

WHAT IS A 'BAME LGBT ALLY'?

A BAME person who...

- Does not necessarily identify as LGBT themselves
 - Is an example within their community of someone who believes in and fights for equality for all people
 - Challenges discrimination against LGBT people (homophobia, biphobia, transphobia) whether direct or indirect
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- Has a basic knowledge of what LGBT means, some of the most common experiences and prejudice LGBT people can face
 - Can encourage people within BAME communities to engage in discussion on gender and sexuality – with the aim of encouraging others to accept and support people who are LGBT or questioning their identities
 - Someone who advocates for the work we do and the support that we provide for young people

WHAT WE KNOW

- There are many BAME LGBT young people who don't feel able to be 'out' or their full selves within their local BAME, faith or cultural communities.
- LGBT communities can also be a place where BAME LGBT young people don't feel able to be their full selves.
- There are stereotypes and myths about BAME communities being 'more homophobic, biphobic and transphobic than white communities'. This is rarely, openly challenged and can affect how BAME LGBT young people relate to and feel in their communities – often fearing unacceptance from family, friends, elders and community members.
- There are fewer numbers of BAME LGBT young people who access LGBT youth provision but who still need support.
- There are supportive people within BAME and faith communities who need support to be visible allies; Being silently supportive, sadly is not enough.
- Allies have a lot of influence within BAME communities in encouraging people to think differently about gender and sexuality; everyone has a, or has a relationship with gender and sexuality. Not all gender identities and sexualities are respected and validated and this is a problem and we want to change this.



WHAT WE CAN OFFER YOU

- LGBT awareness and allies training
- Resources to use for yourself and with others
- 1 - 1 support for you
- Awareness workshops within your youth projects
- Awareness workshops within your school/college (charged for)
- A network of support from other BAME LGBT allies

→ To develop a network of BAME LGBT allies who we can call upon to help support young people and help our support reach further by:

- ⦿ Booking our workshops for youth groups and projects
- ⦿ Supporting BAME LGBT young people
- ⦿ Challenging homophobia, biphobia and transphobia
- ⦿ Opening discussion with co-workers, young people and community members around equality, gender and sexuality
- ⦿ Being a visible ally

→ To feel confident that BAME LGBT young people who are and are not accessing LGBT specific support feel as though they have support and acceptance from within their local communities.

→ To reach and support communities who perhaps – for varying reasons – may struggle to have open conversations about gender and sexuality, who feel unsupported in this area or who feel that it is in conflict with tradition, culture and or beliefs.



OUR AIMS FOR THE NETWORK



BASIC GENDER AND SEXUALITY GLOSSARY



Language is constantly evolving, we have attempted to use the most accessible and widely understood definitions, though we do acknowledge that others may have differing and more developed explanations

LESBIAN	A woman who experiences attraction to other women.
GAY	A man who experiences attraction to other men, sometimes used by women who are attracted to women too.
BISEXUAL / PANSEXUAL	A bisexual person is someone of any gender who experiences attraction to members of their own and the 'opposite' gender. A pansexual person is someone of any gender who experiences attraction to people of any or all genders.
STRAIGHT	A straight person is someone of any gender who experiences attraction to members of the 'opposite' gender.
TRANS / TRANSGENDER	A person whose gender identity does not match with the sex they were assigned at birth e.g. a person whose sex was assigned male at birth but who identifies as a woman or as non-binary.
NON-BINARY	A person who does not subscribe to or identify within the gender binary e.g. as a woman or a man. A person may feel their gender is fluid and changeable in &/or outside of this binary.
CIS / CISGENDER	A person whose gender identity matches with the sex they were assigned at birth. e.g. a person whose sex was assigned male at birth and who identifies as a man.
DISCRIMINATION	When people treat individuals or a particular group of people differently, especially in a worse way because they hold negative views about people with certain characteristics e.g. a person's race, gender, sexual orientation, class.
HOMOPHOBIA	Discrimination against, fear or dislike of lesbian and gay people (inc. those perceived to be lesbian or gay) or of homosexuality. This also includes the perpetuation of negative myths and stereotypes through jokes &/or through personal negative thoughts about lesbian and gay people.
BIPHOBIA	Discrimination against, fear or dislike of bisexual people (inc. those perceived to be bisexual) or bisexuality. This also includes the perpetuation of negative myths and stereotypes through jokes &/or through personal negative thoughts about bisexual people.
TRANSPHOBIA	Discrimination against, fear or dislike of people whose gender does not match with their assigned sex at birth or whose gender or gender expression doesn't appear to match. This also includes the perpetuation of negative myths and stereotypes through jokes &/or through personal negative thoughts about trans people.
GENDER IDENTITY	How a person feels about themselves, whether this is as a woman, a man, as both, as neither or in another way.
GENDER EXPRESSION	Refers to how a person externally presents their gender. This may be through their choice of clothes or social behaviour – most commonly/ traditionally measured on a scale of “masculinity” and “femininity” although not always.
SEXUALITY ORIENTATION	This term describes who you are attracted to. Lesbian, bisexual, gay, straight are all sexual orientations. Sometimes people say 'sexuality' instead of 'sexual orientation'.
STEREOTYPE	A fixed idea (which is usually negative) that people have about what someone or a group of people are like, often based on assumption and myth.
OUT / COMING OUT	LGBT people living openly and telling people about their sexual orientation or gender identity if different from what is considered “the norm”.