

JUNE 2024

LGBT+

Intersectional

Resources Pack



Scottish
Independent
Advocacy
Alliance

www.siaa.org.uk



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What is intersectionality?

Intersectionality can be defined as “the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups”¹.

With its roots in Black feminist activism, the term was coined by Kimberlé Williams Crenshaw in 1989. She argued that traditional feminist ideas and antiracist policies exclude black women because they face overlapping discrimination unique to them: “the intersectional experience is greater than the sum of racism and sexism”².

Intersectionality is therefore a key consideration for ensuring we can create the best positive impact for the community, especially the most marginalised/underrepresented LGBTQ+ experience.

¹ Merriam-Webster Dictionary (2024). “Intersectionality”. Available at: <https://www.merriam-webster.com/dictionary/intersectionality>

² Columbia Journalism Review (2018). “The Origin of the Term ‘Intersectionality’”. Available at: https://www.cjr.org/language_corner/intersectionality.php

Signposting Resources

Support Services & LGBT Groups

LGBT Youth Scotland Digital Support (1-1 Livechat with a Youthworker) 13-25

<https://www.lgbtyouth.org.uk/groups-and-support/digital-support/>

LGBT Youth Scotland (Youth Groups, Support, Resources incl. healthy relationships and safer sex, coming out guides, lesson plans)

<https://www.lgbtyouth.org.uk/groups-and-support/>

LGBT Switchboard (no age bracket)

<https://switchboard.lgbt/>

Mermaids (no age bracket, trans-specific)

<https://mermaidsuk.org.uk/>

LGBT Health & Wellbeing 16+ (Includes counselling, social events. Helpline (with BSL support), support for those who have experienced conversion practices, also groups for people aged 50+, refugees and those seeking asylum)

<https://www.lgbthealth.org.uk/>

Exhale Group (based in Glasgow/Scotland for Queer, Trans & Intersex People of Colour aged 16-25 years old)

<https://www.exhale.group/about>

Glasgow Disability Alliance's LGBT Space

<https://gda.scot/what-we-do/voices/lgbt-disabled-peoples-space/>

Mind Out (mental health service run by and for lesbian, gay, bisexual, trans, and queer (LGBTQ) people)

<https://mindout.org.uk/>

Mind (information and support LGBTQIA+ mental health)

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

See Me Scotland – End Mental Health Discrimination (Raising awareness of mental health stigma and discrimination; recruits and trains LGBT community champions)

<https://www.seemescotland.org/priority-groups/lgbt-health-and-wellbeing/>

Disability & Neurodivergence

Parapride (People with disabilities)

<https://parapride.org/>

Deaf Rainbow UK (People who are D/deaf)

<https://deafrainbowuk.org.uk/>

The Brain Charity (LGBTQIA+ and neurodiversity: the links between neurodivergence and being LGBTQ+)

<https://www.thebraincharity.org.uk/lgbtqia-neurodiversity-neurodivergent-lgbtq/#:~:text=Latest%20data%20from%20the%20Office,is%20neurodivergent%20in%20some%20way.>

Refugees, Asylum Seekers

LGBT Health (Scotland-based support)

<https://www.lgbthealth.org.uk/services-support/refugee-support/>

Rainbow Railroad (People needing to seek asylum or otherwise escape state-sponsored violence – global support)

<https://www.rainbowrailroad.org/>

Faith

Interfaith Glasgow

<https://glaslgbtinterfaith.wixsite.com/glin>

Interfaith Edinburgh

<https://www.edinburghinterfaith.com/about>

Muslim faith

<https://www.nazandmattfoundation.org/about/>

<https://inclusivemosque.org/services/>

Jewish faith

<https://www.keshetuk.org/>

Sikh Faith

<https://www.sarbat.net/>

Catholic Faith

<https://questlgbti.uk/>

Christian Faith (specifically from the experience of people who are Black, PoC)
<https://www.houseofrainbow.org/>

Pagan Faith (different forms thereof)
https://en.wikipedia.org/wiki/Modern_pagan_views_on_LGBT_people

Age

LGBT Health (Scotland-based support for those 50+)
<https://www.lgbthealth.org.uk/services-support/older-people-support/age-action-group/>

Care-experienced Young People

LGBT Youth (Top Tips for creating safe environments for LGBT people in care settings) <https://www.lgbtyouth.org.uk/media/2147/lgbtys-ceyc-top-tips.pdf>

Results of LGBT Youth Commission on Care Experience (2018-2020)

<https://www.lgbtyouth.org.uk/careexperience>

Care Inspectorate (adopted recommended practice into guidance)
<https://www.careinspectorate.com/images/documents/7101/Guidance%20for%20CYP%20services%20on%20the%20inclusion%20of%20transgender%20including%20non-binary%20young%20people.pdf>

Further Reading

Articles and Reports

LGBT Youth Scotland (2024) Life in Scotland Trans Report

<https://lgbtyouth.org.uk/launching-today-life-in-scotland-trans-report/>

Mental Health Foundation (2021) “Pride, being gay and the effects on my mental health”

<https://www.mentalhealth.org.uk/scotland/explore-mental-health/blogs/toni-giugliano-talks-about-pride-and-mental-health>

NHS Greater Glasgow & Clyde (2022) “NHS Report Reveals Significant Health And Social Inequalities Faced By Scotland’s LGBT+ Communities”

<https://www.nhsggc.scot/nhs-report-reveals-significant-health-and-social-inequalities-faced-by-scotlands-lgbt-communities/>

Trans Safety Network (2024) “Do no harm? The trouble with Cass' therapy recommendations”

<https://transafety.network/posts/whats-the-harm-in-the-cass-recommendations/>

LGBT Health and Wellbeing, LGBTQIA+ Collective Advocacy Group (CAPS Independent Advocacy) (2021) “Mental Health Audit Tool”

<https://www.lgbthealth.org.uk/resource/lgbt-mental-health-audit-tool/>

Support & Guidance Books

CJ Atkinson (2016) “Can I Tell You About Gender Diversity? A guide for Friends, Family and Professionals”

<https://uk.jkp.com/products/can-i-tell-you-about-gender-diversity>

Finn V. Gratton (2019) “Supporting Transgender Autistic Youth and Adults: A Guide for Professionals and families”

<https://gayprideshop.co.uk/products/supporting-transgender-autistic-youth-and-adults-a-guide-for-professionals-and-families-book>

Jennie Kermode (2021) “Growing older as a trans and/or non-binary person: a support guide”

<https://uk.jkp.com/products/growing-older-as-a-trans-andor-nonbinary-person>

Eva E. Mendes and Meredith R. Mardney (2019) "Gender Identity, Sexuality and Autism: Voices from Across the Spectrum"

<https://uk.jkp.com/products/gender-identity-sexuality-and-autism>

Sue Westwood and Elizabeth Price (2023) "LGBTQ+ People and Dementia: A Good Practice Guide"

<https://gayprideshop.co.uk/products/lgbtq-people-and-dementia-a-good-practice-guide-book>

Fiction & Non-Fiction Books

These books aim help understand the experiences of LGBTQ+ people (many of these could be found in local libraries!)

Ryka Aoki (2021) "Light From Uncommon Stars"

<https://www.goodreads.com/book/show/56179360-light-from-uncommon-stars>

Meg-John Barker and Julia Scheele (2016) "Queer: A Graphic History"

<https://www.queerlit.co.uk/products/queer-a-graphic-history>

Garrard Conley (2016) "Boy Erased: A Memoir of Identity, Faith and Family"

<https://www.goodreads.com/book/show/33358204-boy-erased>

Juno Dawson (2017) "The Gender Games: The Problem With Men and Women, From Someone Who Has Been Both"

<https://www.goodreads.com/book/show/34298222-the-gender-games>

Glennon Doyle (2020) "Untamed"

<https://www.goodreads.com/book/show/52129515-untamed>

Paul Flynn (2017) "Good As You: From Prejudice to Pride – 30 Years of Gay Britain"

<https://www.goodreads.com/en/book/show/34822394-good-as-you>

Audre Lorde (1984) "Sister Outsider: Essays and Speeches"

https://www.goodreads.com/book/show/32951.Sister_Outsider

Samra Habib (2019) "We Have Always Been Here: A Queer Muslim Memoir"

<https://www.queerlit.co.uk/products/we-have-always-been-here>

Maggie Nelson (2015) "The Argonauts"

<https://www.goodreads.com/book/show/22929741-the-argonauts>

Ingrid Persaud (2020) "Love After Love"

<https://www.goodreads.com/book/show/55288524-love-after-love>

Arundhati Roy (2017) "The Ministry of Utmost Happiness"

<https://www.goodreads.com/book/show/32388712-the-ministry-of-utmost-happiness>

Hida Vioria (2017) "Born Both: An Intersex Life"

<https://www.goodreads.com/en/book/show/30841979-born-both>

Jeanette Winterson (2020) "Oranges Are Not The Only Fruit"

https://www.goodreads.com/book/show/15055.Oranges_Are_Not_the_Only_Fruit

Best Practice

Bathrooms & Period Wellness

Guidance: Ideally ensure sanitary bins are provided in every bathroom (this can intersect with other protected characteristics and health needs alongside period wellness). Ideally make period products available in all bathrooms, especially if already present in some bathrooms.

Consider the branding of period products: there are non-gendered products available, with some brands being proactively inclusive. People of any gender may menstruate, and it can be a challenging experience for many queer people. Consider how someone who is non-binary or a trans man would be accommodated in regard to this.

It's worth keeping in mind if labelling facilities that many people are uncomfortable with the bathroom sign that depicts a figure that is half man/half woman to represent trans people. The solution can be simple here with a sign that simply says 'All gender bathroom' or 'Inclusive bathroom' or 'WC' or 'Toilet' without symbols.

"I worked recently with a [Charter client] who typically provided toiletry packs to their service users, these used to be gendered and now the products (such as shampoo & shower gel) are non-gendered and any product is available to any person who needs them."

– LGBT Youth Scotland

Helpful resources for staff/service users to break down period stigma and increase understanding of different experiences:

Modibodi ("Navigating your period as a trans man" - a powerful video of one man's experience on this)

<https://www.modibodi.co.uk/blogs/womens/navigating-your-period-as-a-trans-man>

PinkNews ("Jamie Raines: Having periods as transgender man" – Youtube video w/ captions, transcript)

<https://www.youtube.com/watch?v=ycpfc155dlQ>

Daye ("What It's Like To Have A Period When You're Trans Or Non-Binary")

<https://www.yourdaye.com/vitals/cultural-musings/gender-dysphoria-and-periods/>

Glossary of Terms³

Everyone has the right to self-identify, and will have differing relationships with the words that they choose to identify themselves with. It is important to ask how a person identifies, and to respect their answer.

Ally: A person who fights for, and supports others in their fight for equality, despite not being a member of the marginalised group, e.g. a heterosexual and/or cisgender person who believes in, and fights for equality, for LGBT+ people.

Asexual: A person of any gender or sexual orientation who experiences little, or no, sexual attraction to other people.

Bisexual: A person of any gender who experiences romantic and/or sexual attraction to people of their own gender, and other genders.

Biphobia: Discrimination against and /or fear or dislike of bisexual people (including those perceived to be bisexual) or bisexuality. This also includes the perpetuation of negative myths and stereotypes through jokes and/or through personal negative thoughts about bisexual people.

Cis(gender): A person whose gender aligns or “matches” with the sex they were assigned at birth.

Cisnormativity: An emphasis on people whose gender identity and assigned sex at birth match being “the norm”, and therefore having a valued position in society. This often highlights and reinforces expected and more traditional ways of presenting your gender e.g. the expectation for women to present as “feminine” and men to present as “masculine”.

Cross Dresser: A person who dresses in clothes that are usually associated with a different gender.

Discrimination: Treating individuals or a particular group of people differently, especially in a worse way from the way in which someone might treat other people, because they hold negative views about people with certain characteristics they may have, e.g. a person’s skin colour, faith, sex assigned at birth, sexual orientation, class.

³ Adapted from The Proud Trust. (2024). “Glossary” Available at: <https://www.theproudtrust.org/wp-content/uploads/download-manager-files/19.01%20Glossary%20of%20LGBT+%20Terminology.pdf>

Gay: A man who experiences romantic and/or sexual attraction to other men. Sometimes “gay” is used by women who are attracted to women too.

Gender Expression: Refers to how a person externally presents their gender, based on societal expectations. This may be through their choice of clothing or social behavior, and most commonly/traditionally measured on a scale of “masculinity” and “femininity”, although not always.

Gender Fluid: A person who feels that their gender is not static and that it changes throughout their life, this could be on a daily / weekly / monthly basis.

Gender Identity: How a person feels about themselves inside, whether this is as a woman, a man, as both, as neither, or in another way.

Gender Neutral/Agender: A person who does not identify with any gender.

Gender Role Assigned at Birth: People are assigned a sex at birth which also predetermines a gender role e.g. someone assigned female at birth, will be expected to live, identify and outwardly present as a woman. This pressure and assumption can heighten discomfort with a person’s body and sense of self if they feel their gender identity, role and sex do not align.

Heterosexism/Heteronormativity: The assumption that everyone is heterosexual or straight, and that heterosexuality is superior, with an emphasis on heterosexuality being “the norm” and therefore having a valued position in society. The media often reinforces heteronormativity through images used and portrayal of lifestyles and attitudes.

Heterosexual/Straight: A person who is attracted to people of a different gender e.g. a man who is attracted to women.

Homophobia: Discrimination against and/or fear or dislike of lesbian and gay people (including those perceived to be gay or lesbian). This also includes the perpetuation of negative myths and stereotypes through jokes and/or through personal negative thoughts about lesbian and gay people.

Intersex: A person is assigned intersex, often at birth, when their sex characteristics don’t align with the medical definitions of “female” or “male”. The external and internal body, as well as chromosomes and hormones, can all be factors when assigning sex.

Lesbian: A woman who experiences romantic and/or sexual attraction to other women.

LGBT+: An acronym for lesbian, gay, bisexual and trans (plus other related identities). LGBT+ is used as an umbrella expression to refer to people with minority sexual orientations and/or gender identities.

Non-binary: An umbrella term for gender identities outside of the “gender binary” of “women” and “men”.

Out/Coming Out: LGBT+ people living openly, and telling people about their sexual orientation and/or gender identity.

Pansexual: A person of any gender who experiences romantic and/or sexual attraction to people regardless of their gender identity.

Pronouns: Words used to refer to someone when their name isn’t used. They usually suggest a person’s gender, although some people prefer, or identify with, neutral pronouns. Common pronouns include her, she, him, he, they, them.

Queer: A complex term that has more than one meaning. Historically it was used as a negative insult, however some people feel they have “reclaimed” the word and it has a positive meaning. Some people use it as a collective term for LGBT+ people, and some to explain their gender, sexual or political identity.

Questioning: A person who is exploring their own sexual orientation and/or gender identity.

Sex Assigned at Birth: People are assigned a sex at birth, usually based on observation of external genitals. A person may be assigned “female”, “intersex” or “male”. However, this does not necessarily reflect how a person will identify.

Sexual Orientation: The part of your identity that describes who people experience attraction to, commonly based on gender, e.g. lesbian, gay, bisexual, straight, etc.

Stereotype: A fixed idea that people have about what someone or something is like, often based on assumption and myth.

Trans(gender): A person whose gender identity does not align or “match” with the sex and gender role they were assigned at birth.

Transition: A term that refers to any number of changes – social and/or medical – that a person might make, such as changing their name, pronoun,

and/or clothing, or undergoing a medical intervention(s) to change one or more aspects of their body.

Transphobia: Discrimination against and/or fear or dislike of people whose gender identity does not align with their sex and gender role assigned at birth, or whose gender identity or expression doesn't appear to align. This also includes the perpetuation of negative myths and stereotypes through jokes and/or through personal negative thoughts about trans people.

Transsexual: A non-preferred term (unless self-identifying in this way) for a person who obtains physical treatment to change their bodies with relation to their gender..