



University Hospitals Dorset
NHS Foundation Trust

PRIDE

The UHD LGBTQ+ Network Magazine



Issue 2

We are **caring** **one team** **listening to understand** **open and honest** **always improving** **inclusive**



What's inside

A message from Matt	3
Pride 50	4
Poetry Corner	6
Puzzle Zone	7
Know your Flags	8
Research Unpicked	9
What's on	10
The LGBT+ Network	11
Where to go for Support	12
Get in Touch	13

Hello



My name is Matthew Hodson and I am the LGBTQ+ staff network lead here at UHD. It gives me great pleasure to welcome you to our 2nd Edition of PRIDE – an informal magazine which continues to be jammed packed with contacts, informative information and facts. I particularly like the article on ‘know your pride flags’ on page 8.

Thank-you to everyone that took time out to feedback on our inaugural magazine. Our competition on naming the magazine; PRIDE was overwhelmingly a name that connected with colleagues. So with that, the network has agreed will continue to call the magazine PRIDE!

As we celebrate the 50th anniversary of the first Pride March in Britain. It's an opportunity for the community to pause and reflect. Pride is a time for celebration, a celebration of how far we have come and a celebration of what we have achieved within our communities. But also, it's a time to stand together, as together we are stronger and together we can commit and renew our fight for true equality for all LGBT people.

At UHD I hope this is reflected within our network aims which are:

Caring: create a safe culture for all our staff to be themselves at work

One Team: support each other across all our sites

Listening to Understand: raise awareness and understanding with stories, lived experiences and expert speakers

Open and honest: create an environment where it is safe to speak up and speak out

Always improving: provide expert advice and guidance and learning from each other

Inclusive: everyone is welcome in our network, including allies

I would also encourage everyone to participate in our rainbow badge staff survey and encourage patients to complete a patient survey too – all details of which this can be found on our internet page – this is a chance to have your voice heard.

The LGBTQ+ network is open to anyone within the organisation whether colleagues identify as LGBT or are an ally – we are here to offer support, tools to help you have greater conversations and here to promote diversity and equality throughout the organisation.

Thank-you to colleagues who have contributed and edited this UHD Pride Magazine, I hope you enjoy reading it.

Happy Pride Season and look forward to meeting you soon.

Matt

Pride 50

Fifty years of Pride in the UK

By Alice Girling,
Deputy Head of Education

As we bravely step into LGBT+ Pride month, we give pause to reflect on what it means to the community and why it remains a key moment in the movement towards equality.

This year is the 50th anniversary of the first Pride event that took place in the UK. This half a century has seen many ups and downs and now is an opportunity to look to the future.

At the first UK Pride event in 1972, around 2,000 people marched together calling for gay rights and equality.

This event followed the June 1969 Stonewall riots in New York. These six days of protests and clashes with law enforcement that acted as a catalyst for the gay rights movement across the world.

While the Stonewall riots that inspired Pride in the UK took place in New York, it was recognised that members of the LGBT+ community faced discrimination and violence across the pond.

The indoctrination of homophobia was further embedded in 1988 where a governmental act stated that a local authority "shall not promote the teaching in any school, of the acceptability of homosexuality as a family relationship".

It was not until the turn of the millennium when this act was repealed in Scotland and in the remainder of the UK in 2003.

By this stage, hundreds of thousands of adults lacked the insight and awareness of diverse relationships.



"We deserve to experience love fully, equally, without shame, and without compromise."

- Elliot Page -



Under the Labour government in the 2000s, a slew of legislation was introduced in favour of LGBT+ rights. The ban on LGB people in the armed forces was lifted, same-sex couples were granted equal adoptive rights, and the Civil Partnership Act and Gender Recognition Act was introduced.

In the 2010s the Equality Act added gender reassignment as a protected characteristic and same-sex marriage was permissible. The government also issued posthumous pardons to all men convicted under previous sexual offenses law which criminalised homosexuality.

It is safe to say that there has been notable progress towards full equality in the past 50 years, and it would be easy for an outsider to think that the battle has been won.

Indeed, the modern day Pride parades are often seen as a celebration of diversity and one of fun and frivolity.

Whilst the atmosphere is inclusive and peaceful, it is necessary to remember that it remains a protest.

In a national survey in 2019, 20% of people reported that being LGBT was 'immoral' and 10% believed it could be 'cured'.

Evidence is also growing that shows discrimination starts early; 70% of primary teachers have heard homophobic slurs in the classroom, increasing to 86% in secondary school.

A 2018 Stonewall report highlighted 19% of BAME LGBT people have experience unequal treatment in healthcare and only 56% of BAME Trans people were employed in the last year.

In the 2019 TUC Survey, 68% of LGBT respondents reported being sexually harassed at work, 3 in 10 LGBT people have been absent from work due to discriminatory related stress, and a third of employers are "less likely" to employ a trans person.

Hate crimes and violence against LGBT people is rising with up to 58% of LGBT people experiencing sexual violence.

It was only this year that the ban on conversion therapy excluded trans people, and Netflix cut funding to all of its diversity departments laying off over 150 employees.

This pivotal year of Pride 50 is a time for us to ask how we can be the change? How we can be true allies? and how we can stand up in support of our LGBTQIA+ community.



Poetry Corner

In this week across our nation,
We stand united in our call.
“There is no place for hatred.”
Because hatred hurts us all.

Whatever your ability or religion.
Sexuality, colour of skin.
This battle against hate crime,
Is one we have to win.

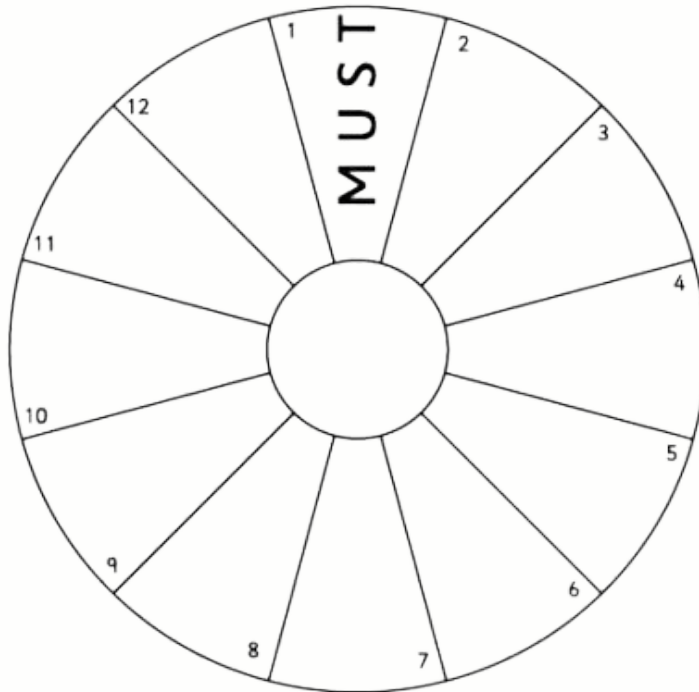
Let's educate the ignorant.
Dispel prejudice and fear.
Promote that Love is a human right,
Be open and be clear.

We can make a difference,
By what we do and say,
Against the intolerance and injustice,
Some people suffer every day.

It's okay to be different,
Let's honour who we are.
Make our world a safer place,
For all of us, near and far.

Trudy Howson – LGBT Poet Laureate

Can you work your way around the circle, solving the clues and changing one letter each time until you come back to the beginning?



2. Fog, low cloud
3. It holds the sail on a ship
4. Not the future
5. Send a letter or parcel
6. You don't know where you are
7. Coming after all the others
8. Write things in order, perhaps with numbers
9. Old fashioned word meaning "for fear that, so that"
10. Put your feet up, take a breather
11. Red crust on old metal
12. Broke, broken

Classic Soduko

			2				5	3
				7				8
		6	4		3	9		
							2	4
	4	8		5		6	3	
7	3							
		4	7		9	8		
8				2				
3	9				1			

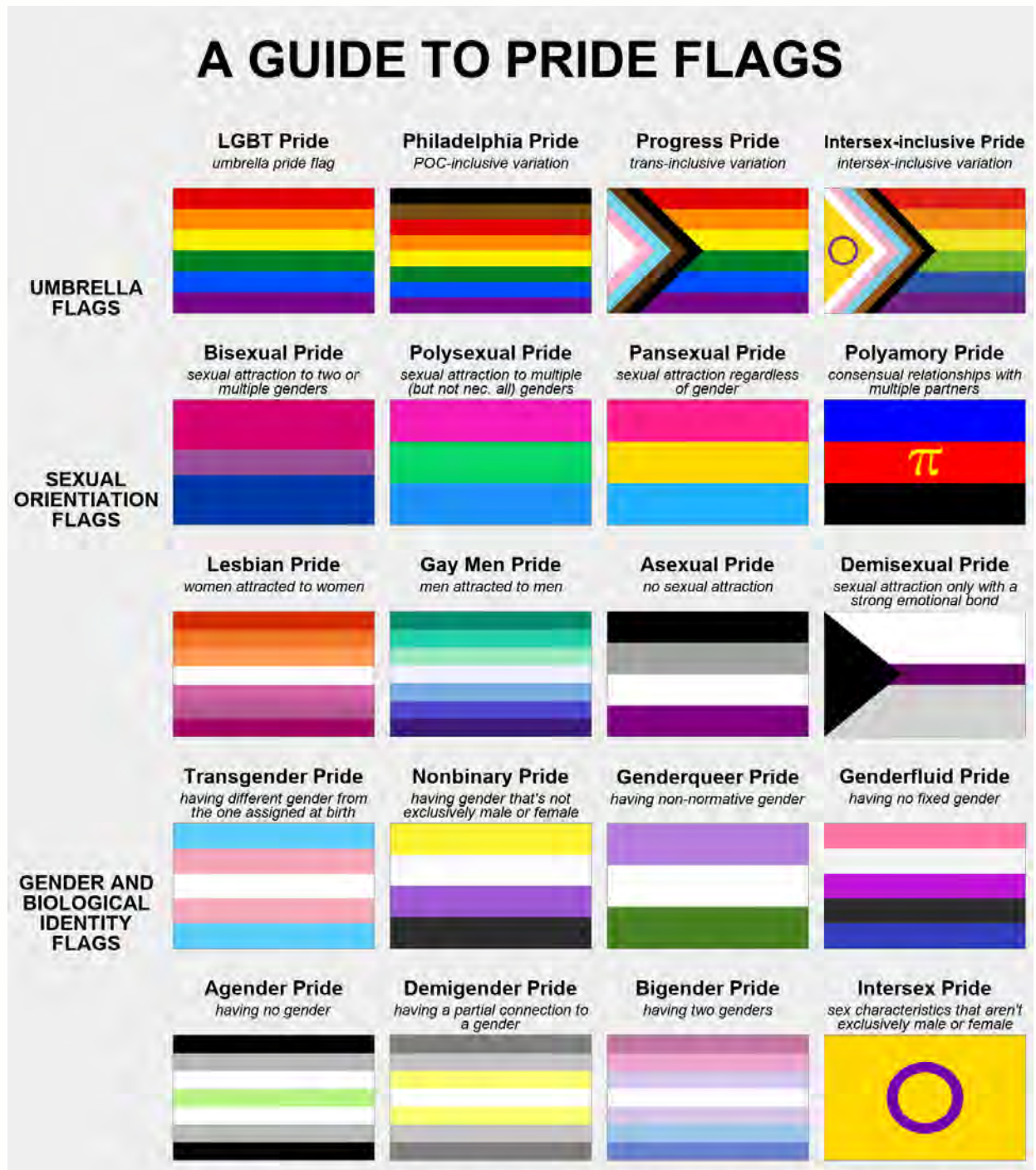
X G L L X Y P F E L B S Z R K W D K I F D N Z W
F T I G D L O I K P J W C X P P Y F W Y Q Q L P
O H N M T L O R E D N E G S I C K Y P Q J J O X
R B Z X I A Y T B O I T G A Y Z I V S Y M V P J
T N E S X M Y H P F B I M L R H G V Y T K J P D
G X N Y O V Z E V P G Y Y N T A V B Q Q P A L X
T F U M I A Q T S C T E O V V C Q S U F N A O X
P R S H E F B E Q G V V T H S C U I U S D T M B
L G O J H F F R B G L F R D J E V B E P P J K W
Q Y E P O M O O D F A D A I V P Y X R K L F P R
N U F G P B B S P Z U J N V H T U I E T O Y D W
K P E O H U Q E L A X B S E G A E S E P Q E Z D
W N D S O H S X O Z E H G R L N V Q U U Y Q E X
V Z W X T B G U T J S R E S R C O S Q B B T E D
W G P G F I P A A E I N N I Z E L M D O I S W W
Y H I K Y F O L I K B P D T U S V I Q R R F Q K
Q E J R M S D N L V Z B E Y B A P L I E T S K E
C H G S O H M P I V G E R C S L E P T D K E T D
Q Q O X U U X O Z N U P O E P R S N N D A D N Z
S V R M K S O U Q O G S X Z A O I X L H T L F Y
Y R A N I B N O N J A U B F W U O L V E E J P K
L K L T W L K G I Q A W G T X B O Z J D M O G P
M L E S B I A N K L Z I J K P C B B Z O R O D R
A L L J H Y O Z Q K Z X L J I B F G K O J C T O

**TRANSGENDER
HETEROSEXUAL
SUPPORT
CISGENDER
QUESTIONING
GAY**

**QUEER
DIVERSITY
PANSEXUAL
ALLY
NONBINARY
BISEXUAL**

**LOVE
ASEXUAL
LESBIAN
TWO SPIRITED
INTERSEX
ACCEPTANCE**

Know Your Flags



To mark Pride Month 2022, the rainbow flag has been updated to ensure it retains inclusivity at the heart of the LGBTQIA+ movement.

The new design with a yellow triangle and purple circle insert incorporates intersex people.

Designed by Valentine Vecchietti, the progress flag now recognises the intersex Inclusion Campaign, and build on the 2018 design by

Daniel Quasar when trans people were prominently featured for the first time.

Intersexuality is when a person is born with reproductive or sexual anatomy that doesn't fit the tick boxes of male or female.

It is estimated that around 1.7% of the population is born with intersex traits – a statistic comparable to the number of people born with red hair.

Research Unpicked

A Mixed Methods study on Disordered Eating in Transgender Youth

Pham et al (2019) Journal of Adolescent Health 64(2)



SCAN ME

Aims:

To identify how often transgender youth experience disordered eating and determine whether there are unique factors specific to this population group

Methods:

- 23 study participants
- transmasculine, transfeminine, non-binary participants
- Average age 16 years (range 13-19)
- Semi-structured interviews and self-completed survey
- Focused on eating and body shape
- Thematic analysis

Results:

- 73.9% of participants felt "fat"
- 60.9% has "strong desire" to lose weight
- 30.4% reported excluding food to influence their shape or weight
- 21.7% reported binge eating behaviours with loss of control

Key Themes:

1. Using exercise, food restriction and/or overeating to become more masculine or feminine
2. Comparing body appearance to their cisgender (non-transgender) peers
3. Modifying eating habits and/or exercise to feel in control of their body
4. Engaging in food restriction or bingeing behaviours when sad or stressed
5. Increased focus on their body and/or being "healthy" after starting HRT
6. Change in disordered eating after starting medical transition

Conclusions:

- Transgender youths experience disordered eating thoughts and behaviours
- This may be associated with gender dysphoria and societal pressures to conform
- Disordered eating is a means of controlling perceived body image and this may be unique to this population group who also experience gender dysphoria

What's on?

Pride Parades

11 June	Portsmouth
02 July	London
08-09 July	Bournemouth
05-07 August	Brighton
27 August	Southampton



Gigs and Concerts

04 June	Proud and Loud	Royal Albert Hall, London
05 June	Pride at the Pier	Gaiety Southsea, Portsmouth
11 June	Party in the Park	Palmerston park, Southampton
26 June	Lit Sync Poetry Cabaret	Old Market Assembly, Bristol
17 July	A Night at the Movies	DYMK, The Triangle, Bournemouth

Events

05 June	Platinum Jubilee Party	DYMK, The Triangle, Bournemouth
12 June	Pride Pop Up Market	The Guildhall, Salisbury
18 June	Afternoon Tea Drag Party	DYMK, The Triangle, Bournemouth
25 June	Pride Ride	National Theatre, London

The LGBTQ+ Network – Who are we?

Staff Networks are empowered to assist in developing a culture where both our staff & patients can flourish.....

The LGBTQ+ staff network aims to provide a safe place where staff members who fall into the LGBT bracket can be accepted and receive support if needed during their working life. We are a friendly, helpful bunch of people striving to make change happen and promote diversity and equality throughout the organisation.

Why join a Staff Network?

- Employee led support and guidance
- Empowered to provide organisational insight to improve the culture and experience
- An opportunity to share stories, discuss challenges, progress and for self development

How can you get involved?

- Have an informal chat with one of the network leaders and join as a member
- Attendance at every meeting is not mandatory
- Every idea and feedback is listened to
- Allies of networks are very welcome – we are looking for ally ambassadors!

What is an Ally?

- Being an ally is an important role and element to all of our Staff Network's
- You may not directly belong to the community the network supports, but you stand by their values and are visible across the Trust
- You are proactive in promoting the work and messages of the network to help the Trust create a more inclusive culture



Want to know more about
the LGBTQ+ Network?

lgbtq+network@uhd.nhs.uk

Where to go for support

LGBTQ+ Networks

UHD

LGBTQ+network@uhd.nhs.uk

Dorset

lgbtnetwork4change.com

Trans Networks & Support

chrysalis-gii.org

allabouttrans.org.uk

communit.home.blog

genderedintelligence.co.uk

pinktherapy.com

mermaidsuk.org.uk



@ NHS Trans



Mental Health: mind.org.uk

Friends & Family: fflag.org.uk

Abuse and Hate Crimes: galop.org.uk

LGBT Foundation: lgbt.foundation

Stonewall: stonewall.org.uk

Sexual Health: tht.org.uk



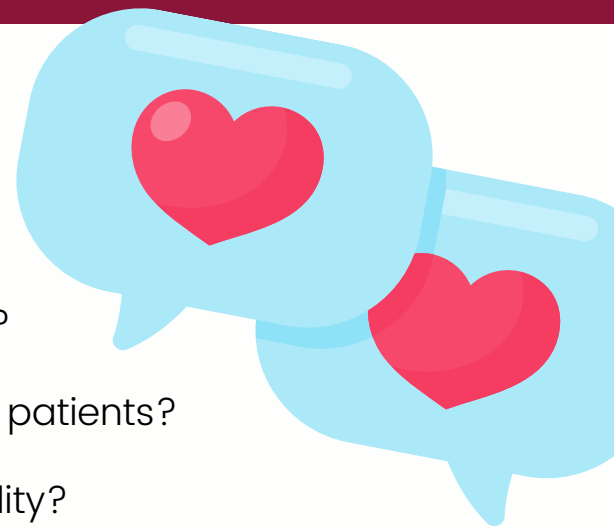
We want to hear from you...

What do you want from your LGBTQ+ Network?

What support can we develop for you and our patients?

Do you have any ideas for improving our visibility?

Any suggestions for content for this magazine?



LGBTQ+network@uhd.nhs.uk



@OD_UHD_NHS