

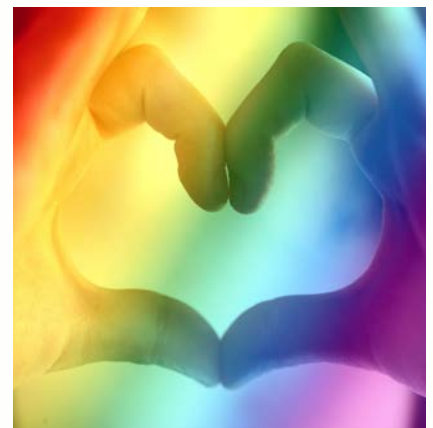


University Hospitals Dorset
NHS Foundation Trust



PRIDE

The UHD LGBTQ+ Network Magazine



Issue 1

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



What's
inside

We need a name!

Email us with your ideas for
the name of this brand new
magazine and win a prize!

lgbtq+network@uhd.nhs.uk

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Hello

My name is Matthew Hodson and I am very honoured to be the LGBTQ+ staff network lead here at UHD.



I warmly welcome you to this very special edition of our magazine which we hope is jammed pack of informative information, contacts and facts.

We bring you this magazine to celebrate LGBTQ+ History Month, which this February is an annual month long observation of lesbian, gay, bisexual and transgender history.

2022 also makes then 50th anniversary of the first Pride March in Britain. The month is a celebration of the history of gay rights and related civil rights movements. We aim as a network to highlight and strengthen the LGBTQ+ Community while bringing about contributions of the LGBTQ+ community and our allies to our organisations.

We're striving to make change happen and promote diversity and equality throughout the hospitals, and we're always open to new members. We want to create a safe space for our LGBTQ+ colleagues to feel supported and heard – a space to connect with colleagues, share stories, have fun, and influence the culture of our hospitals. Sometimes it can be difficult to help a colleague, friend or family member who may be experiencing difficulties or lifestyle changes based on their gender or sexuality – it can be hard to know the right things to say, or how to help.

Our network is open as a listening ear for you too, to give you advice and tools to help you support your loved ones in their lived experience

I look forward to meeting you soon,

Matt

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



Politics in Art: The Arc is Long

This year marks the 50th anniversary of the first Pride March in the UK. The theme for LGBTQ+ History month is Politics in Art; The Arc is Long as inspired by a Martin Luther King quote:

*The arc of the moral universe is long,
but it bends towards justice.*

This theme gives us the opportunity to explore the idea of social justice and changing attitudes towards LGBTQ+ inclusion. The month of February is a time to reflect on the history and social inequalities faced by LGBTQ+ people and to explore how we, as an organisation can continue our journey towards full equality.

We are water, air and matter.
Blood, bone, sinew and flesh,
Electrical impulses.
We, are dust and ashes.

We're all the same under our skin,
Bleed the same colour blood,
Cry, happy or sad, salt tears,
We, are special, extraordinary

We're lucky to be alive, dead lucky.
Hostage to Fate and Fortune,
Gay, Bi, Trans, Non-binary.
We are me, you, them. Us.

We're the same and different.
Frightened, frail, disillusioned,
Brave, bold and beautiful.
We, are a Community.

- Trudy Howson -





Watch on Teams



An LGBT+ Life: How it was, How it is

with LGBT+ Poet Laureate
Trudy Howson

Thursday 17 February
1.30pm – 2.30pm

I'm the UK's current inaugural LGBT+ Poet Laureate. I write poetry that explores the internal and external landscape of our Fabulosa Community. As a Feminist & Political Activist, I'm honoured to have a job that gives me the opportunity to encourage an open- hearted discourse on issues concerning Equality. Diversity and Gender.

I believe that poetry can be used as a catalyst for social and political change. I work with NHS Trusts, Mind, ELOP and many grass root organizations to improve the quality of our Community's life. Amnesty International. Stonewall. Hate Crime UK. The Metropolitan Police and London and Regional Councils employ my poetry to highlight and address stigma and prejudice, influence policy and promote individual Campaigns.

I've written the theme poem for London and many of the UK Prides. I was previously an actress, so I love performing, and do so regularly in W.E. Residencies, Clubs, Pubs, Conferences, Museums, Galleries, on buses, boats and fields all over the UK, Europe and SE Asia. I've guested on SKY TV. BBC. CH4, Numerous videos, and on local and network Radio. The British Library recently archived my poetry for posterity.



lgbtpoetlaureate.org.uk



[@lgbtpoetlaureat](https://twitter.com/lgbtpoetlaureat)



LGBTQ+ History of Healthcare

1967

Homosexuality between men
decriminalised in England

1980s

First cases of Gay-Related Immune
Deficiency are recorded

2004

The Gender Recognition Act - enabling
transgender people to obtain a Gender
Recognition Certificate

2010

The Equality Act -
provides protection against
discrimination

2022

Current waiting time for first
appointment with NHS Gender Identity
service is 4.5 years

1980

Aversion therapy for homosexuality
discontinued as an NHS service

1992

The WHO no longer lists
homosexuality as a mental disorder

2007

Department of Health produces first
LGBT briefings committing to the
needs of LGBT people

2018

The WHO no longer lists trans
identities as a mental disorder

Current Barriers to Healthcare

23%

of LGBT people
have witnessed
hate speech by
healthcare staff

52%

of LGBT people
reported
experiencing
depression in the
last 12 months

46%

of trans people
have considered
taking their own
life in the last 12
months

19%

hide their sexual
orientation when
seeking general
medical care

14%

of LGBT people
have avoided
healthcare for fear of
discrimination

20%

of trans people have
experienced
transphobic remarks
by healthcare staff

13%

of LGBT people
aged 18-24 take
drugs at least
once a month

5%

of LGBT people have been
pressured to change
sexual orientation when
accessing care

16%

of LGBT people
drink alcohol
every day in the
past year



Rainbow Badge Scheme

What is it?

The NHS Rainbow Badge was created by Guy's and St Thomas' NHS Foundation Trust in London, in partnership with Evelina London Children's Hospital back in 2018.

It aims to Badges are a sign of a pledge by NHS staff to reduce inequalities and provide support and signposting to LGBT+ people. It is a visible way to show we are a friendly ear, willing to listen without judgment and know how to signpost to the support available.

By signing up, we are showing that our Trust offers open, non-judgmental and inclusive support and care for all, regardless of how people identify themselves.

Phase II

University Hospitals Dorset NHS Foundation Trust has been selected to join the pilot phase of Rainbow Badge Phase II.

Commissioned by NHS England, along with the LGBT Foundation, Stonewall, the LGBT Consortium, Switchboard and GLADD have formed a strong partnership to take this scheme the next step.

Phase II will work to assess and accredit Trusts, and allow them to demonstrate their commitment to reducing the barrier to healthcare for LGBTQ+ people.

This pilot phase will include consultation with our whole workforce, and include a range of patient voices and focus groups. We will be reviewing policies, conducting surveys of our staff, patients and services.

All of this evaluation and assessment will be reviewed and the Trust will receive an award reflecting their LGBTQ+ inclusion work. Ranging from bronze through to gold. We will also receive comprehensive feedback designed to help us facilitate on-going, meaningful change.



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Strictly Me

Written by Rosie Martin

There is something very special about ballroom dancing both as an art form and as an amazing form of exercise. There is also the social aspect which men especially do not seem to realise. I have often asked men to tell me of any activity where they get to hold a lady's hand and put their arm round their waist for 2 to 3 minutes simply by asking "may I have this dance"?

I have enjoyed dancing for more than 60 years now and met the love of my life in the ballroom. She not only supported me through my early days learning to be Rosie, she actually gave me my name! One of the last things she said to me before lung cancer took her from me was "now you can have your dream"!

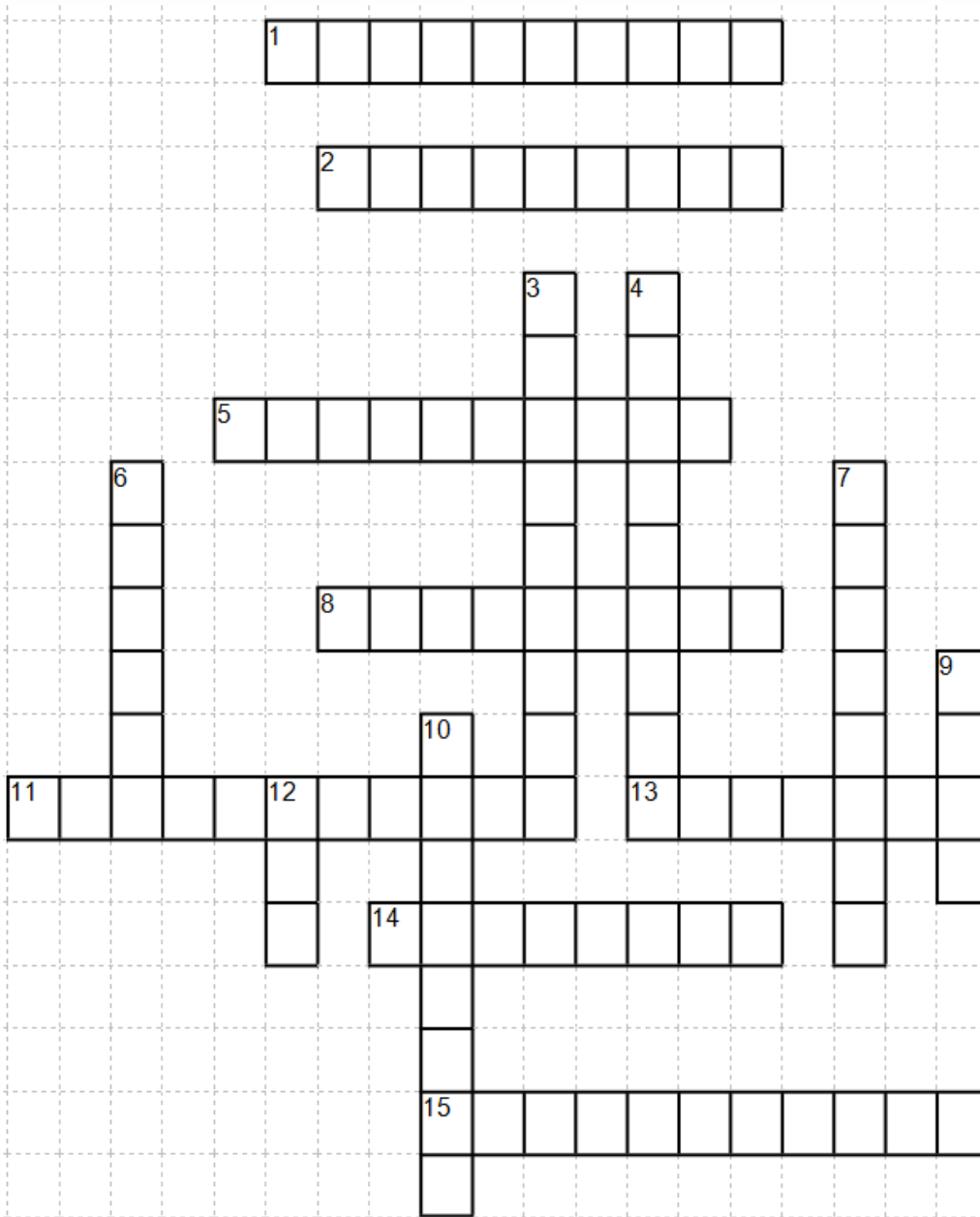


I first heard the expression, 'A life lived in fear is a life half lived,' in the 1999 Australian film, Strictly Ballroom. Apparently, it is an old Spanish proverb, 'Vivir con miedo es como vivir a medias', but hearing it within the context of dancing helped me to find the courage to share my feelings with my wife for the first time in 2002. There were lots of tears but somehow, we came through it and the next day she asked me if I would allow her to help me with my makeup.

Unfortunately, folk who suffer from gender dysphoria and those who have transgender history are increasingly and perpetually under attack in the media, by the government and the church. I cannot speak for all trans folk, but I often feel that my life is even now only 'half lived' because of the lack of understanding of people like me by the general public.

There needs to be a much greater understanding of trans issues by people of all ages and I am so grateful that University Hospitals Dorset NHS Trust allow me the opportunity to share my story and to assist in helping others to understand something of my lived experiences.

Puzzle Corner





Across

1. A range of negative attitudes and feelings toward homosexuality or people who are identified or perceived as being lesbian, gay, bisexual or transgender (LGBT).
2. A person who experiences sexual, romantic, physical, and/or spiritual attraction for members of all gender identities/expressions, not just people who fit into the standard gender binary (i.e. men and women).
5. A term which refers to the ways in which we each manifest masculinity or femininity.
8. The process of acknowledging one's sexual orientation and/or gender identity to other people. For most LGBT people this is a life-long process.
11. It is frequently used as an umbrella term to refer to all people who do not identify with their assigned gender at birth or the binary gender system.
13. A person who generally does not feel sexual attraction or desire to any group of people. Asexuality is not the same as celibacy.
14. A person whose sexual anatomy or chromosomes do not fit with the traditional markers of "female" and "male."
15. The fear or hatred of transgender people or gender non-conforming behaviour.

Down

3. Types of gender identity where an individual's experience of their own gender matches the sex they were assigned at birth.
4. Aversion toward bisexuality and bisexual people as a social group or as individuals.
6. These acronyms refer to Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, and Asexual or Ally
7. A person who is attracted to both people of their own gender and another gender.
9. Typically any non-LGBT person who supports and stands up for the rights of LGBT people.
10. The sense of "being" male, female, genderqueer, agender, etc. For some people, gender identity is in accord with physical anatomy.
12. A person who is attracted primarily to members of the same sex.



Answers coming in issue 2!

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





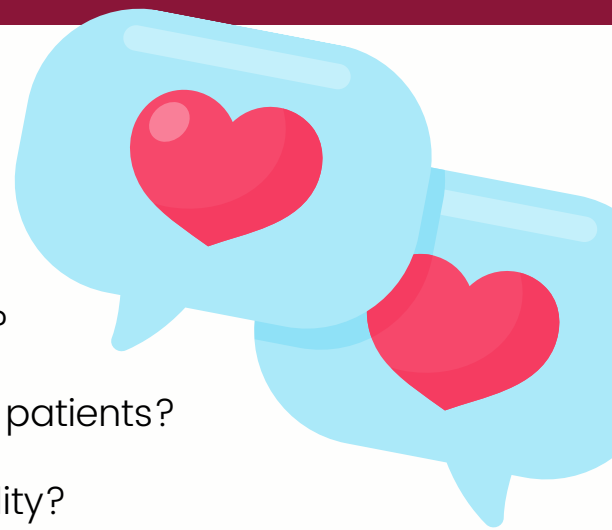
We want to hear from you...

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