



RESPONDING TO LGBTQ+ INEQUALITIES DURING COVID-19 AND BEYOND

Tuesday 21 July 2020



INTRODUCTION AND WELCOME

Paul Deemer

Head of Diversity and Inclusion
NHS Employers

HOUSEKEEPING

- The webinar will last 1.5 hours.
- Please switch your phone onto mute.
- Q&A session at the end of the webinar lasting 30 mins.
- Please submit your questions throughout the webinar via the questions box.



OUR SPEAKERS

- **Dr Michael Brady** – National LGBT Health Advisor, NHS England and NHS Improvement
- **Paul Martin** - Chief Executive, LGBT Foundation
- **Michelle Ross** - Co-founder of cliniQ and Director of Holistic Wellbeing Services
- **Jourdan Durairaj** – Diversity and Inclusion Lead, Sussex Community NHS Foundation Trust
- **Peter Molyneux** – Chair, Sussex Partnership NHS Foundation Trust and Chair, Health and Care LGBTQ+ Leaders Network
- **Layla McCay** – LGBTQ+ Lead and Director of International Relations, NHS Confederation



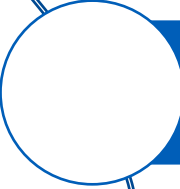
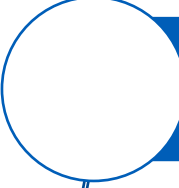

SETTING THE SCENE: LGBT HEALTH INEQUALITIES IN THE UK

Dr Michael Brady - National
Advisor for LGBT Health, NHS
England and NHS Improvement

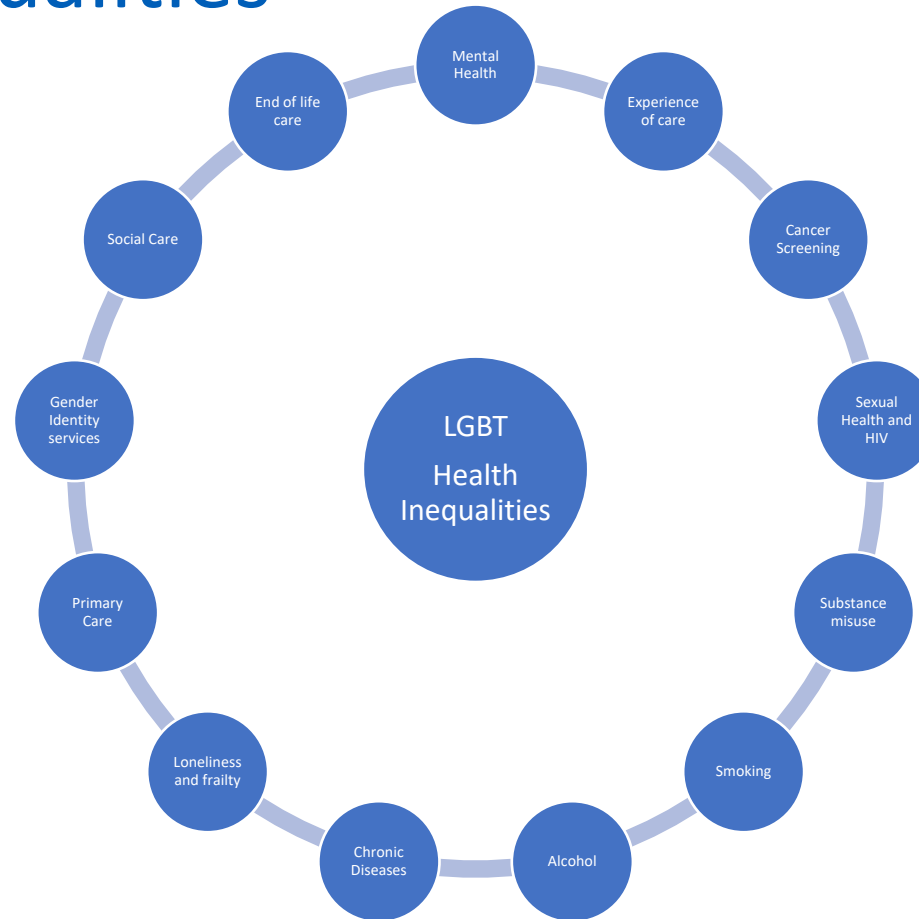
Significant progress has been made towards LGBT equality.



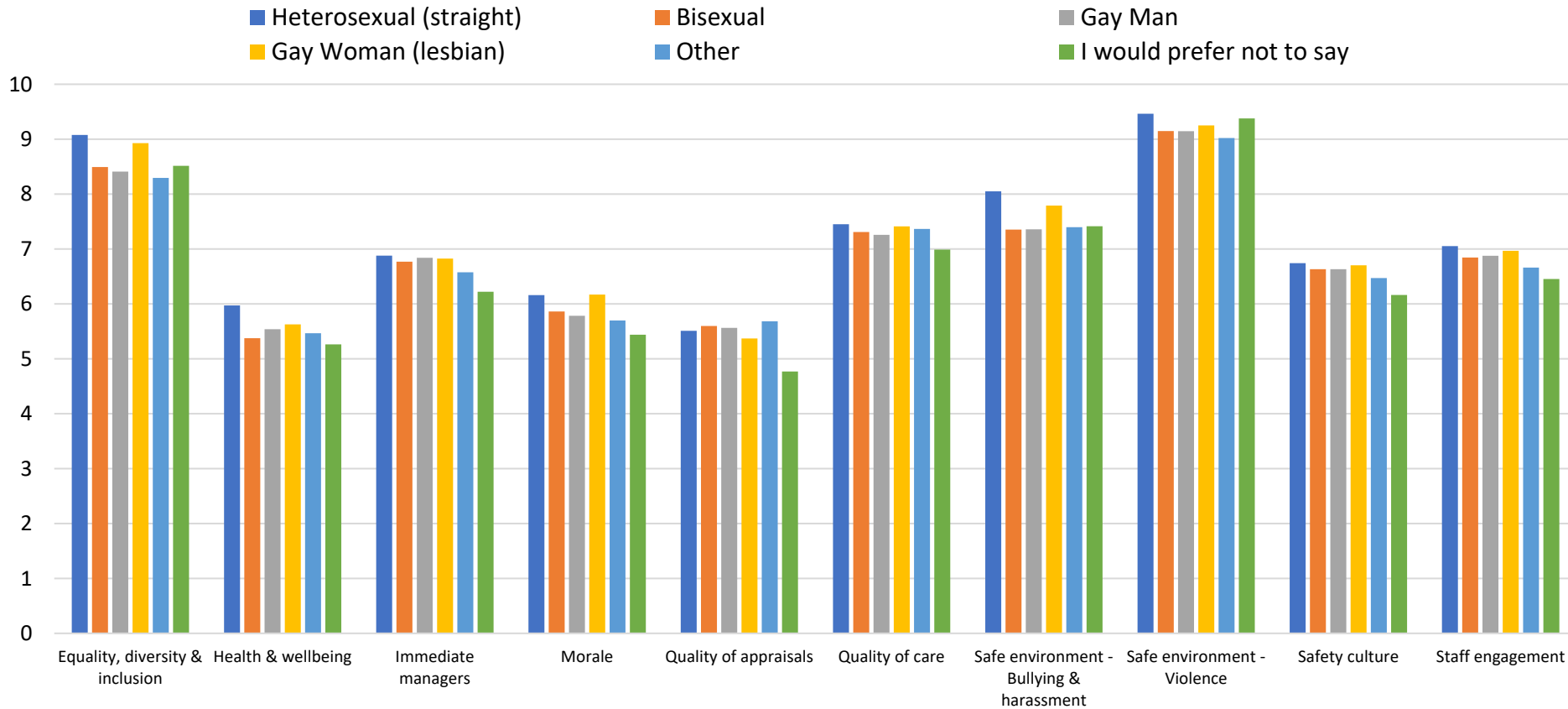
However.....

-  LGBT people face considerable barriers to leading happy, healthy, and fulfilling lives
-  LGBT people face discrimination, bullying, and harassment in education, at work, in the media and on the streets. The NHS workforce is no different.
-  LGBT people face greater inequalities in health satisfaction, access, experience and outcomes and this has been exacerbated by COVID-19

LGBT+ Health Inequalities



NHS Staff Survey: theme scores by sexual orientation



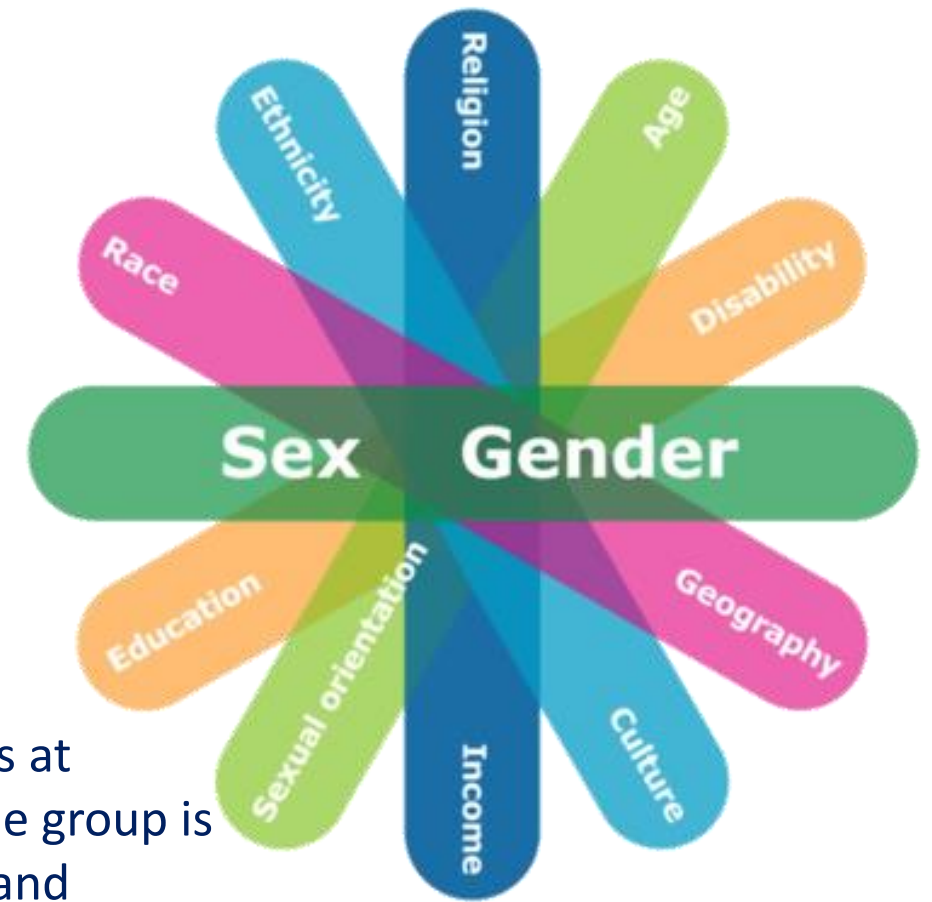
~480000 heterosexual
 ~4000 lesbian
 ~5000 bisexual
 ~6000 gay men
 ~1800 other
 ~31000 prefer not to say

Intersectionality

Intersectionality describes how aspects of our experience and identities might combine to create both **discrimination** and **privilege**.

We need a better understanding of the relationship between our characteristics and how that impacts on marginalised individuals.

We need to ensure our efforts at addressing inequalities for one group is not at the expense of others and recognises and responds to these often complex interactions



Solutions.....

Patients:

- **Monitoring of sexual orientation and gender identity / trans status**

“If you don’t count us, we don’t count”

- **Training and workforce development**
- **Delivering more inclusive services**

Staff:

- **Committed leadership**
- **Effective LGBT+ diversity training**
- **Supporting LGBT+ networks**
- **Ensuring organisations are explicitly inclusive**

Contact us.....

Twitter: @drmbrady

E-mail: england.lgbtadvisor@nhs.net

NHS England and NHS Improvement





THE TRANS NONBINARY PEOPLE COVID-19 EXPERIENCE

Michelle Ross - Co-founder of
cliniQ and Director of Holistic
Wellbeing Services

TRANS PEOPLE THRIVING OR SURVIVING IN COVID-19 LOCKDOWN TRANS HEALTH MATTERS



Michelle Ross Founder CliniQ & Executive Director

michelle@cliniQ.org.uk

CliniQ Online Counselling

- Mentoring and Peer Support.

CliniQ with King's College Hospital By appointments only.

- Hormone levels, test, injections, cervical smears .brief appointments.

Or is it what you need to know about trans people



HEALTHCARE AND WELLBEING

- **More likely to experience high levels of and anxiety & depression than cis people.**
- **Especially in these anxiety-provoking and isolating times of COVID-19**
- **Hospital admission fear**
- **Chest Binding**
- **Tucking**
- **Misgendering. Deadnaming.**
- **Data. Isolation. Mental Health.**
- **Institutional. Societal. Cultural. Transphobia**

AND IN THIS TIME OF COVID STILL WE FIGHT... TRANS HEALTH MATTERS 2020



Wellbeing On-Line
at CliniQ
admin@cliniq.org.uk



Mentoring, Counselling,
Peer Support
wherever you are in UK
for<<
Trans, non binary,
gender diverse people.
cliniq.org.uk



TransActual

"I'm trans non-binary and also have multiple health issues. Every time I go to a medical appointment I have to out myself so that I don't get misgendered in the report.

I also spend a lot of time chasing up organisations who have sent me emails or letters addressed to "miss" even if I have put something else. Being trans is a lot of admin and admin affects my anxiety."

Lee-Anne



#FactsAboutTrans



THE NHS STAFF EXPERIENCE AND COVID19

Jourdan Durairaj – Diversity and
Inclusion Lead

Sussex Community NHS
FoundationTrust

The NHS staff experience & COVID19

JOURDAN DURAIRAJ
DIVERSITY AND INCLUSION LEAD
SUSSEX COMMUNITY NHS FOUNDATION TRUST



@JourdanDurairaj and @NHSLGBT

We don't
know what we
don't know

1. LGBTQ staff safety
2. (Re)closeted by redeployment
3. Black LGBTQ staff psychological safety
4. Low paid LGBTQ and precarious employment
5. “Outing” of health at work
6. (Re)traumatising grief and distress
7. Cultural competence of occupational health
8. Loneliness and isolation



Restoration recovery and beyond

1. Protecting and supporting LGBTQ staff
2. Reshaping oversight and scrutiny of LGBTQ inequalities
3. Culturally competent occupational health
4. LGBTQ inclusive staff pastoral support
5. Networking and sharing opportunities
6. Queering
7. Solidarity and liberation





“TO BE AFRAID IS
TO BEHAVE AS IF
THE TRUTH WERE
NOT REAL”

Bayard Rustin

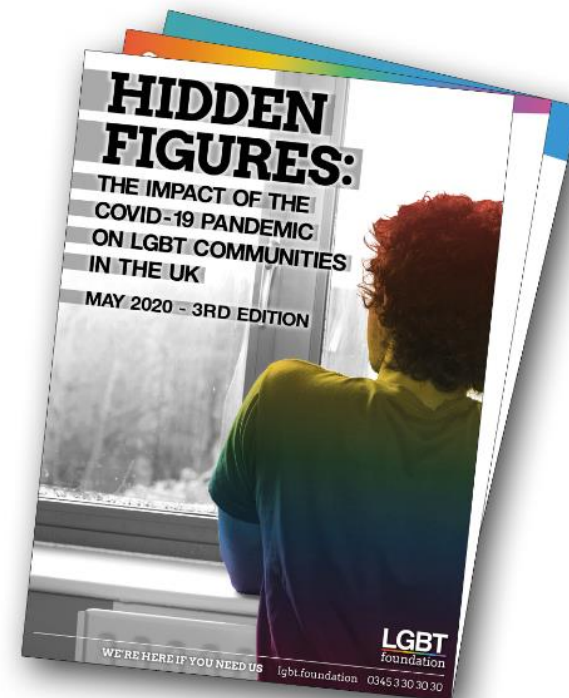


WHAT WE KNOW SO FAR – COVID-19 AND THE IMPACT ON LGBTQ+ PEOPLE

Paul Martin - Chief Executive,
LGBT Foundation

Hidden Figures: The Impact of the Covid-19 Pandemic on LGBT Communities in the UK

Paul Martin OBE- Chief Executive LGBT Foundation



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lgbt.foundation

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Findings

Mental Health and Isolation

42% of people said they wanted to access mental health support, rising to 66% of BAME LGBT people and 57% of trans people. *'As a trans poc [person of colour] who is [in] older life [and] is already quite isolated this time does increase the amount of isolation I experience.'*

Alcohol and Substance Misuse

18% of respondents were concerned that this situation is going to lead to substance or alcohol misuse or trigger a relapse. *'Sheer boredom will make me slip back into alcohol abuse.'*

Safety

8% do not feel safe where they are currently staying. This rises to 15% of disabled LGBT people, 17% of trans people and 17% of non-binary people. *'My grandparents do not know I'm gay, I believe they would throw me out, be unhappy, hurt & upset, so it is not happy place to come out.'*



Access to Healthcare

27% of trans and non-binary respondents said that they were unable to access healthcare for non-Covid related issues, compared to 16% of all LGBT respondents.

'The waiting times for the GIC are only getting longer. Knowing this has made my dysphoria so much more unbearable. Life feels utterly hopeless.'

'I have already been unable to obtain both PrEP and PEP due to sexual health clinics being closed to face to face appointments.'

Support

64% said that they would rather receive support during this time from an LGBT organisation, rising to 71% of BAME LGBT respondents and 76% of trans respondents.

'This is a vulnerable time and LGBT specific organisations make me feel safer.'



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Next Steps

- We shared the report with a wide range of key organisations and public sector bodies such as Government Equalities Office, Greater Manchester Combined Authority and Public Health England.
- Statistics, quotes and case studies from the survey have been used in i News, Manchester Evening News, i-D and for a piece on ITV Granada.
- Stonewall and Intercom Trust have released the same survey. Over 1300 responses have been received.
- We are working to potentially produce a joint report to further highlight the findings.
- If you can, please share the report and its findings with your networks, the full report can be found here: <https://lgbt.foundation/coronavirus/hiddenfigures>



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HEALTH AND CARE LGBTQ+ LEADERS NETWORK

Peter Molyneux – Chair, Sussex Partnership NHS Foundation Trust and Chair, Health and Care LGBTQ+ Leaders Network

Layla McCay – LGBTQ+ Lead and Director of International Relations, NHS Confederation

JOIN OUR HEALTH AND CARE LGBTQ+ LEADERS NETWORK

A platform for the LGBTQ+ leaders and allies to listen, share and engage with peers and wider stakeholders.

- Connect with peers from across health and care and other relevant bodies.
- Participate in discussions and share knowledge.
- Use your voice to support and influence change across the system.
- Be part of a social movement at senior level.
- Participate in Tweet chats, webinars and receive communications relevant to LGBTQ+ issues.

For more info visit: www.nhsconfed.org/LGBTQnetwork





Q&A

Please submit your questions into the questions tab on the control panel

FURTHER INFORMATION

NHS Employers

www.nhsemployers.co.uk/diversity

Health and Care LGBTQ+ Leaders Network

www.nhsconfed.org/LGBTQnetwork

NHS England and NHS Improvement

www.england.nhs.uk/about/equality/lgbt-health/

LGBT Foundation

www.lgbt.foundation

cliniQ

www.cliniq.org.uk/





Thank you for
joining us today