

HELOA CONFERENCE 2020

# LGBTQ+ IN OUTREACH

By Kirsty McLaren



WE ARE PROUDLY KINGS



# About me

KIRSTY MCLAREN

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Say hello on Twitter @kirsty\_kcl  
#HELOANationalConference



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# FIRST, HOUSE RULES



Brave space



Chatham House Rules



The goal is not to agree, it is to gain  
a deeper understanding.



Challenge respectfully





# Overview

## TODAY'S DISCUSSION

Introduction to LGBTQ+ terms

What are the issues?

Empathy task

What can we do?

Grill-A-Gay Q&A

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# LGBTQ+ Alphabet

“Never doubt that a small group of thoughtful people could change the world. Indeed, it’s the only thing that ever has.”

MARGARET MEAD



# LGBTQ+ Alphabet

**Nobody** expects you to be an expert. All people tend to expect is an open mind, unassuming language and a swift and short apology when\* you get things wrong

\*Because all of us do!





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# What are the issues in Higher Education?

"I have multiple identities. I am a trans woman, but I'm a woman of colour first. And before I'm a woman of colour, I'm a person of colour. And before a person of colour, I'm a human.... There's layers to identity."

DANIELLA CARTER





# HARRASSMENT

PRE  
UNI

KING'S  
*College*  
LONDON

45% of LGB pupils and 64% of trans pupils are bullied for being LGBT at school.

86% cent regularly hear phrases such as 'that's so gay' or 'you're so gay' in school.

1 in 10 (9%) of trans pupils are subjected to death threats at school.

Almost half never tell anyone about the bullying.

"A large group of boys ganged up on me and tried to rape me. They said it was OK and not rape because I am a freak and not real, and because I'm asking for it by being a 'freaky tranny'"

Ash, 18 (England)

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# HARRASSMENT

UNI

KING'S  
*College*  
LONDON

1 in 7 LGBT students (14%) have been the target of negative comments or conduct from a member of university staff in the last year because they are LGBT.

For black and minority ethnic students, the number is 1 in 4 (24%). For LGBT students who are disabled, 22% experienced this.

For Trans students, this was 1 in 3 (36%).

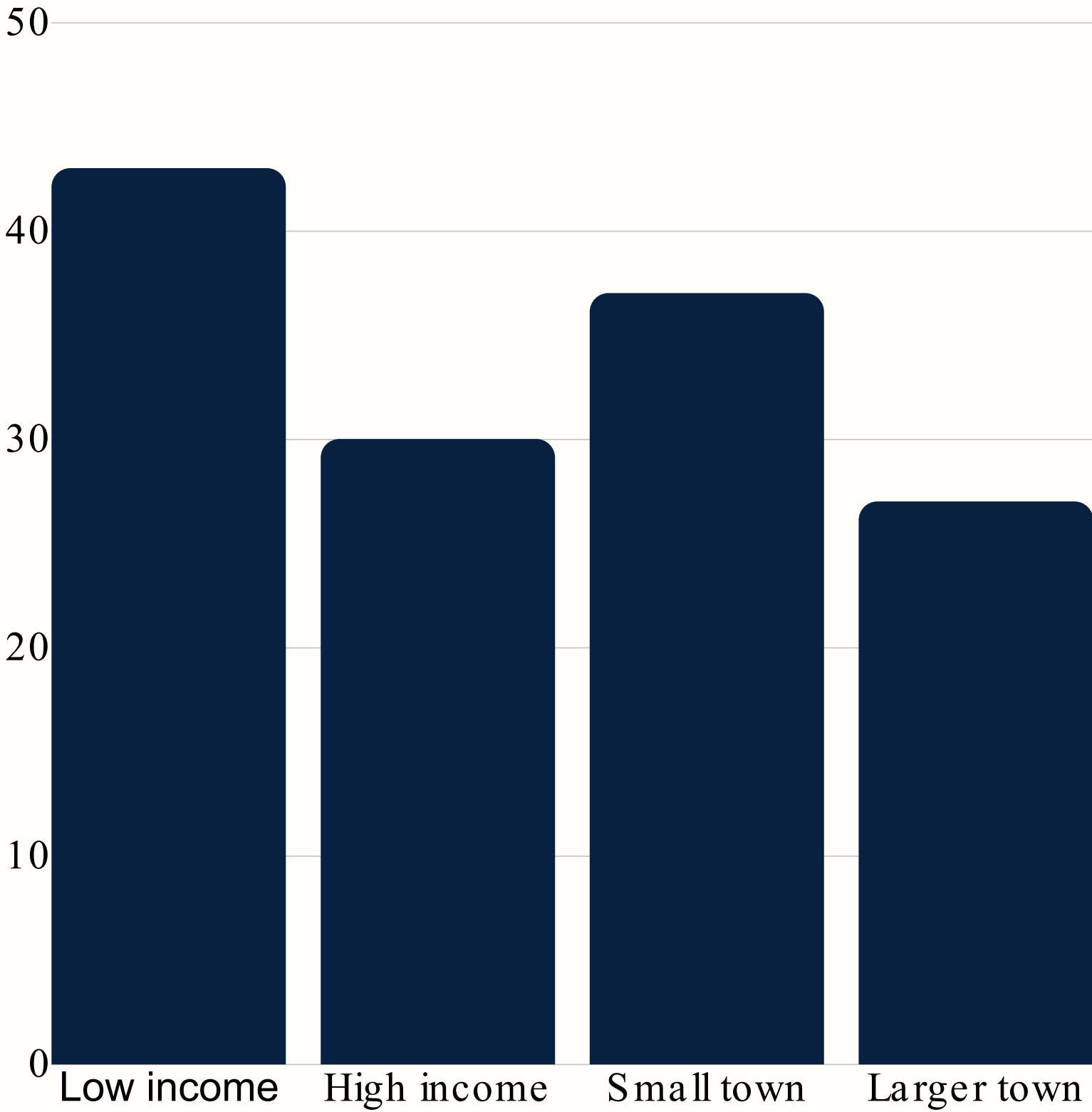
"My pronouns and preferred name are not used by my university tutor, and only by very few students."

Jan, 19 (Wales)

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# HARRASSMENT + BACKGROUND



# MENTAL HEALTH

Rates of poor mental health are alarmingly high among LGBT young people, with trans pupils at particular risk. Over 4 in 5 trans pupils and 3 in 5 of non-trans LGBT pupils have deliberately harmed themselves at some point. This compares to NHS estimates that roughly 1 in 10 young people in general have deliberately harmed themselves.

Of these, more than 2 in 5 of trans pupils and one in 5 non-trans LGBT pupils have attempted to take their own life.

"I have looked into therapy that might make me straight and in the past have had suicidal thoughts because of my sexuality."

Ahmed, 15 (England)





# MENTAL HEALTH

UNI

KING'S  
*College*  
LONDON

42% of LGBT young people report mental health issues, compared to 29% of non-LGBT. LGBT people are similarly more likely to report experiences of self-harm and worryingly, are twice as likely to have contemplated suicide.

32% of those who have attended gender identity clinics waited between 1 and 3 years for an appointment, which leads to an increase in already disproportionately poor mental health.

"I went to a Christian event at university and it was heavily implied that they thought being LGBT+ was sinful and wrong."

Kevin, 20 (England)

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# BELONGING AND SUCCESS

PRE  
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KING'S  
*College*  
LONDON

3 in 5 gay pupils who experience homophobic bullying say that this impacts on their school work. 1 in 6 say it's had a big effect on their school work. (2012)

One in three (32 per cent) gay pupils who experience homophobic bullying change their plans for future education because of it.

Significantly more likely to truant, and significantly more likely to be estranged from family

"I lost confidence and the power to succeed and get the best qualifications. I left because I was scared and I didn't belong in that environment."

George, 16 (Scotland)

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# BELONGING AND SUCCESS

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*College*  
LONDON

Gay/lesbian and non-binary learners are more than twice as likely than average to say that they had considered leaving their education because of the way they were treated

"I was playing volleyball with the men's team and was told I was not allowed to play matches unless I played with the girls' team."

Alex, 22 (England)

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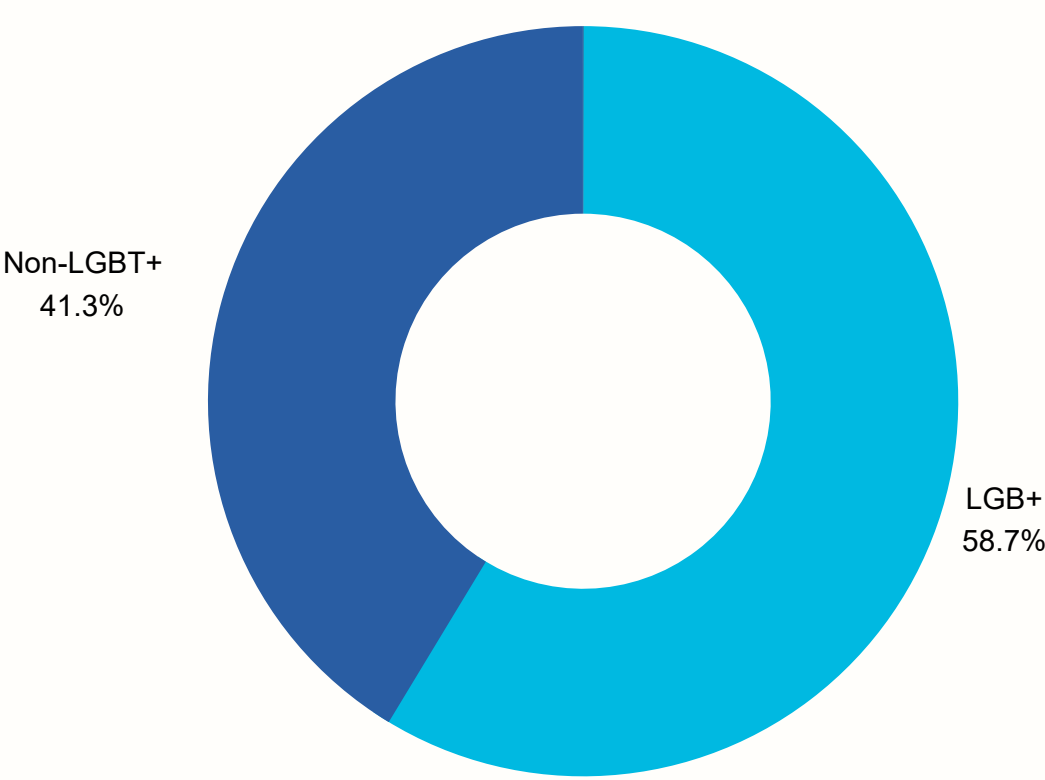
# REASONS FOR DROPPING OUT



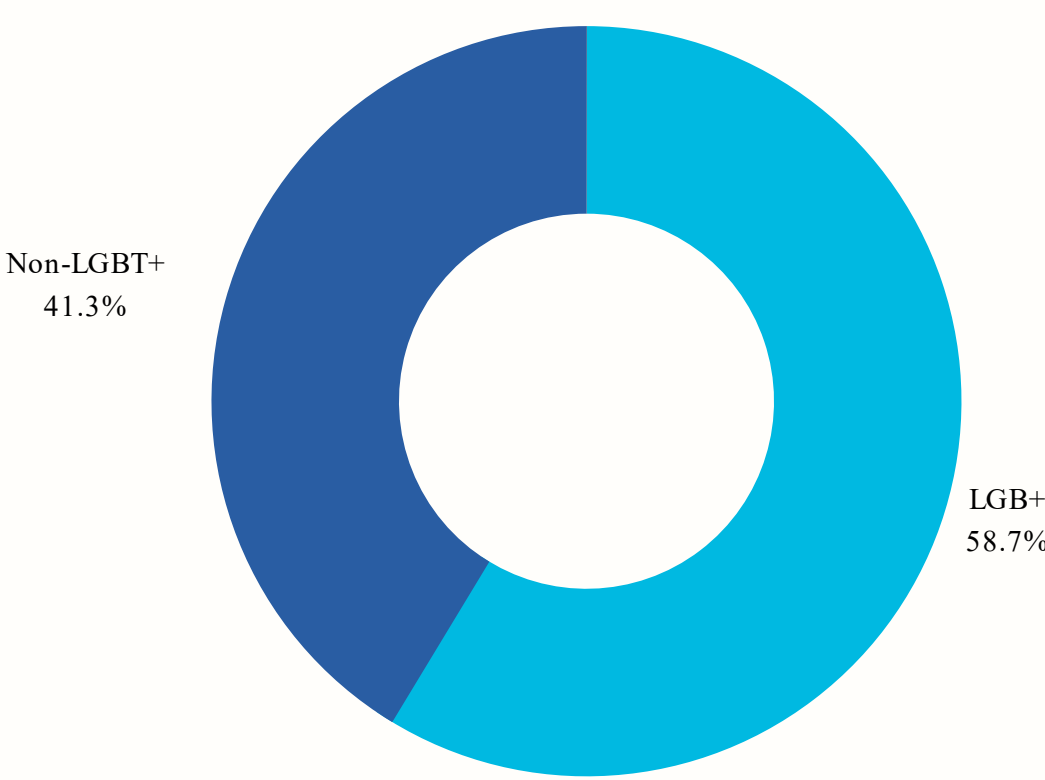
I felt as though I didn't fit in



Financial issues



Homesickness



•DURING

Fewer role models  
APPLICATION

Less accessible accommodation

Little outreach work

AT SCHOOL

More likely to be estranged

More likely to skip school

More likely to achieve poor grades

More likely to have poor mental health

•AT UNIVERSITY

More likely to experience  
discrimination and violence

More likely to drop out

Less likely to achieve top grades



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# Privilege for sale

GROUP TASK



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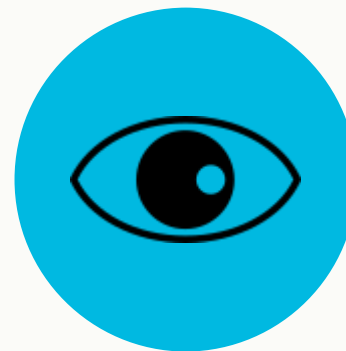
# WHAT CAN WE DO?



Consult your LGBT  
societies and staff network



Check your policies, create or suggest  
toolkits and guidance, check your  
comms and outputs



Be visible, all year round. In comms,  
signage, merch and in the curriculum



Be accessible - both you and the  
university.



# WHAT CAN WE DO?



Facilitate name changes



Have any student -facing staff (including ambassadors) trained on LGBT issues



Stick to your promises, commit something in your Access and Participation Plans... only 6% do.





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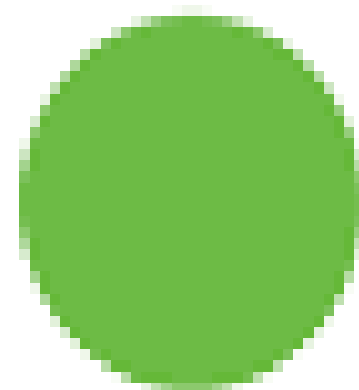
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slido  
#lgbt



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