Being BAME and LGBT in the workplace

Moderated by
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Terminology

LGBTQ- Lesbian, gay, bisexual, trans, queer

BAME- Black, Asian and minority ethnic

POC- People of colour

QTIPPOC- Queer, trans, intersex people of colour
What is intersectionality?
Why does it matter?

A third of black, Asian and minority ethnic LGBT people (34 per cent) have experienced a hate crime or incident based on being LGBT in the last year, compared to one in five white LGBT people (20 per cent).

One in five black, Asian and minority ethnic LGBT people (20 per cent) have experienced abuse online in the last month compared to one in ten white LGBT people (nine per cent).

Three in ten BAME LGBT people (30 per cent) have been discriminated against because of their sexual orientation and/or gender identity when visiting a café, restaurant, bar or nightclub in the last year, compared to one in six LGBT people (17 per cent) in general.
Challenges at work

It is a case of I am black and they can only deal with one minority at a time. I mean, they can just about deal with a black single parent. Chloe, 36

Show me the black gay people! They’re invisible and that’s part of the problem we have. Because of the victimisation we get when we come out, some of us, we don’t want to put our heads above the parapet to be counted. Michael, 32

I guess when it comes to sexuality and ethnicity it’s not just about people in high places or on television it’s just about people that we can find accessible or associate with on a day-to-day basis. Hafeez, 30
Steps towards an inclusive work environment

- Network groups
- Role Models
- Being an ally
- Visibility
- Up-skilling

“There is no such thing as a single issue struggle, as we do not lead single issue lives” - Audre Lorde
Considering Intersectionality in the Workplace

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Undoing Codes of Conduct:
Challenging the Enemy Within

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Who's The Fairest of Them All?
(2009)

Disney’s Snow White and The Seven Dwarfs (1937)

Me, Age 5-7
“Caster Semenya wins 800m: beaten GB finalist Lynsey Sharp criticises rule changes over 'obvious' hyperandrogenous women”
Black Mama, White Mama (1973)

Desert Hearts (1985)
Black Life vs Black Lives
(The social) (The body)
The Crying Game: Crying Professional Footballers (Metro 2014)

The Crying Game (1992)
SheaMoisture Apologizes for, Pulls Controversial Ad: ‘We Really F-ked This One Up’

Miley Cyrus Responds To Controversy Over Accusations Of Appropriating Hip-Hop Culture
Rachel Dolezal Says She Wrote Memoir To 'Move The Conversation Forward About Race In America'
Codes of Conduct
“Culture does not make people, people make culture.”

Chimamanda Ngozi Adichie
“By separating the natural from the historical, we interrogate our own fundamental assumptions as if we were looking in the mirror with fresh eyes.”

(Howells, R 2003)
*Untitled* fashion shoot image (late 20th century) Helmut Newton
Lovesexy (1987) Album Cover

Esquire (1995) Magazine Cover
Self-Censorship/
Dangerous Conformity
Caster Semenya on the cover of YOU magazine, September 10, 2009.
"Day by Day" Interview with Grace Jones in 1985

https://www.youtube.com/watch?v=vuW4TcZWeLI
AWARENESS and overcoming barriers to inclusivity ....

• Experience
• Exposure
• Challenging self-censorship
• Un/conscious biases
• Beliefs, faith, culture
• Thinking intersectionally
• Law and workplace policies
Thank you for listening

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