

IEDP Seminar 2 - LGBT Equality on 24th February in Birmingham Notes from the Roundtable Discussion

Good practice

- Effective staff networks
- Leadership support
- Activity facilitated with time, venues and publicity made available
- Educated monitoring where information both collected and used
- Greater involvement LGBT organisations with each other.
- Organisations working together
- Diversity tours for governors and directors of ambulance service.
- Work in victim support
- Dual and intersectionality discrimination awareness
- Regional groups to share knowledge and good practice
- Overall talking together

Barriers / Concerns

- National political agenda in England is undermining equality
- Understanding of equalities from the Equality Act 2010
- Public bodies are increasingly short of funds and staffing cuts are being made
- Equality is slipping down the agenda, so has lower profile
- Organisations not linking policies into service provision
- Disadvantaged are being further disadvantaged
- Intersectionality of LGBT with other characteristics within communities
- Lack of support for under 18s

Role of IEDP and other organisations

- Identify and share good practice and case studies
- Target big employers emphasising the business case for equality
- Develop toolkits for small/medium businesses
- Publicise how it benefits organisations to be member of IEDP
- Collect and pass on information about what organisations are doing
- Do more on intersectionality and impact of even well-meant action.
- Publicise resources on internal and external websites
- Encourage learning through real life stories and experiences.
- Look at emerging equality issues
- Promote healthy challenge with honest, courageous conversations
- Look at membership systems for unemployed / under employed people.