



National Union of Teachers
WORKERS FOR

Y2A

Colleague
Toolkit

Pride Season

35%

Of colleagues have hidden
that they're LGBTQ+ at work
as they fear discrimination
Stonewall, Work Report (2018)*

*Stonewall is a lesbian, gay, bisexual and transgender rights charity in the United Kingdom, named after the 1969 Stonewall riots in New York City's Greenwich Village. It is the largest LGBT rights organisation in Europe. The Work Report (2018) sampled 5000 LGBT colleagues across various organisations.



Contents of the toolkit

Creating an inclusive culture starts with all of us role modelling inclusive behaviours and bringing 'endless inclusion' to life. This means being culturally aware and curious about our colleagues differences. This is the reason we've created this toolkit to help get your conversations started for Pride, and support our LGBTQ+ colleagues

- Endless Inclusion – Your behaviour
- What is Pride
- Meaning behind the rainbow
- Problem with pinkwashing
- Impact of Covid-19
- How we're supporting colleagues
- What Leaders can do to support their teams
- Join the Respect network
- Webinar dates
- Get involved via social



Endless Inclusion

Endless Inclusion: I am inclusive in my thoughts and actions by showing an active interest in the views, backgrounds and ways of being of my colleagues and the wider community.

For the LGBT community and allies, LGBT Pride events show a positive stance against discrimination and violence toward lesbian, gay, bi-sexual, and transgender people to promote self-affirmation, equal rights, build communities, and celebrate different sexual orientations and gender identities.

Pride month falls in June, but parades take place in the UK throughout the year. 2020 will be especially challenging because of the spread of Covid-19 as many planned parades have either been cancelled or will be held virtually. There will be no large gatherings for parades with friends and family, and no communal gatherings for Pride parties.

Understandably this will be hard on people/colleagues as it's the highlight in the LGBT calendar. It's for this reason that we encourage all colleagues to be curious and support one another, becoming more endlessly inclusive in our thoughts and actions.

What is Pride?

LGBT+ Prides are outdoor parades that promote self affirmation, equality, and increase visibility of Lesbian, Gay, Bisexual, Transgender and all other identities within the minority (LGBT+) people as a social group.

Pride is the opposite of shame, and serves to fight back against social stigma through a visual and physical parade as a way for people to come together to form a community including straight allies. For this reason the parades are often vibrant and colourful filled with costumes, music and dance.

The Pride events also at times serve as demonstrations for legal rights such as same-sex marriage. Most pride events occur annually, and many take place around June to commemorate the 1969 Stonewall riots in New York City. During this time homosexual relations were illegal, and gay bars such as the Stonewall Inn were often raided by police officers. On June 28th during a raid, the crowd fought back rioting against the arresting officers. Stonewall soon became a symbol of resistance to social and political discrimination. This pivotal moment served as a catalyst for modern LGBT rights movements.

The first Pride Parade was held one year after Stonewall on June 28, 1970. Known then as the Christopher Street Liberation Day March, named after the street on which Stonewall is located.

Each year new members of the LGBT community are welcomed into this long tradition as part of the education needed to better know the history of this community and the individuals who helped shape it.



Meaning behind the rainbow flag

The Rainbow flag has been the symbol of the LGBT community since its creation in 1978. It is also called the 'Pride Flag.' The rainbow flag is also commonly used as a general symbol of social equality and individuality. Each colour has a different meaning:



Problem with Pinkwashing?

Pink washing is a term used to describe marketing strategies aimed at promoting products or people appealing to 'gay-friendliness'. In other words, when you see a company use the rainbow flag on a product during Pride for a purely commercial gain.

This can backfire as some organisations may be seen to be 'showing their support' in a tokenistic way, without real foundations or support for the LGBTQ+ liberation activity. That's not to say companies can't celebrate Pride and demonstrate their commitment to supporting the community, but it must be done in an authentic way all year round.

On the back of this recent advice from experts in the field, Co-op has taken the decision not to use the rainbow on products this year, but instead help raise awareness and show support in various other ways which are covered in this toolkit.

To hear more on this interesting topic visit:

https://www.manchesterpride.com/conference_2020



Impact of Covid-19

Covid-19 circumstances may be difficult for everyone but having LGBTQ+ spaces close, support services stretched, and mental health referral waiting lists increased, there are growing anxieties about wellbeing in the community. That said, it's important not to make assumptions –many members of the LGBTQ+ community will not experience any greater impact than others but here's some things to consider:

- For individuals that are still 'in the closet', either in their sexuality or their identity, and are trapped in an unaccepting household, this period will have immense impact on general wellbeing/mental health. Being forced to navigate your own home in a way that makes you uncomfortable will be an unimaginable burden
- Transgender individuals have had to pay out a considerable amount of money to stockpile hormone treatments out of fear it'll become unavailable because British Biopolitics consistently views transgender healthcare as less important than other medical areas
- The distinction between work and home has now been blurred which might be an uncomfortable experience for individuals who are not open about their sexuality at work since they now have to 'invite their colleagues into their home' for video calls
- Moving back in with unsupportive family might cause some people to challenge their identity and trade in their usual fashion/style or something more accepted in their household
- Many queer and transgender people have been cut off from their LGBTQ+ support networks while in quarantine

How we're supporting our Colleagues during Covid-19

There is a shared aim to balance the educational importance of Pride along with the fun element of the usual pride events with dressing up, music and celebrations. This year we'll:

- Educate colleagues why it is important to recognise Pride through our toolkit, social posts, and colleague stories
- Use the Co-op Inclusion & Diversity Yammer group which is open to all colleagues, as a space to connect and share how they're joining in Pride celebrations
- Host a series of educational webinars
- Provide details of support helplines
- Pride podcast series which can be listened to here: <https://www.broccolicontent.com/anthems>
- Encourage colleagues to share their Pride celebrations using #prideincoop (You may want to do a Pride march around your street and share some pictures on social)

What Leaders can do to support their teams

- Have open conversations with your team and let them know you're aware that Pride season is approaching and you support it.
- Understand the potential impact of Covid-19 on the LGBTQ+ community and actively support colleagues who need help
- Encourage your team to share their good news stories on social media using #prideincoop
- Help to educate your team about Pride. Encourage them to join one of the webinars
- Encourage participation from your team, encourage Ally-ship.

For some, the internal support you offer won't be enough. Here are some organisations to help your LGBTQ+ colleagues if they need additional support at this time:

LGBTQ+ Foundation Helpline: 0345 3 30 30 30.

LGBTQ+ Health Helpline (Scotland): 03301232523

Life works: <https://coop.lifeworks.com/wellbeing>



You can get involved with Respect as a member of the network, or by joining the steering group or a specific working group. Respect is open to all colleagues who identify as LGBT+ and allies.

As a member of the Respect network, you can:

- Attend events such as career roundtables
- Get involved with mentoring and buddy schemes
- Join in celebration events such as Pride
- Attend socials
- Attend personal development sessions

Steering Group: The steering group oversees the delivery of the 3-year strategy which will be launched in Q3 2020. The strategy sets out what the networks aims to achieve in the next 3 years.

Working Groups: The working groups are organised to deliver pillars of activity within the strategy and includes organising the network, delivering events and social activity, co-ordinating support for Pride and supporting the delivery of training e.g. trans awareness.

You can join **Respect** by emailing: respectlgbt@coop.co.uk

Webinars

It's important to keep the momentum of any LGBTQ+ initiatives in the workplace during this time. We've therefore created some brilliant virtual webinars for you to join. The webinars will be hosted by our trusted partner Inclusive Employers and ran in conjunction with our colleague network Respect who will discuss a range of LGBTQ+ topics. They will each last for approximately 1 hour.

History of Pride

Exploring the discrimination that resulted in the Stonewall riots, and why we still need Pride today

LGBTQ+ (The silent letters)

Who are all the people under the LGBTQ+ umbrella, and issues they face

Marginalised LGBTQ+ communities

Exploring LGBTQ+ and what it means for different races, faiths, ages, disabilities and socio economic backgrounds

Pride and straight Allyship

Taking action as a straight ally and using privilege for good

To join a session – copy and paste the links on the next page and put a reminder of the date and time in your calendar. You may get promoted to download Zoom so please join 5 minutes before the session starts. For further information please email: amanda.johnson2@coop.co.uk

Webinar Links

History of Pride – 15th June (3pm – 4pm)

<https://zoom.us/j/92121056996?pwd=aTdmQW1ocS9jUUtXMytab1d4d1pJUT09>

Meeting ID: 921 2105 6996

Password: 376338

LGBTQ+ (The silent letters) – 19th June (11am – 12pm)

<https://zoom.us/j/96510661747?pwd=TTB5MDV5NW9EcUxpZXk0QnpCaVRydz09>

Meeting ID: 965 1066 1747

Password: 795852

Marginalised LGBTQ+ communities – 24th June (2pm – 3pm)

<https://zoom.us/j/96510661747?pwd=TTB5MDV5NW9EcUxpZXk0QnpCaVRydz09>

Meeting ID: 965 1066 1747

Password: 795852

Pride and straight Allyship – 30th June (9am – 10am)

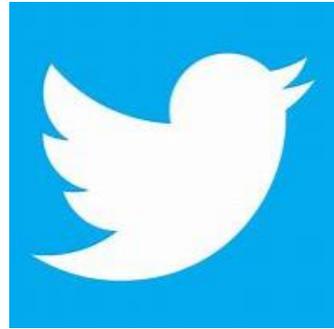
<https://zoom.us/j/96510661747?pwd=TTB5MDV5NW9EcUxpZXk0QnpCaVRydz09>

Meeting ID: 965 1066 1747

Password: 795852

Get involved via Social

Share all the great ways you and your colleagues are celebrating Pride via social using #prideincoop



#prideincoop