



Police Scotland LGBT Allies Toolkit

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Version Control

1	Document Released at AGM	23/03/22
2	Amended type on page 12 Version Control added	20/04/22

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This document is lengthy and will likely take over an hour to read in its entirety. It is suggested the above hyperlinks are used to digest the content in stages.

This document should be considered 'live' and amendments and suggestions are welcome. Please direct any correspondence to S30(C) @lgbtipolice.scot

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Foreword



As Co-Chair of the Police Scotland National Allies Network, I am delighted in your interest in being a visible Ally to your LGBTI colleagues. Discrimination and prejudice are still very real problems in society, so having allies within our organisation is a positive signal that we want all our colleagues to be able to be themselves at work and enjoy their career in Police Scotland free from harassment and intolerance. There is no expectation that you become an “expert” in anything by simply being an Ally, but I do hope you find this document a useful resource to help raise your awareness of terminology, issues and where you can go for further support and information. Please see it as a starting

point for you to broaden your awareness and learning on relevant topics and never be scared to admit “I don’t know”! Thank you once more for doing a positive thing that can really make a difference in colleagues’ lives.

Chief Superintendent Rob Hay (he/him)

Head of Criminal Justice Reform

Co-Chair, Police Scotland LGBT Allies Network

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It is a pleasure and a privilege as General Secretary of the Scottish LGBTI Police Association, and with great pride in our committee and membership, to present this document. It aims to serve as a tangible resource for the benefit of colleagues across all the organisations our Association represents – Police Scotland, the Scottish Police Authority, British Transport Police, Civil Nuclear Constabulary and Ministry of Defence Police.

I am delighted that the Association was able to collaborate with Police Scotland to develop this toolkit. Policies alone cannot shift culture and allyship is critical to fostering the inclusivity we all strive for.

This project is a demonstration of the collective efforts and commitment of members of the Scottish LGBTI Police Association and Police Scotland to improving the experiences of LGBT+ colleagues and friends across Scotland and beyond. I hope you find it useful.

S38(1)(b) (she/they)

General Secretary, Scottish LGBTI Police Association

Co-Chair, Police Scotland LGBT Allies Network

A bit of history

LGBT history dates back to the first recorded instances of same-sex love and sexuality of ancient civilisations, involving the history of LGBT people and cultures around the world. What survives after many centuries of persecution - resulting in shame, suppression, and secrecy - has only in more recent decades been pursued and interwoven into more mainstream historical narratives.

In 1995 the first Scottish Pride march took place in Edinburgh. It started on Barony Street and took around 3000 marchers up Broughton Street, Leith Street, Princes Street, the Mound, George IV Bridge, and into the Meadows.

In 1997 the Equality Network was set up in Scotland, ensuring LGBT voices were heard in policy making.

In 2000 the Scottish Parliament repealed Section 28. This law had prohibited local authorities from "promoting" homosexuality. From then on schools could talk about LGBT issues with pupils.

The first country to legalize same-sex marriages was the Netherlands in 2001 under Queen Beatrix, while the first marriages were performed in the Amsterdam city hall on April 1, 2001.

In 2004 transgender people gained legal recognition with the Gender Recognition Act.

In 2005, the annual observance of LGBT History Month began in the United Kingdom. This observance involves highlighting the history of the people, LGBT rights and related civil rights movements. It is observed during February.

In 2007 same-sex couples in Scotland gained equality in adoption and fostering.

A same-sex marriage law was approved by the Scottish Parliament in February 2014 and received royal assent on 12 March 2014. It came into effect on 16 December with many civil partners converting their relationships into marriages, while the first same-sex marriage ceremonies occurred on 31 December 2014.

In 2021, Scotland became the first country in the world to embed LGBT inclusive education into the school curriculum.



Progress Flag

Terminology

Before we begin, a note on language. Language is important and is constantly evolving. It is good practice to keep yourself informed and up-to-date by regularly consulting a wide range of sources to ensure you are using the most inclusive language possible. We recommend the following trusted resources:

<u>The Equality Network</u>	<u>www.equality-network.org</u>
<u>lgbteducation.scot</u>	<u>www.lgbteducation.scot</u>
<u>LGBT Youth Scotland</u>	<u>www.lgbtyouth.org.uk</u>
<u>Scottish Trans Alliance</u>	<u>www.scottishtrans.org</u>
<u>Stonewall</u>	<u>www.stonewall.org.uk</u>
<u>Time for Inclusive Education (TIE)</u>	<u>www.tie.scot</u>

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Throughout this document the acronym LGBT is used as an umbrella term to refer to the lesbian, gay, bisexual, transgender, intersex, queer and questioning communities.

You may also have seen the acronyms LGBT+, LGBTI, LGBTQIA+ among other variations being used online and in publications elsewhere.

Here is what we mean when we use these acronyms, based on traditional usage:

L	Lesbian	A woman who is attracted to women. Some non-binary people may also identify with this term.
G	Gay	A man who is attracted to men. Gay is also a generic term for lesbian and gay sexuality - some women define themselves as gay rather than lesbian. Some non-binary people may also identify with this term.
B	Bisexual	An umbrella term used to describe a romantic and/or sexual orientation towards more than one gender. Bi people may describe themselves using one or more of a wide variety of terms, including, but not limited to, bisexual, pansexual and queer. Some people prefer the word 'bi' and consider it to be more inclusive,
T	Transgender	An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Some people prefer the word 'trans' and consider it to be more inclusive.
Q	Queer	Originally used as a hate slur, some people have reclaimed it whilst others still find it offensive. An identity label which is non-specific about a person's sexual orientation.
Q	Questioning	A person who is still exploring their sexuality and / or gender identity.
I	Intersex	A term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female.
A	Asexual	A person who feels little to no sexual attraction to anyone. Asexual people sometimes refer to themselves as 'ace'.
+	Plus	Other identities such as pansexual, asexual and omnisexual. Use of the plus sign is the accepted and most inclusive way to include everyone who doesn't identify as straight or cisgender.

For further information, please see [Appendix \(i\) – Glossary of Terms](#)

What is an Ally?

“An ally is any person that actively promotes and aspires to advance the culture of inclusion through intentional, positive and conscious efforts that benefit people as a whole.”

Forbes Magazine 2018

An LGBT ally is a typically straight or heterosexual person who advocates for and champions LGBT people in the workplace and in their personal lives.

LGBT people can be allies too! For example, a gay man can be a trans ally and a trans person can be an ally pansexual people etc.

What is allyship?

Allyship a continuous process of building relationships based on trust, consistency and accountability with the marginalised individuals and/or groups of people you are seeking to advocate for. It is not self-defined - work and efforts must be recognised by those you are seeking to ally with. It is an opportunity to grow and learn about ourselves, whilst building confidence in others.

Allyship is a continual investment of time in supporting others, holding ourselves accountable when mistakes are made, apologising and being prepared to rework the approach towards allyship as needs change. Through personal actions, a more inclusive work environment can be fostered.

People perform better when they can be themselves. More genuine and meaningful relationships are created when people feel safe and comfortable being their authentic selves. We want you to help us make Police Scotland and the Scottish Police Authority inclusive organisations where everyone can bring their best selves to work and where all staff feel safe and included.

“It is not enough to be compassionate. You must act.”

Tenzin Gyatso, the fourteenth Dalai Lama



LGBT Allies Flag

Why do we need LGBT allies?

'Why do we need LGBT allies?' you might ask. There are many reasons:

- Negative stereotypes still exist;
- LGBT people are underrepresented in the police;
- LGBT people are further underrepresented in specialist departments and promoted posts;
- LGBT people still face discrimination and mistreatment at work;
- Some LGBT people don't feel comfortable being 'out' at work;
- Some LGBT people feel isolated; and
- Some LGBT people feel like they are often the only gay / pan / non-binary etc. person in the room. Or on the team. Or in the department.

We know that discussions, and the workplace more generally, is richer when there are diverse voices at the table. This is why allyship is so important; to ensure that everyone is seen, heard, valued and included.

In order for things to improve, we need a spectrum of diverse voices expressing support for diversity and inclusion—and that includes people who are not members of the LGBT community. People who are not LGBT often have the power and the platform to communicate that inclusion isn't just something that LGBT people want but it's something that everyone wants.

Take a moment to consider unconscious bias and microaggressions.

Unconscious bias

"Unconscious bias is a term that describes the associations we hold, outside our conscious awareness and control. Unconscious bias affects everyone."

- Imperial College London

Microaggressions

"Everyday verbal, non-verbal and environmental slights, snubs or insults, whether intentional or unintentional, which communicate hostile, derogatory or negative messages to target persons based solely upon their marginalized group membership."

- Sue et al 2019

It is useful to explore these concepts for yourself and try to identify what unconscious biases you might have. Be aware of microaggressions and the impact these can have on LGBT colleagues.

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Here are some examples of things LGBT people can experience in the workplace:

- “People assume you are in a heterosexual relationship and ask questions about your wife when in fact I’m married to a man.”
- “I have to come out all the time... when there’s a new supervisor or when I’m working with someone new. People don’t realise just how often LGBT people have to come out. Literally hundreds of times in our lives!”
- “Someone once said to me ‘You’ll go far in the police because you tick two diversity boxes - you’re a woman and you’re gay.’ This really annoyed me because if I do go far it will be because I’m good at my job.”
- “Folk were talking about gender neutral hats and non-binary people at the piece table. Someone said, ‘If people are identifying as non-binary I’m going to start identifying as a panda. You’ll have to pander to me and bring me bamboo to eat.’ Some people are just so unwilling to educate themselves.”
- “My supervisor asked me to go to a job because it was LGBT related. There’s just this presumption that because I’m LGBT I’m an expert and the best person to deal with it. It’s not fair.”
- “A colleague asked me ‘Who wears the trousers in the relationship then?’ because my partner and I are both women.”
- “My sergeant told me he’d never met a ‘gay’ before and came out on patrol with me to improve his understanding of the gay community. I tried to explain we’re not aliens and getting to know me is just like getting to know anyone! But he clearly thought he was doing a good deed.”
- “I overheard two of my supervisors mocking my identity. It left me feeling furious, alone and like it’s going to take years for us to achieve real acceptance.”
- “Some people mistake my openness about my sexuality as an invitation to ask me really inappropriate and personal questions about my sex life.”

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What is the purpose of an LGBT Allies Network in Police Scotland / SPA?

LGBT allies will advocate for the LGBT community within policing. They will be a positive influence on colleagues and explain the importance, purpose and benefits of allyship.

They will build trust with the LGBT community within policing through continuous, consistent, accountable, open and honest interactions.

They will take action based on the needs of the individual or group they are supporting.

The aim of allyship is to support the continuous development of an inclusive culture within policing.

Vision of the Police Scotland LGBT Allies Network

- A network that accepts and validates the challenges faced by LGBT colleagues;
- A safe environment that helps everyone feel comfortable talking about concerns and issues;
- A network that understands that creating an inclusive environment for employees is everyone's responsibility;
- A network that acknowledges our active and explicit commitment to inclusion helps us represent and serve the diverse communities in Scotland;
- A network that will take appropriate action to support continuous improvement of systemic issues;
- A network that encourages open and honest conversations about inclusion;
- A network that challenges behaviours that do not uphold the values of inclusion; and
- A network that is curious to learn.

First Steps

Step 1 - An ally will commit to a journey of self-discovery. Knowing yourself and recognising what you need to unlearn is the first step towards genuine allyship. Check your own **privilege**. How has your life been different to someone from the LGBT community? Understand the power and platform you have and the impact you can have as a result of this.

Understanding privilege

Use of the word privilege in this context has nothing to do with affluence or upbringing. Privilege refers to the advantages or special rights afforded only to a certain group; in this case, heterosexual people. Another definition of privilege:

“Unearned, often unconscious or taken for granted benefits afforded to heterosexuals in a heterosexist society based on their sexual orientation.” (University of California)

People from the LGBTI community face additional challenges that you may not have considered before. Below are some examples of heterosexual privilege to assist with your understanding of this concept. Remember, advantage or privileged is invisible to those who have it. It might be helpful to consider which examples you were aware you benefitted from and which ones hadn't occurred to you:

- I am not identified or labelled by my sexual orientation.
- My gender identity is not challenged or questioned as a result of my sexual orientation.
- I can expect social acceptance from my neighbours, colleagues, family and new friends.
- I can talk openly about my relationship, my family, my holidays, my partner's interests and our family plans in personal and professional settings.
- I do not worry that my family, friends or colleagues will find out about my sexuality and that their knowing will impact me negatively.
- People of my sexual orientation are well-represented in the positions of power in my workplace.
- I am never accused of being deviant, perverted, or psychologically confused because of my sexual orientation.
- I can easily find a religious community that will welcome me and my partner.
- I can work with young children and not fear being accused of corrupting or recruiting them to my sexual orientation.
- People don't assume that I know all the other heterosexuals just because they're heterosexual.

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- If I'm a woman, people don't assume I'm attracted to all men. If I'm a man, people don't assume I'm attracted to all women.
- I can hold my partner's hand in public, hug my partner, and even kiss my partner in front of others without disapproval, comments, laughter, harassment, or the threat of violence.
- People do not assume that I can magically identify all other heterosexual people.
- I can start a family and raise children without threats of social work intervention and without my children having to be worried which friends might reject them because of their parents' sexual orientation. I don't have to prepare my children for the people who may treat them badly because of their parents' sexual orientation.
- My sexual orientation is not used as a synonym for "bad," "stupid," or "disgusting." ("That's so gay." "What a fag." "She's a lezzy.")
- People do not assume that I am promiscuous or sex-obsessed because of my sexual orientation.
- When I go to the cinema, watch TV, listen to music or go to the theatre, I can be sure that my sexual orientation will be represented often and accurately.

Step 2 - Educate yourself and stay informed because terminology is constantly evolving. Don't rely on LGBT people to educate you. If you hear acronyms, terminology, or references you're not familiar with commit to getting the answers. Never make assumptions. Learn from your mistakes. If you get something wrong, apologise, make it right, move on and learn from the experience. Learn about the realities, challenges and issues affecting the lives of people who are LGBT through news stories, social media, websites, books, documentaries, and educational materials.

Utilise the Scottish LGBTI Police Association Lending Library.

www.lgbtipolice.scot/library

Books are completely free to members to borrow.

We have a huge selection of books relating to LGBT history, autobiographies, guides, children's books etc. And we're constantly adding new titles.

Step 3 – Start to take action. If you see or hear something that isn't right, say something. When you hear anti-LGBT slurs, jokes, or misinformation say something. Lead with why you're an ally to make your case for more welcoming and inclusive spaces.

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What does allyship look like?

Ask	<p>Ask others about their experiences and share yours.</p> <p>One of the seemingly smallest but also most powerful things we can do is ask others about their experience and how they are feeling. This can help you better understand the people you work with and their diverse experiences.</p> <p>Be open. Talk about having lesbian, gay, bisexual, transgender, and queer friends, family, colleagues, classmates, and acquaintances.</p> <p>It is important for us to be mindful and respectful of colleagues who may not wish to talk or share their experiences.</p>
Listen	<p>Listen with empathy and seek to understand different perspectives.</p> <p>Listen to what LGBT people are saying. If someone comes out to you, let them set the tone for the conversation. If they are bringing it up in a casual way, respond in kind. If they are being more serious, make it clear that you support them.</p> <p>Take note of what words a person uses to describe themselves and their sexual orientation and/or gender identity. You should not apply labels to a person if you have not heard them use those labels for themselves.</p>
Show Up	<p>Show up by being present, engaged, and committed.</p> <p>The next step in the ally journey is an active one. Once you have practiced asking questions and listening with empathy for a while, you can begin to understand what action is needed to help move a cause forward and feel more comfortable getting involved. Showing up is an extremely powerful way to show your support. This can mean showing up to an employee resource group meeting or participating workshop or local pride march.</p>
Speak Up	<p>Speak up as an advocate and evangelise your allyship among others.</p> <p>One of the bravest and most effective things an ally can do is speak up for someone. Speaking up can be uncomfortable and even scary. But not speaking up can mean you agree with the injustice or harmful actions around you. When we advocate for issues that don't directly impact us, we are giving a voice and platform to those who do not have one or need it to be amplified. The more voices that speak up for what's right, the louder we can be, and the more others have to take notice.</p>

On the following pages we have listed some practical ideas and suggestions for you to display allyship. Why not pick one and commit to being an active ally today?

Pronouns

Put your pronouns on your email signature. For many transgender people, this is a convenient way to show others the pronouns by which they would like to be referred to. However, cisgender people (those who identify themselves with the sex assigned to them at birth) can include pronouns in their email signatures too. Adding pronouns to an email signature being cisgender is a simple way to signal to others that you recognize and respect everyone's gender identity.

Gender pronouns are words that a person prefers other people to use when talking to or about them.

He/him/his can be used by those who might identify as male.

She/her/hers are for those who might identify as female.

They/them/their are usually used by someone who might not identify strictly as female or male. These pronouns are not only used when referring to multiple people but also considered "gender-neutral."

Not every transgender or non-binary person feels brave enough to start sharing gender pronouns in emails at a new workplace, especially when no one else in the team does the same. In such situations, cisgender people can lead the change by sharing gender pronouns.

Adding pronouns to your email is also a good step to help some people be open with you. By sharing your own pronouns, they have the option to share theirs without you needing to ask them directly.

Bonus tip: Not to place yourself in an embarrassing situation, you might also ask people what their gender pronoun is.

For example, *"Please tell me your name, role, and, if you are comfortable, your gender pronouns," "Could you remind me of which pronouns you like for yourself?" or "What are your gender pronouns?"*

Other suggestions

- Come out as an ally! Talk to friends and family, share stories online – do whatever you can to come out as an ally so that others know you support respectful and equal treatment for people who are LGBT.
- Wear your Scottish LGBTI Police Association lanyard with pride. Visibility is so important!

A note on visibility

LGBT people are an invisible minority. By that we mean it's not obvious that someone is LGBT just by looking at them. That's why visibility is so important to us.

LGBT people don't see themselves reflected in the senior ranks within policing in Scotland. Representation is crucial to ensure LGBT people are seen and heard at all levels and communities feel empowered to emulate the success of others.

"You can't be what you can't see."

Marian Wright Edelman

- Link in with your local Scottish LGBTI Police Association rep to find out what's going on in your area and how you can help.
- Attend a Pride event with a colleague.
- Attend LGBT wellbeing events such as Sunday Saunters run by the Scottish LGBTI Police Association.
- Make a conscious effort to stop using gendered language. Some terms, phrases and colloquialisms reinforce gender as a binary construct. When you walk into a room, do you address people by saying "Hi, guys?" or "Ladies and gentlemen"? Consider more inclusive language such as "Hi, everyone" instead.
- Organise a coffee morning at your office to raise money for an LGBT charity.

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- Challenge negative stereotypes. If you hear them, use it as a teaching moment. Remember: don't judge too harshly. Keep in mind: "We judge others by their actions and ourselves by our intention."
- If you hear homophobic, biphobic or transphobic comments or jokes, call them out.
- Deliver a short presentation to your team on non-binary or trans identities.
- Start a meeting with an 'Inclusion Moment' (further details in the next section).
- Meet with other allies, share ideas and best practice.
- Teach equality. Talk to the children in your life about different kinds of families. Be mindful of the day-to-day messages that they are receiving about people for are LGBT in schools, from friends, the web, and on TV.
- Reconsider your support. When you are thinking about donating time or talent to an organisation, or when you are considering a new supplier, consider whether they have inclusive policies. If they don't, ask how you can help.
- Think about where you spend your money. And if you have responsibility for a budget, think about where you spend the organisation's money. Support LGBT owned and friendly businesses that have policies and practices to ensure equal treatment for employees and customers.
- Commemorate and celebrate annual events including the Transgender Day of Visibility (March 31), International Pronouns Day (the third Wednesday of October each year), and the Transgender Day of Remembrance (November 20). See appendix (iii).
- Refer a colleague to this resource and then have a conversation about it.

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Coming Out

Coming out is the process whereby someone tells someone else about their sexuality or gender identity.

It is important to understand that someone's sexuality or gender identity isn't a decision or choice they made. LGBT people make the choice to publicly come out and disclose their sexuality or gender identity or to hide it. People can come out at all stages of their life and to varying degrees. For some people, coming out is essential for them to live authentically as themselves. For others, they may wish only to come out to themselves.

Coming out is different for everyone; experiences are unique and people will come out in their own way. Anyone who has had to do it vividly remembers their first time: The fear and nerves of possible rejection and the knowledge that as soon as those words are uttered nothing will be the same again. The first time can be terrifying and it takes a lot of time and confidence to make the announcement.

The first time someone comes out can be the most significant. It will however not be the last time. Coming out is an activity that has to happen again and again for the rest of an LGBT person's life. It often feels like something LGBT have to do on a daily basis i.e. meeting new people, starting a new job, moving to a new team, moving house, visiting the GP etc. This makes life all the more challenging especially when assumptions are made that LGBT people are heterosexual and / or cisgender.

Tips

If someone comes out to you it is a sign that they trust you.

Listen and show compassion.

Many LGBT people receive negative reactions when they come out and this can have implications on their mental health for the rest of their lives.

Make sure you understand the identity the person is coming out as. Sexuality and gender identity are massive spectrums so if you don't understand their identity (i.e. pansexual, asexual etc.) make sure to ask.

The most important thing an ally can do when someone comes out to them is be accepting and supportive. Your friend / colleague / family member is no less of a friend / colleague / family member just because they are not heterosexual or cisgender.

It's ok to ask questions. Well-intended and respectful questions show that you are interested and that you care. Just remember to be sensitive and mindful that it takes a lot of courage for someone to come out.

Respect confidentiality. Just because someone has come out to you, that does not mean you should share that information with anyone else.

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Outing is when someone discloses the sexual orientation or gender identity of a person to someone else without their knowledge or consent. This practice must be avoided as it can have a significant detrimental impact on an LGBT person and can also have legal ramifications.

Make yourself available to your friend / colleague / family member and offer to support them as they come out to others.

Continue your relationship as normal!

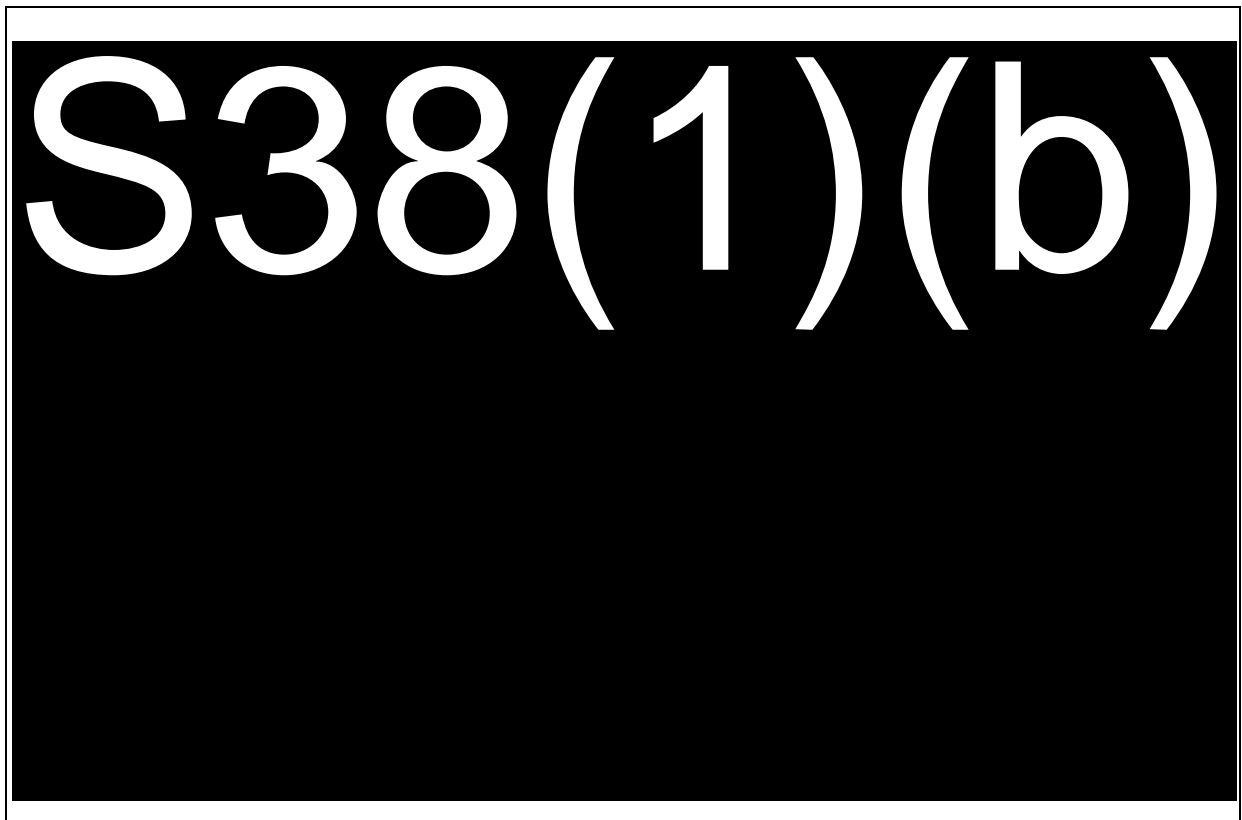
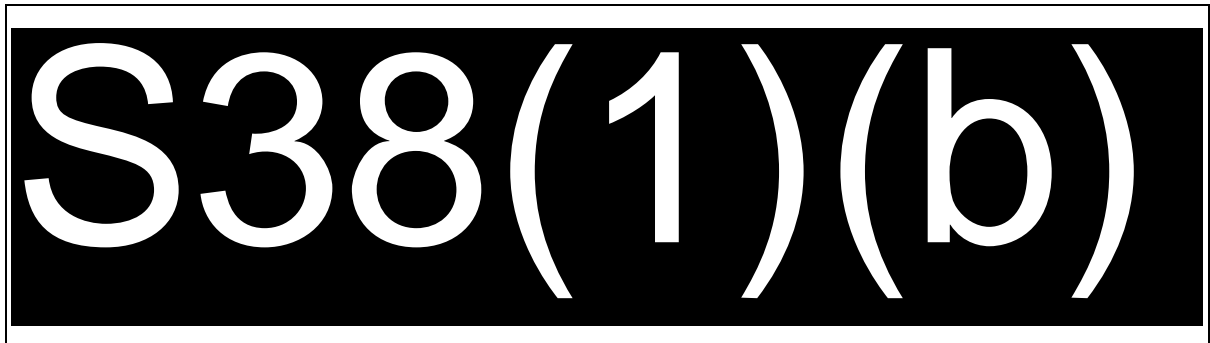


National Coming Out Day is celebrated on the same day every year.

[See Cultural Calendar.](#)

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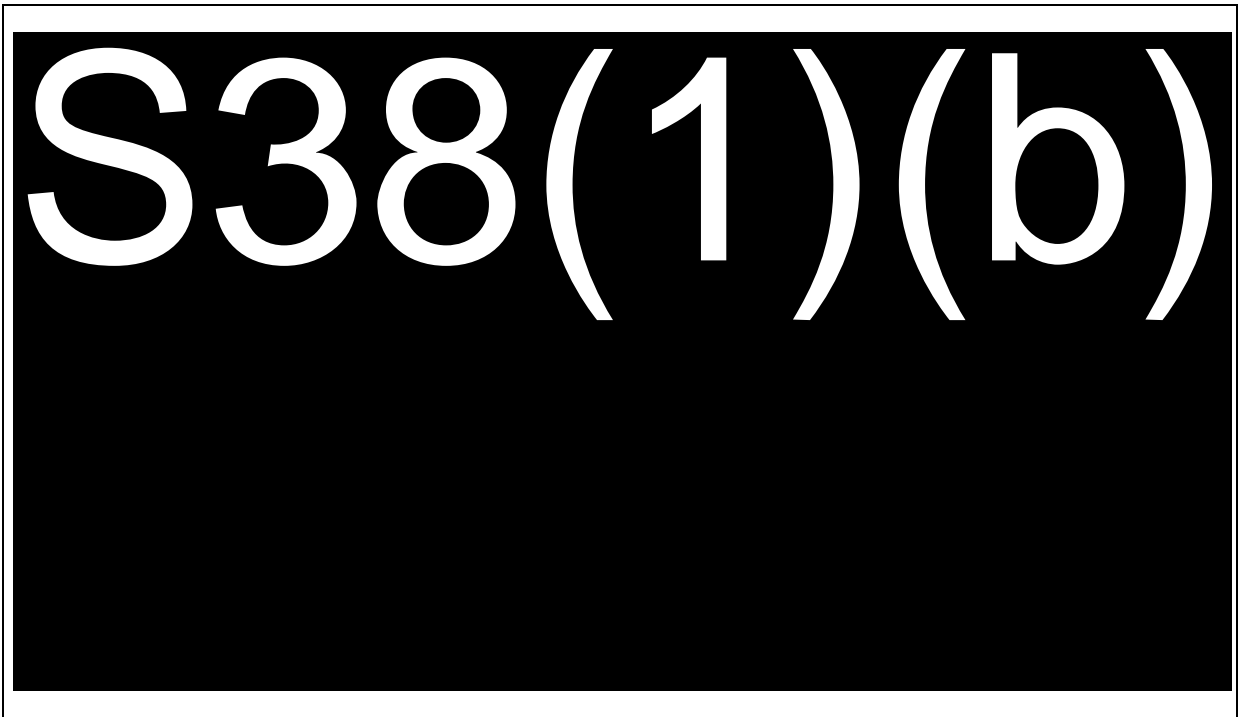
How to display allyship - Case studies



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You can learn more about becoming an LGBT ally by visiting the [allies network intranet page](#).

Impact of allyship

Allyship is powerful and LGBT colleagues tell us that even the smallest displays of allyship, like displaying an LGBTI Association poster in the office, is impactful.

Here are some real quotes from LGBT colleagues describing the impact of allyship:

- *“When I joined Police Scotland as a probationer my Inspector assumed I was married to a man. I didn’t have the confidence to correct him. If he had been wearing an Association lanyard for example I would have felt immediately at ease and able to tell him I was in a same sex relationship. The lanyard is a symbol that you are an ally and a safe person for LGBT people to be authentic around.”*
- *“I was really nervous on my first day in the organisation. But I needn’t have been! When I walked into the office I spotted a huge LGBT flag on the wall. You couldn’t miss it! Right away I felt so relieved. This was a safe space for me.”*
- *“I was out in the car with my new probationer. He spotted my wedding ring and asked ‘What does your partner do?’ The fact that he avoided gendered language and didn’t assume I was married to a woman was just amazing. He made it easy for me to be open with him.”*
- *“When I saw that Police Scotland had introduced gender-neutral caps it made me think there must be others like me in the organisation. This gave me the confidence to come out at work.”*
- *“Someone in my department told a pretty offensive anti-LGBT joke. I’m very much still in the closet so didn’t feel I could challenge it without the risk of outing myself. Someone reasonably new to the department, a straight guy, challenged the person making the joke and shut him down. I was surprised but really pleased he did that. I struggle with feelings of shame because I’m not able to do that myself. Knowing more and more people are getting on board feels good and gives me hope I might be able to be myself in the future.”*

Training

It is recommend Allies register for '[Empower Hours](#)'.

Empower Hours are short, sharp sessions which have been designed to focus on some of the key knowledge, skills and behaviours that Police Scotland and the SPA believe will add value to officers and staff as they progress throughout their career.

Sessions Include:

- Unconscious Bias & You
- Inclusion Starts with an I
- Being an Ally

For more information and to register, search for 'Empower Hours' on the force intranet within the Leadership, Training & Development space.

[Inclusion Moments](#) are also a brilliant way to engage and upskill allies.

Moments help guide, promote and aid discussion around different aspects of ED&I – they provide a platform to have 'challenging' conversations that our people often find hard to have. It is a simple way to get people talking and listening to one another by including a 'Moment' prior to a meeting or briefing. A moment can last around 10 minutes to an hour and provides an opportunity for learning and discovery. It's a living document which can be updated to reflect the most current thinking.

You do not have to be a subject matter expert around any subject but be willing to engage, discuss and listen to different perspectives but topics here could be used by part of the engagement exercises.

To access Inclusion Moments please visit:

<https://indd.adobe.com/view/370392d5-3f02-44f3-b1f8-ff791a3bb3ef>

Equality, Diversity and Inclusion (EDI) e-learning module

Police Scotland have developed an EDI training module which is one of the key pillars of the Policing Together values campaign which seeks to address racism, misogyny and all forms of discrimination within policing in Scotland.

This module will provide you with a range of information that sets out why inclusion is important for everyone and what we can do together to make it happen.

The module was developed using the real life experience of officers and staff and sets out the legal, moral and ethical considerations for everyone within policing in Scotland. It does this through using scenarios and asking you to consider how your own life experience influences the decisions you make every day. By doing so, the training will be more relatable for you and will give you the opportunity to consider the experiences of other people too. We can all contribute to a positive working environment by making inclusion a priority.

This module is mandatory and will be refreshed annually as part of Police Scotland's commitment to continuously drive improvements in equality, diversity and inclusion.

Visit [Moodle](#) to complete the training.

Further Resources

Here is a list of trusted resources to help broaden your knowledge and understanding of LGBT communities:

The Scottish LGBTI Police Association [website](#) has a lot of great resources and information.

A lending library is also available which is completely free for members to use. Books can be posted out to your workplace and all you have to do is return them via internal mail to Bishopbriggs Police Office.

You can browse the catalogue [here](#).

The Association is adding books all the time so please [get in touch](#) if there are books you'd love to see included!

[The Equality Network](#) is one of Scotland's national organisations working on LGBT rights and equality. Established in 1997 by activists, it is a registered charity based in Edinburgh.

[lgbteducation.scot](#) is the one stop platform for teachers to access quality approved materials, resources and professional learning linked to Scotland's Curriculum to support the implementation of LGBT inclusive Education.

[LGBT Health & Wellbeing](#) is charity which promotes the health, wellbeing and equality of lesbian, gay, bisexual and transgender adults in Scotland. Support services and social programmes are offered.

[LGBT Youth Scotland](#) is Scotland's national charity for LGBT young people.

[Scottish Trans Alliance](#) is the [Equality Network's](#) project to improve gender identity and gender reassignment equality, rights and inclusion in Scotland.

[Stonewall](#) is an LGBT rights charity in the UK founded in 1989.

[Time for Inclusive Education \(TIE\)](#) is Scotland's LGBT Inclusive Education charity.

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You may also wish to consult the following internal documents:

[Equality, Diversity and Dignity SOP](#)

[Transitioning at Work Support Plan](#)

Useful internal contacts:

[Occupational Health](#)

[Wellbeing Champions](#)

[People and Development Equality and Diversity Team](#)

[People Direct](#)

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How do I sign up?



The Scottish LGBTI Police Association manage sign ups to the Police Scotland LGBT Allies network.

To sign up to become a Police Scotland LGBT Ally visit:

www.lgbtipolice.scot/join

and select 'Full Membership'. It's completely free and only takes a couple of minutes to fill out the form. Make sure you tick the box which asks if you'd like to sign up to the Allies network.

Your details (name, email address and division) will then be added to the Allies page on Police Scotland's intranet so you can be contactable in your capacity as an LGBT ally.

You will receive a membership pack from the Scottish LGBTI Police Association containing a lanyard, pin badge and stickers. You will also receive a copy of the Allies pledge and toolkit and will be added to the Association mailing list to receive their monthly newsletters. This is where all the latest news in relation to all things LGBT, including allies events and training, will be published.

Allies Pledge

Expectations of an LGBT Ally

- Someone who is comfortable with the uncomfortable;
- Someone able to create psychologically safe environments for colleagues to be themselves without judgement or fear;
- Someone who recognises inequality, privilege and the impact of micro-aggressions;
- Someone able to demonstrate compassion;
- Someone who is a good listener and offers support;
- Someone who uses inclusive language;
- Someone who invites diversity of thought to check their own and others' behaviour;
- Someone who has the confidence to call out inappropriate behaviour; and
- Someone who takes action when agreed with the individual or group.

If you could like to take the step and commit to being an ally today, sign below:

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Contact us

For further information, guidance or support please contact the [Scottish LGBTI Police Association](#).



You can [email us](#) or communicate with us via our social media channels:

Facebook: 'Scottish LGBTI Police Association

Twitter: @LGBTIpoliceScot

Instagram: lgbi_policescot

You can also write to us:

Scottish LGBTI Police Association
Bishopbriggs Police Station
113 Kirkintilloch Road
Bishopbriggs
G64 2AA

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Appendix (i) – Glossary of Terms

Sexuality labels can help people to feel part of a community, however labels do not define a person. Here are some of the terms individuals may identify with.

Affirmed gender: The gender to which someone who is transgender has transitioned. This term is often used to replace terms like “new gender” or “chosen gender,” which imply that the current gender was not always a person’s gender or that their gender was chosen rather than simply in existence.

Ally: A (typically) straight and/or cis person who supports members of the LGBT community.

Aromantic: A person who does not experience romantic attraction. Some aromantic people experience sexual attraction, while others do not.

Asexual: A person who feels little to no sexual attraction to anyone. Asexual people sometimes refer to themselves as ‘ace’.

Assigned gender: The gender that is given to an infant at birth typically based on the infant’s external genitals. This may or may not match the person’s gender identity.

Assigned sex: The sex (male, female, intersex) that is assigned to an infant at birth.

Bicurious: A person who is exploring whether they are attracted to people of the same gender as well as people of another gender.

Bisexual: an umbrella term used to describe a romantic and/or sexual orientation towards more than one gender. Bi people may describe themselves using one or more of a wide variety of terms, including, but not limited to, bisexual, pan, queer, and some other non-monosexual and non-monoromantic identities.

Cisgender: Someone whose gender identity is the same as the sex they were assigned at birth

Coming out: When a person first tells someone/others about their orientation and/or gender identity.

Deadnaming: Calling someone by their birth name after they have changed their name. This term is often associated with trans people who have changed their name as part of their transition.

Gay: a man who is attracted to men. Gay is also a generic term for lesbian and gay sexuality - some women define themselves as gay rather than lesbian. Some non-binary people may also identify with this term.

Gender: Often expressed in terms of masculinity and femininity, gender is largely culturally determined and is assumed from the sex assigned at birth.

Gender binary: The concept that there are only two genders, male and female, and that everyone must be one or the other

Gender dysphoria: Used to describe when a person experiences discomfort or distress because there is a mismatch between their sex assigned at birth and their gender identity.

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This is also the clinical diagnosis for someone who doesn't feel comfortable with the sex they were assigned at birth.

Gender expression: How a person chooses to outwardly express their gender, within the context of societal expectations of gender. A person who does not conform to societal expectations of gender may not, however, identify as trans.

Gender identity: A person's innate sense of their own gender, whether male, female or something else (see non-binary below), which may or may not correspond to the sex assigned at birth.

Gender reassignment: Another way of describing a person's transition. To undergo gender reassignment usually means to undergo some sort of medical intervention, but it can also mean changing names, pronouns, dressing differently and living in their self-identified gender. Gender reassignment is a characteristic that is protected by the Equality Act 2010, and it is further interpreted in the Equality Act 2010 approved code of practice.

Gender Recognition Certificate (GRC): This enables trans people to be legally recognised in their affirmed gender and to be issued with a new birth certificate. Not all trans people will apply for a GRC and you currently have to be over 18 to apply. You do not need a GRC to change your gender markers at work or to legally change your gender on other documents such as your passport.

Intersex: Biological; where a person is born with physical characteristics and / or sex chromosomes that are not exclusively male or female.

Lesbian: a woman who is attracted to women. Some non-binary people may also identify with this term.

Non-binary: An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

Omnisexual: Used to describe people attracted to people of all genders across the gender spectrum. Pansexual may also be used to describe the same people, or those attracted to people regardless of gender.

Outed / outing: When a lesbian, gay, bi or trans person's sexual orientation or gender identity is disclosed to someone else without their consent.

Pansexual: For pan individuals, gender is not a determining factor for attraction. Some pan individuals describe themselves as "genderblind".

Pronoun: Words we use to refer to people's gender in conversation - for example, 'he' or 'she'. Some people may prefer others to refer to them in gender neutral language and use pronouns such as they/their and ze/zir.

Sex: Refers to biological, genetic, or physical characteristics that define males, females, and people who are intersex. These can include genitalia, hormone levels, genes, or secondary sex characteristics. Sex is often compared or interchanged with gender, which is thought of as more social and less biological, though there is some considerable overlap.

Sexual orientation: Emotional, romantic, or sexual feelings toward other people. One's sexual activity does not define sexual orientation; attraction determines orientation.

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Straight: Heterosexual.

Trans / Transgender: An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

Transition: The process one goes through to discover and/or affirm their gender identity. This can, but does not always, include taking hormones, having surgeries, or going through therapy.

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Appendix (ii) – Flags

You are probably familiar with the rainbow style Gay Pride Flag, but there are many other flags to represent the different identities within the LGBT community as follows:

Progress Flag



Lesbian Flag



Gay Pride Flag



Bisexual Flag



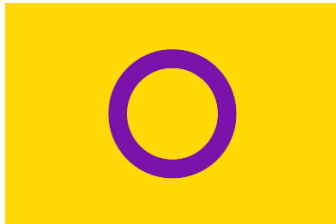
Pansexual Flag



Trans Flag



Intersex Flag



Asexual Flag



Non Binary Flag



Genderqueer Flag



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Aromantic Flag



Omnisexual Flag



Ally Flag



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Appendix (iii) – Cultural Calendar

February	LGBT History Month
Last Friday in February	Purple Friday
31 st March	Transgender Day of Visibility
6 th April	Asexuality Day
26 th April	Lesbian Visibility Day
17 th May	International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT)
24 th May	Pansexual Visibility Day
28 th May	LGBTQ Domestic Violence Awareness Day
June	Pride Month
12 th June	Anniversary of Pulse Nightclub Shootings
28 th June	Stonewall Riots Anniversary
14 th July	Non-Binary People's Day
16 th July	International Drag Day
23 rd September	Bisexual Visibility Day
11 th October	Coming Out Day
20 th October	International Pronouns Day
26 th October	Intersex Awareness Day
13 th – 19 th November	Transgender Awareness Week
20 th November	Transgender Day of Remembrance
1 st December	World Aids Day