

INclusivity in the OUTdoors

8 - LGBTQ+ Communities in the Outdoors

#INclusivityOUTdoors

- Webinar 1 - Starting the conversation - Why EDI matters
- Webinar 2 - How does inequality work?
- Webinar 3 - Injustice of multiple inequalities
- Webinar 4 - Socio-economic inequalities
- Webinar 5 - Becoming anti-racist
- Webinar 6 - Women in outdoor leadership
- Webinar 7 - Disability
- **Webinar 8 - LGBTQ+**
- Webinar 9 – Raising our game
- Webinar 10 – Making a change

Project Partners

- The 10-webinar series is a collaboration between :
- Association of Heads of Outdoor Education Centres
- Institute for Outdoor Learning
- MOSAIC Outdoors
- The Outward Bound Trust
- University of Cumbria Outdoor Studies

Supported by





Stonewall is a charity which supports and campaigns for the rights of **LGBT** people.



LGBT stands for **Lesbian, Gay, Bi, Trans**.



Lesbians are women who are attracted to women.



Gay men are attracted to men. Gay can also be used to describe lesbians.



Bi people are attracted to more than one gender.



Trans means that the gender you were given as a baby doesn't match the gender you feel yourself to be.



Research:

Hidden Figures: LGBT Health Inequalities in the UK

2020

<https://lgbt.foundation/publications>

Physical Activity

- Physical inactivity is now responsible for 1 in 6 deaths in the UK and up to 40% of many long term conditions. Available evidence suggests lower levels of physical activity amongst LGBT communities in comparison to the general population, suggesting a greater risk of developing a long-term condition.
- In addition, the prevalence of homophobia, biphobia and transphobia in sports means that significant barriers to participation still exist, with changing rooms and gendered facilities being a significant barrier to trans people accessing leisure centres and sports clubs.

- 55% of GBT men were not active enough to maintain good health, compared to 33% of men in the general population.
- 56% of LGBT women were not active enough to maintain good health, compared to 45% of women in the general population.
- 64% of LGBT people who identified as something other than male or female (e.g. genderfluid or genderqueer) were not active enough to maintain good health.



**Gay
Outdoor
Club**

**Peter Blackburn
Al Evans
Julian Donald**

<https://www.goc.org.uk/>

Breakout – 10 minutes

- **When was the last time you noticed LGBTQ inequality in the sector?**
- **what's the role of the sector in being inclusive of the LGBTQ+ Communities?**



- *Dawood Qureshi (they/them)* -

LGBTQIA+ Diversity in Nature and Conservation

Who Am I

- Marine Biologist
- Film Maker
- Freelance Journalist
- Engagement Officer
- Ambassador

- Non binary
- Gender fluid
- Queer
- POC
- I own snails

Why is this important

- My Experience
- Your Experience



My experience as a Queer person

- Coming Out
- Why it was hard
- I drifted from nature
- Felt like I didn't belong
- Pressures of society
- Inner strength
- Now it empowers me
- A lot of queer people feel invisible in this industry
- They hide for fear of losing respect, as I did



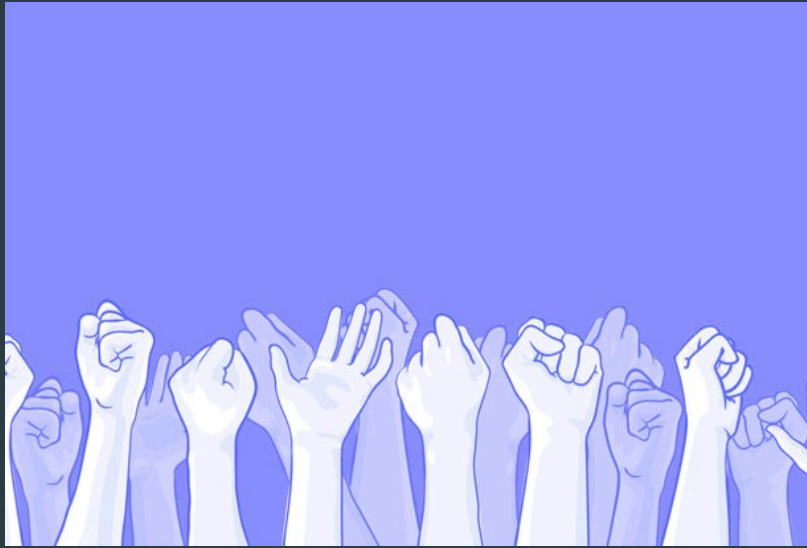


Why is this a conversation



- Nature is for everyone
- Yet there are some who are turned away at the first hurdle
- Discrimination
- Personal experience
- Separated experiences
- Freedom
- Representation





Representation

- Incredibly important
- I grew up without much representation
- Inspiration
- Empowerment
- Strength
- Community
- Shared experience
- Teamwork



What lack of representation means

- People don't see themselves having these journeys and being successful
- Negative effect on people
- Their lives are affected and they aren't even in the conversation
- Negative effect on the environment
- Less helping hands
- Limited experience and knowledge



It is changing...



What can you do

- Allies
- Education, Education, Education
- Try not to isolate or individualise
- Strength in numbers
- Recognize your own privilege
- Nature is for everyone
- Keep going
- **YOU BELONG IN THIS CONVERSATION**

Being yourself is delicious, don't ever
change!!



Breakout – 10 minutes

- **What is one action/change you can take at an individual and/or organisational level?**

• Q and A

Padlet

- **Share some examples of changes you've discussed that will contribute to progress**



Covid - Impact

- Has changed the way we work and deliver services
- An opportunity to do things differently
- Be brave and change the way we have done it for years to new ways of doing things
- New audiences



Prepare to be positively
uncomfortable and challenged to
raise your game.

Opportunity to
ACT and CHANGE

- **Survey and Research**



INclusivity in the OUTdoors

Webinar 9 – Raising our game

Webinar 10 – Making a change

Wednesday 19th and Thursday 20th May 2021

The 10 webinar series is a collaboration between the Institute for Outdoor Learning, the Association of Heads of Outdoor Education Centres, The Outward Bound Trust, MOSAIC Outdoors and the University of Cumbria Outdoor Studies.

Raising our Game

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Thank you

See you next week