



Chair: Maria Wheeler

Chief Finance Officer

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“Come to work as your true self”



Purpose and key aims

Vision Statement

- “Develop an environment whereby all staff work in an environment where they can be themselves”.

Aims

- Enable LGBTQ+ staff and Allies to feel they are part of a movement to create positive change
- Provide a Safe forum for discussion issues face by the community by those within the community and our allies.
- Drive forward well-structured benchmarking to better understand areas for LGBTQ+ diversity and inclusion improvement.
- Recommend new policies for EoE departments to consider adopting for their teams.
- Raise awareness of the lack of LGBTQ+ financial leadership in the EoE region.
- Encourage under-represented or marginalised LGBTQ+ staff to aspire to senior and leadership positions.
- Create awareness among all staff on the challenges faced by LGBTQ+ staff.
- Create networking opportunities to support one another.
- All staff to have opportunities to develop their skills in managing and leading diversity in the workplace.



Why is this important – key issues



Visibility

- Staff identifying as from the LGBTQ+ community in EoE 1-2%
- More recent surveys Suggests around 11% population is from the community
- In reality the figure is likely to be much higher
- Sections of the community more invisible e.g. Trans

Lack of Understanding

- What does it mean to be Gay?
- What are Trans people?
- What is it like to be Non Binary?
- Common misconceptions

Homophobia/Transphobia

- Noticeable, explicit e.g. physical abuse, name calling etc.
- Unnoticeable, caused by lack of understanding
- Leads to unintentional upset, harm or offensive



Look back on the last year....

Our Webinars have cover such subjects as;

- Pronouns & Acronyms
- Intersex
- Non Binary
- Mythbuster Sessions
- Pride Event
 - Trans Inclusion, Suffolk Pride, Allies
- LGBTQIA History Month
 - Queer History, Medical Healthcare, Faith & Religion

Up and coming Events

- Asexual
- Intersectionality



How can you help?



- **Promote awareness of the network with your organisations**

- Circulate our material
- Re-distribute notices of our webinars
- Encourage your team to join network meetings or webinars
- Link us to your networks to share information



- **To encourage or instigate discussion within your organisation**

- Team meetings, invite speakers, promote interest and understanding
- Call out loose Language
- Challenge Intentional or unintentional Homophobia, Transphobia etc
- Develop your understanding of the community, and issues it faces

Coming to work as your true self, means we benefit from their whole talent, a better team and a better NHS.



East of England
RAINBOW Network
EVERYONE IS WELCOME

QUESTIONS



Presentation Extension

EAST of England – LGBTQ+ Network

HFMA, SDN, FSD Annual Conference – 20th February 2023



★ACRONYMS★



EAST of England – LGBTQ+ Network

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L	Lesbian	A woman who is primarily attracted to women.
G	Gay	A man who is primarily attracted to men. Sometimes used as a broad term for all individuals attracted to the same gender as their own.
B	Bisexual	A person who is attracted to both men and women. Not necessarily at the same time, and not necessarily to the same degree.
T	Transgender	A person whose gender identity differs from their sex assigned at birth.
Q	Queer	An umbrella term that's inclusive of the many identities & variations that make up the LGBTQ+ community. A person who isn't cisgender or isn't heterosexual might call themselves queer.
Q	Questioning	The process of exploring & discovering one's own sexual orientation, gender identity, and/or gender expression.
I	Intersex	A person who is biologically between the medically expected definitions of male and female. This can be through chromosomes, internal or external organs.
A	Asexual (Ace)	A person who generally does not feel sexual desire or attraction to any group of people. Asexual people may or may not feel romantic attraction.
A	Ally	Typically a non-queer person who supports & advocates for the queer community.
P	Pansexual	A person who is attracted to people of many gender identities (not just the binary male/female).

A Woman that is attracted to Women

A Man who Attracted to other Men

A Person who is attracted to both Men and Women

A Person whose gender differs from the their sex assigned at birth

Queer is a term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity.

The Process of exploring and discovering one's orientation, Gender identity, Gender expression

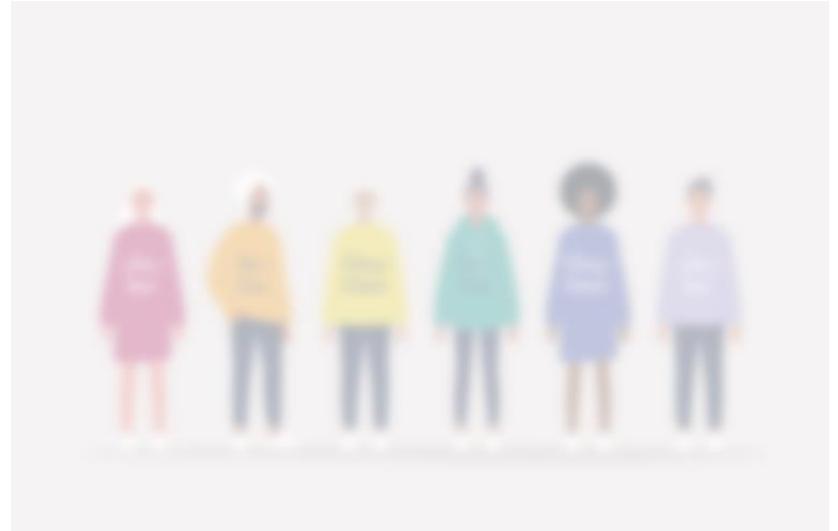
A person who is has the biological attributes of both sexes.

Asexual a person who generally doesn't feel sexual attraction to any group of people.

A generally straight (Cis) man or women who supports members of the LGBTQ+ community

Refers to a person whose romantic and/or sexual attraction towards others is not limited by sex or gender.

Pronouns



Common Pronouns

Pronoun	Sounds like	Variations
He/Him	You already know this one!	His, Himself
She/Her	You already know this one!	Hers, Herself
They/Them	Yes, it's okay to use this referring to a singular person!	Theirs, themself
Ze (or Zie)	Zee (like "see" with a "Z").	Can also be spelled as xe
Name	Whatever their name is!	Some people don't want to use pronouns at all and will ask you to refer to them by their name alone.



Common Terms

- Sex
- Gender
- Gender identity
- Cisgender
- Transgender
- Non-binary
- Genderqueer
- Genderfluid
- Sexual Orientation