

Stonewall

ABOUT THIS RESOURCE

This resource is produced by Stonewall, a UK-based charity that stands for the freedom, equity and potential of all lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) people.

At Stonewall, we imagine a world where LGBTQ+ people everywhere can live our lives to the full.

Founded in London in 1989, we now work in each nation of the UK and have established partnerships across the globe. Over the last three decades, we have created transformative change in the lives of LGBTQ+ people in the UK, helping win equal rights around marriage, having children and inclusive education.

Our campaigns drive positive change for our communities, and our sustained change and empowerment programmes ensure that LGBTQ+ people can thrive throughout our lives. We make sure that the world hears and learns from our communities, and our work is grounded in evidence and expertise.

To find out more about our work, visit us at www.stonewall.org.uk

Registered Charity No 1101255 (England and Wales) and SC039681 (Scotland)

Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where we're all free to be. This does not constitute legal advice, and is not intended to be a substitute for legal counsel on any subject matter.

**STOCKS
TO
BUY
NOW**

FREE

**TO
BE**

STRATEGY

2021-25

STONEWALL STRATEGY: 2021-5

At Stonewall, we stand for all lesbian, gay, bi, trans, queer, questioning, and ace (LGBTQ+) people.

We imagine a world where LGBTQ+ people everywhere are free to be themselves and can live their lives to the full.

We know that, as part of a vibrant global movement for change made up of LGBTQ+ people, our allies, families, and friends, we will get there. Together.

Over the last 30 years, we have helped create transformative change in the lives of LGBTQ+ people across communities in the UK. We have travelled a path from Section 28, and the total suppression of LGBTQ+ identities in schools, to every child learning about our lives, families and relationships as part of the national curriculum in most of the UK.

That same path has taken us from a world where our relationships were criminalised to one where we have equal rights to love. And, for those of us who want to, equal rights to marry, or to have children.

We are proud of who we are and what we have achieved together, and we know more change is desperately needed.

In every community in the UK, and around the world, LGBTQ+ people are still being abused, thrown out of their homes, and bullied in schools and workplaces. The institutions that should protect us – our governments, communities, faith institutions and families – too often stand silent, or actively harm us.

And for some LGBTQ+ people, these harms are particularly acute. From racism to ableism, misogyny to classism, LGBTQ+ people of colour, LGBTQ+ women, LGBTQ+ people who are disabled, those of us living in poverty, who are of faith, and many more of us, are held back and pushed aside as we make our way through life.

Stonewall will continue to stand with, and fight for, the freedom, equity and potential of all LGBTQ+ people. Until the world we imagine is the world we live in.



How we work

Founded in 1989, we now work in each nation of the UK and have established partnerships across the globe. Working with our communities, partners and allies to learn together and support each other is at the heart of our approach.

Stonewall's campaigning work drives positive change in public attitudes and public policy, helping transform the day-to-day experience of all LGBTQ+ people. We lobby governments across the UK to protect and extend LGBTQ+ rights, press for progress with global decision-makers, and work with human rights defenders around the world to achieve change in their home countries.

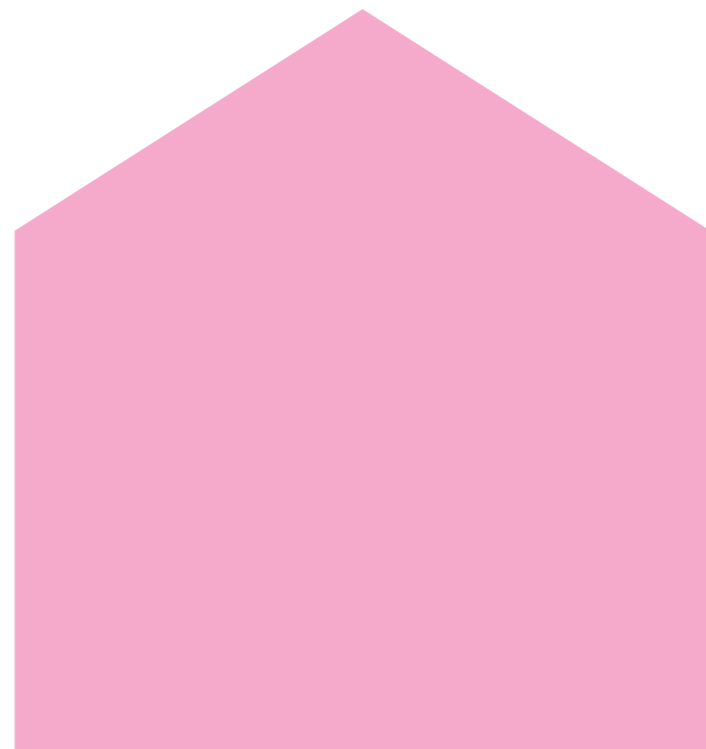
We ensure LGBTQ+ people can thrive throughout their lives by building deep, sustained change programmes with the institutions that have the biggest impact on our lives. We help LGBTQ+ children and young people to feel safe and seen through our schools, colleges and children and young people's services programmes. These programmes support adults who work with children and young people to tackle homophobic, biphobic and transphobic bullying, and to teach in a way that recognises and celebrates LGBTQ+ history.

We have been at the forefront of making workplaces inclusive for LGBTQ+ people for more than 15 years through our Diversity Champions and Global Diversity Champions programmes. And we make sport everyone's game for all who take part – as participants, volunteers, staff, or fans – through the award-winning Rainbow Laces campaign, and by empowering communities at every level of sport and physical activity to champion LGBTQ+ inclusion.

We are grounded in evidence and in expertise. We make sure that the

world hears and learns from LGBTQ+ communities. As well as commissioning and conducting new research and making the best use of existing data on LGBTQ+ people, we listen to and involve LGBTQ+ communities in research about their lives, and work alongside community organisations to learn more about the issues affecting them.

And we are committed to empowering people to create change in their own communities. By encouraging LGBTQ+ people and their allies to step up as leaders, role models and activists we are all taking a big step – school by school, workplace by workplace, community by community – towards a world where LGBTQ+ people everywhere are free to be.



Freedom

Human rights tell a powerful story about the kind of world we choose to live in, and the kind of world we want to build. We imagine a world where LGBTQ+ people have the same rights as everybody else. Where the laws of our home countries, and of countries internationally, shield us from harm and allow us to live openly, unapologetically, and proudly.

We will fight for the freedoms of LGBTQ+ people everywhere. Alongside our global partners, we will tackle the destructive and harmful anti-trans movement. We will build and protect human rights frameworks so that LGBTQ+ people have the tools we need to protect our lives and our communities.

Over the next four years, working with UK and global partners, Stonewall will make the case for:

1 A legally enforceable ban on conversion therapy across the UK, with support for survivors and training for frontline professionals. Conversion therapy practices are rooted in disgust for LGBTQ+ people, and the lie that our sexual or romantic orientation, or our gender, can be changed. It causes lifelong hurt to survivors and has no place in a society that values its LGBTQ+ citizens.

2 Hate crime and hate speech laws in the UK that protect LGBTQ+ communities, as well as advocating for restorative approaches. We will also work with our international partners to develop platforms for anonymous hate crime reporting, using the data to press for changes to the law and to policing practices.

3 Better UNHCR guidelines on deciding LGBTQ+ asylum claims, and fairer outcomes for LGBTQ+ refugees here in the UK. Around the world, LGBTQ+ refugees risk their lives and livelihoods when they flee persecution, only to be met with suspicion and cruelty where they should be welcomed.

4 Inclusive legal recognition which respects and protects who we are, and our relationships. For example, identity documents – whether birth certificates, passports or driving licences – should be easily changed to reflect trans people's identities, including non-binary identities. And LGBTQ+ couples and parents should have their relationships recognised on all official documents.



Equity

When we think of equity, we imagine a world where all LGBTQ+ people experience justice. That means not only equal opportunities, but equitable outcomes. We recognise that equitable outcomes look different for each of us, and that many of us face different barriers in our lives based on our identities and experiences.

Taking an equitable approach means recognising and addressing the specific needs of our diverse communities not only in our words, but in our actions. We will work to understand and address the particularly stark inequities experienced by our community elders, LGBTQ+ women, trans people, bi people, those of us who are people of colour, have a faith, are asexual and aromantic, are disabled, living in poverty, or from a working-class background.

Through building deep relationships across and beyond our movement, we will focus our campaigning and change programmes on tackling the structural barriers that hold back marginalised LGBTQ+ people throughout our lives. We will work in partnership and act in solidarity with communities facing harm, discrimination and inequity throughout our work.

Over the next four years, working with UK and global partners, Stonewall will:

1 Campaign for accessible and high-quality healthcare for all LGBTQ+ people. Better mental health support is needed urgently, and that support must be relevant to our differing needs, experiences and identities. Trans people deserve affirming and timely transition-related healthcare that takes a person-centred approach, as well as general healthcare from doctors who are knowledgeable about trans lives and identities.

2 Ensure we are properly supporting and working alongside LGBTQ+ people of colour, who have always been trailblazers within the LGBTQ+ movement, and whose work should be recognised, celebrated and properly resourced. We will continue building relationships with leaders and activists from across communities and working in close partnership with UK Black Pride.

3 Build strong relations with inclusive faith communities to help LGBTQ+ people of faith to thrive. We will also challenge religiously-informed

discrimination against LGBTQ+ people by supporting LGBTQ-inclusive education in schools and campaigning to ban conversion therapy.

4 Create a strong evidence base to support activism and campaigning work that tackles the deep inequalities within our communities. We will do this in partnership with local community organisations and leaders who are already doing the work across our towns and cities. We will make the most of our networks and resources to support their direction, needs and priorities.

5 Support LGBTQ+ people across their lives. We will focus on ensuring that children and young people have an LGBTQ-inclusive education, and that LGBTQ+ adults are supported in family relationships and in forming families of our own, no matter our gender, sexuality or romantic orientation. Elders will be represented in all of our campaigns and resources, and be heard loud and clear as we support campaigns for LGBTQ-inclusive elder care.



Potential

We believe that LGBTQ+ people, across the world and across every stage of our lives, have limitless potential.

We imagine a world where each and every one of us is proud of who we are, whether we're out to the world or just to ourselves. We imagine our pride driving us to use our potential in whatever way we like – whether that's by thriving in our careers, nurturing our creativity, living authentically, building a family, or feeling truly part of our communities. We want all LGBTQ+ people to not only dream big, but to have the resources needed to make our dreams a reality.

Over the next four years, working with UK and global partners, Stonewall will:

1 Expand our empowerment programmes so that more LGBTQ+ people and their allies can step up as leaders, role models, and activists in their own communities. We believe that when individuals share their stories, skills and power with those around them, incremental progress soon becomes a powerful movement for change.

2 Expand and improve our workplace programmes worldwide. Through our Diversity Champions and Global Diversity Champions we will continue to create change within organisations – until all LGBTQ+ people are accepted and celebrated

at work, wherever we work. We will also increase our knowledge about what meaningful inclusion looks like for LGBTQ+ people working across a range of sectors and in different country contexts.

3 Champion LGBTQ+ inclusion across schools and colleges. LGBTQ+ children and young people are owed an education that reflects who they are – so they can grow up into proud, self-assured adults. We will continue to improve inclusion by working with educational institutions across the UK. We will provide training and e-learning resources for education professionals, as well as expanding our Education and Children and Young People's Services programmes.

4 Campaign for LGBTQ+ inclusion across sport worldwide. Every LGBTQ+ person should feel comfortable and confident taking part in the sports and physical activities they love – whether that's at grassroots or elite level, or anywhere in between. To make this a reality, we will build on the success of the Rainbow Laces campaign, deepen our work on LGBTQ+ inclusion in community sport and sport development, and champion trans inclusion in partnership with national and international sporting bodies.

5 Support Pride in all its forms. For LGBTQ+ people globally, Pride events are vital. Many of us remember the power of our first Pride, and the feeling of being part of a huge, diverse, joyful community. Stonewall will continue supporting and participating in community Pride events around the country. Because all LGBTQ+ people have the right to protest, celebrate, and connect in safe, supportive spaces.



Nurturing Stonewall

It is only through the skills, creativity and dedication of our staff, trustees and volunteers that we can change the world for LGBTQ+ people. We will recruit talented people that reflect the communities we serve, and create roles where everyone understands the impact they have. We will support our people to do their best, and to learn and grow.

We will take particular care to prioritise race equity and trans inclusion in how we work, with commitments and actions that help us focus on improving our culture and practices, and building equity within Stonewall. We will also seek further progress on bi and ace inclusion within the charity.

Over the life of this strategy, we will also nurture our support systems. This means implementing new software that supports our operations, launching our new brand and website, and creating welcoming workspaces for our teams in Scotland, Cymru and London.

Join us

Do we imagine the same world?

If you can imagine a world where there is freedom, equity and limitless potential for every LGBTQ+ person, we want you to stand with us.

Whether you've supported us since 1989; you're just coming out; you want to be a champion for your LGBTQ+ friends, relatives or colleagues; you're concerned by the rise of anti-LGBTQ+ hate groups; you've felt overlooked by us in the past; you want to step up as a role model or leader – we can't create the world we imagine, the world our communities deserve, without you. Join us.

Find out how you can support us at www.stonewall.org.uk/donate

**STAND WITH
STONEWALL**



Stonewall

FREE TO BE STRATEGY 2021-25

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