# Equity Partnership LGBTQ+ Charter - Introduction

## About Equity Partnership

Equity Partnership is agrassroots community organisation based in the centre of Bradford, West Yorkshire. In addition to managing the LGBTQ+ Inclusion Charter, we also deliver a number of other services. We have a community centre, offering a social space for groups to meet, peer support, and information and advice to LGBTQ+ communities in Bradford and surrounding areas. We offer voice and influence to Bradford’s LGBTQ+ communities, ensuring that through us, they have a say in the development of policies and practice affecting their everyday lives. As part of this, we work closely with other organisations such as Bradford Council and Bradford Hate Crime Alliance. We also offer support to specific sectors of Bradford LGBTQ+ communities: we run four youth groups; groups for older men and women; groups for BME men and women; and a peer support group for asylum seekers and refugees. Finally, we work with voluntary, statutory and private sector organisations offering training and support packages for them and their users in order to develop knowledge, understanding and good practice when they are working with the LGBTQ+ community.

## Development of the LGBTQ+ Inclusion Charter

In 2019, City of Bradford Metropolitan District Council asked Equity Partnership to develop a plan to address inequality and promote inclusion of people from diverse LGBTQ+ communities in Bradford.

While we have come a long way in the fight for LGBTQ+ equality, there is still much more that can be done. Recent research conducted by YouGov on behalf of Stonewall looked at the lives and experiences of LGBTQ+ communities in Britain. It highlighted that both hate crime and discrimination against LGBTQ+ people are still huge problems in all areas of their lives.[[1]](#footnote-1)

In particular:

* One in five LGBT people (21 per cent) have experienced a hate crime or incident due to their sexual orientation and/or gender identity in the last 12 months.
* Almost three in ten LGBT people (28 per cent) who visited a faith service or place of worship in the past 12 months experienced discrimination.
* One in eight trans employees (12 per cent) have been physically attacked by a colleague or customer in the last year.[[2]](#footnote-2)

The negative impacts of this marginalisation on the health and wellbeing of LGBTQ+ people is heavily documented, and was backed up by the recent Stonewall research:

* Half of LGBT people (52 per cent) said they’ve experienced depression in the last year.
* Almost half of trans people (46 per cent) have thought about taking their own life in the last year, 31 per cent of LGB people who aren’t trans said the same.
* One in six LGBT people (16 per cent) said they drank alcohol almost every day over the last year.[[3]](#footnote-3)

This LGBTQ+ Inclusion Charter aims to go some way towards addressing these issues. It is hoped that as more organisations receive the Charter Mark, people from LGBTQ+ communities will start to report increased levels of awareness and recognition regarding their LGBTQ+ identities in their everyday lives and when using services. Organisations undertaking the charter process, and employees of those organisations, will also start to report greater confidence and awareness when delivering services to people with LGBTQ+ identities. As a result, organisations within Bradford will be better able to be safe and healthy places for those from LGBTQ+ communities, and members of LGBTQ+ communities will report a noticeable increase in their health and wellbeing.

1. <https://www.stonewall.org.uk/system/files/lgbt_in_britain_hate_crime.pdf> [↑](#footnote-ref-1)
2. <https://www.stonewall.org.uk/lgbt-britain-trans-report> [↑](#footnote-ref-2)
3. <https://www.stonewall.org.uk/lgbt-britain-health> [↑](#footnote-ref-3)