



FAST STREAM LGBT+ NETWORK



GROWING TOGETHER, STANDING PROUD

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Welcome

Welcome from your Fast Stream LGBT+ Network Chair

Rhys Roberts, Fast Stream LGBT+ Network Chair

Hello and welcome to the Fast Stream!

It takes hard work and determination to reach it to the fast stream and doing so is an achievement you should take pride in! However, the hard work doesn't end here...

The fast stream can be an incredibly rewarding experience and you will be presented with some fantastic opportunities that will help steer your career down the path you want. You will also be presented with challenges and how you overcome them is just as important. As an LGBT+ person, those challenges may be unlike your colleagues and has the potential to snowball into something insurmountable. In my opinion, the people in your support system are your best asset to combat these challenges. Typically, this is friends and family, but for many of us the fast stream has involved moving away from home and entering unfamiliar territory.

Speaking from my own experience the civil service has provided me a safe space where I can bring my whole self to work. To reach that stage has been a journey though and the LGBT+ network has been integral in helping me build that confidence, it has allowed me to develop my skills, build a support system and most importantly educate myself on wider LGBT+/intersectional issues by listening to the experiences of others. When I reflect on the network's progress over the past year I am filled with pride and it has been my pleasure to lead such a talented group of individuals who all share the same commitment to continuous improvement of the Fast Stream experience for all.

I would be remiss not to thank all of those who have contributed to this handbook's creation, especially its author: Niki Wood, who has worked incredibly hard to make this a reality. I really hope that you, the reader, find this handbook informative and it encourages you to engage with the network in the future, in whatever capacity you feel most comfortable with. You can

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join the mailing list, find us on Facebook or Instagram and keep updated on what we're up to, and if you ever need someone to talk to then please get in touch!

Best of luck!



Find us on Facebook:
facebook.com/groups/FastStreamLGBT

Find us on Instagram:

[@fast_stream_lgbt](https://www.instagram.com/fast_stream_lgbt)

Subscribe to our mailing list:
lgbt.fast.stream@gmail.com



Welcome from your Fast Stream LGBT+ Champions



Myles Lester, LGBT+ Champion

Welcome!

I joined the Civil service as a Fast Stream Cohort Leader in Aug 2016 after a 25 year career in the private sector and people often ask me how the two differ. My answer is usually, the commitment to diversity and inclusion. Many private sector companies, particularly small ones, at best pay lip service to diversity and at worst ignore it completely. In the Civil Service, it's central to everything we do.

All of the Fast Stream Cohort Leaders are committed to the goal of making the Fast Stream the most diverse talent programme in the UK and as one of the diversity champions I will be working with all of them to ensure that they understand exactly how they can best support their LGBT Fast Streamers. So if you need any support, at any time on your Fast Stream journey, please do talk to your Cohort Leader or one of the diversity champions, safe in the knowledge that you can speak to them in confidence and that they will always be supportive.

When the opportunity to become a diversity champion arose, I jumped at the chance because I want to help make sure everyone who is part of the Fast Stream feels comfortable to be themselves and proud of who they are. This year for the first time since the 1990s, I marched at LGBT Pride in London and it was with my colleagues from across The Civil Service. What struck me was the huge array of LGBT groups who came together from all parts of the Civil Service to march and celebrate diversity. I hope this guide will go some way towards highlighting the array of support available to LGBT Fast Streamers to ensure you thrive in your Civil Service career.

“Growing together, standing proud.”



Kathryn Mulligan, LGBT+ Champion

Welcome to the Fast Stream! I have an overall interest in diversity and inclusion with a personal connection to transgender awareness. One of my family members transitioned in 1998 when there wasn't a lot of information about transgender identity or the community available. Callie* wrote a heartfelt letter to her family members where she explained her long, hard road to self-acceptance before deciding to transition and was seeking acceptance and understanding from her

family, friends, colleagues and community. Her story was heartbreaking but mostly it was uplifting - hearing about the bravery and courage it took for her to follow her gender identity. I believe diversity awareness should not and does not stop with those who identify within a diversity group, diversity awareness is a global responsibility. I am looking forward to spending more time with the diversity champions in FSET and across the civil service.



Rebecca Wann, LGBT+ Champion

Welcome! I started working for the Civil Service as a cohort leader in 2016 and very soon after became a LGBT+ champion. I feel extremely passionate about ensuring everyone can be their complete self at work. People who can feel relaxed and proud about who they are in the workplace are going to be happier and perform better. Whilst I think that the Civil Service is a fantastic place to work and is committed to diversity, it is the role of the diversity champions to ensure that we do not get complacent and

continuously drive improvements for Fast Streamers. If you have any ideas that you would like to share we would love to hear them!

About this Handbook

This handbook aims to be a comprehensive guide to being LGBT+ in the Fast Stream, both for Fast Streamers who identify within that spectrum and those who don't. It will signpost welfare options as well as outline some of the identity-specific challenges faced by those who identify within the LGBT+ spectrum.

Most importantly, it outlines experiences of Fast Streamers of being included, supported, and accepted within the Fast Stream and Civil Service more broadly. The Civil Service consistently strives to be one of the most inclusive workplaces, and this is shown in our positive ratings by Stonewall and the people stories you will find in this book.

This handbook aims to provoke active reading, and so you will also find several thought experiments included throughout it. Thought experiments are often the easiest way to understand and explain experiences of being LGBT+, and so we have devised a few that you will find in the coming pages. Please feel free to use them to think about your identity and use them to help others engage and understand.

Most importantly, please enjoy the read!



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About the Network

“GROWING TOGETHER, STANDING PROUD.”

Together we support Fast Streamers with the development of professional relationships and provide a safe social space where you can bring your whole self. We proactively develop (and signpost to) resources, and provide the platform to explore development opportunities. We empower our members to be role models, inspiring others to follow their example.

In order to be representative and meet the intersectional and varying needs of the Network, we have appointed Officers and Champions. We hope the committee will continue to grow as we do, but for now please read on for some welcomes from the rest of the Network.



Jordon Zaman – Vice-Chair of the Network

I'm Jordon, and as Vice-Chair of the network, my role so far has involved working with Rhys to re-establish the network and start solidifying and bringing to life its 3 core pillars: development, welfare, and social. These were born out of the scoping questionnaire we commissioned to gather insight into what our fast streamers wanted and needed from our

network, so we hope this is growing into just that. I've also been working to create an LGBT+ mentoring programme for us, and through collaborating with other network members this is really starting to develop into something I'm very hopeful about.

My job role, half way through the HR fast stream, is being an HR Business Partner for the Chief Scientific Advisor's and Chief Medical Officers' groups in the Department of Health and Social Care (DHSC). This entails lots of wonderful challenging things, including setting up EU Exit teams and is definitely providing that 'stretch' and that 'seat at the table' at Senior Management Team meetings, to effectively influence and land strategies and people policies in DHSC. I've found that a sense of community within the workplace provides me with that secure platform to stretch and develop myself, and therefore I can speak for both Rhys and myself when I say that I hope the network can provide that sense of community for our current and

future members. If you have any questions for me, please send them to our inbox marked with my name and I'm happy to have a chat!



Nate Burnikell – Welfare Officer

My role as Welfare Officer is to drive for a supportive and safe culture within the Fast Stream and to push for a scheme that allows LGBTQ+ identifying members to feel safe and accepted as they rotate through the Civil Service. A key part of this role is mapping and signposting where support is available to LGBTQ+ colleagues, either offered via the central Fast Stream, or available through

departments that Fast Streamers are posted in and pushing for change when gaps are identified in these support structures.

I want to begin to build out the welfare offer that we as a network manage centrally and will be exploring the possibility of coordinating support groups or buddy systems through the network. I'm also keen to ensure that I am delivering resources or services that Fast Streamers actually want to see, so please don't hesitate to get in touch if you have any suggestions about what you'd like to see from a welfare perspective! Feel free to get in touch with any questions: nathan.burnikell@faststream.civilservice.gov.uk!



Alejandro – Development Officer

My name is Alejandro and I am the Development and Opportunities Officer for the Network. My vision for this role is to both encourage LGBTQ+ Fast Streamers to be strong leaders and role models within the Civil Service, and to provide opportunities to develop the skills and networking opportunities needed to reach their professional goals.

Some of the initiatives I will be working on for this to happen include a 'buddying' system followed by a Mentoring Scheme, with both accompanied by a forum to share development opportunities and other events and initiatives that may be beneficial to LGBTQ+ FSers.

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If any of those seem like they could be of interest to you and you'd like to be involved, or if you have any other questions, I'd encourage you to get in touch with me through alejandro.timon-terren@faststream.civilservice.gov.uk ! Looking forward to hear from you.



Marcus Belli – Social Officer

I'm Marcus, and I look after the network's social calendar. I'm a Project Delivery Fast Streamer myself, so I love an opportunity to get some dates on paper and organise something!

Full disclosure: I'd never been involved with any LGBT+ network before joining the Fast Stream, and I'm famed among my friends for my socially-awkward nature, so I'm the last person you might expect to find in this role –

but hopefully I'm proof that our network's a little different.

Since joining the Network, I've seen it go from strength to strength, and I love it when one of our socials brings in a new face. Of course not everyone can make it to every event - which is why my role also incorporates a communications element, leveraging social media to make sure that those of us in regional postings are able to share in what the network is doing. Ultimately, my aim is to help the network to offer a range of socials and events that is as diverse as our membership, offering something for everyone – be it a visit to a museum, a lunch-and-learn session, a trip to the pub or a coffee morning. I strongly believe that it's the best way to build a cohesive community that most accurately reflects the full spectrum of LGBT+ people (and allies!) in the Civil Service – and I would love to see you at one of our events.

If there's anything you'd like to ask – or if you've got an idea for a great social – drop me a line at marcus.belli@faststream.civilservice.gov.uk



Tom Flynn – Network Liaison Officer

I'm Tom, the Network Liaison Officer. My role is to develop relationships between our network and others. I identify new opportunities and make links that benefit our members and promote the network across the Civil Service. This network has been a huge part of my being

able to feel like I can bring my whole self to work and inclusion is at its core. I hope that it will be the same for you!

I am an HR Fast Streamer in my first placement at the Ministry of Defence (MOD). When I started at the MOD, however, I was truly scared about what I'd experience as a queer man. I can empathise with anybody who is concerned by starting somewhere new. Even so, I have been met with nothing but acceptance and warmth. Get in touch if you ever experience any apprehension or anxieties about work. I am happy to discuss, over coffee, the phone, or to signpost you to further support. If you have any questions for me, please send them to our inbox marked with my name and I'm happy to have a chat!



Karan Katoch – BAME Champion

I'm Karan and my role is to better understand how the intersection between sexuality and ethnicity creates a different set of experiences to Fast Streamers. Increasing a BAME presence on the network is vital to creating an inclusive workplace to all LGBT+ groups. My first goal is to hear from as many BAME and LGBT+ people as possible regarding: what you would want to see more of on the Fast Stream; what your concerns are and any ongoing

issues that you would like to discuss. Gathering these key insights will allow the network to map the terrain and see where we can do more for our community.

I'm looking forward to hearing from and meeting more of you soon! Please drop me an email at karan.katoch@faststream.civilservice.gov.uk if you have any questions or matters that you would like to discuss!



Emily Coleridge – Women's Champion

I'm Emily and my role is focused on promoting the needs of all self-identifying women within the network. My main aim is to encourage more self-identifying women to join the network; ensuring there is fair representation and that female voices are being heard at committee level. I would also like to put on more network

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events aimed at women; including a monthly meet up for lunch, a mentoring circle with SCS, and targeted L&D focused on increasing confidence. I will also be linking up with the Fast Stream Women's network so that we can fully support LGBT+ women on the Fast Stream. Get in touch with ideas for what you would like to see or any questions you have:

emily.coleridge@faststream.civilservice.gov.uk

I haven't been on the fast stream for long or the network for that matter but I am looking forward to helping the network evolve over the coming months and meeting current/future members.



Laura Bell – Bisexual Champion

I'm Laura and my job is to take an active role in the discussions around our strategy to ensure that the needs and experiences of our bisexual members are reflected in the aims and actions of the network. This includes supporting projects and events that are accessible and inclusive, as well as liaising with the other champions to consider intersectional impacts of other diversity characteristics. I am also here to challenge stereotypes and biphobia from both within and outside of the LGBT+ community, and as such I am happy to discuss and can sign-post to support if you are experiencing any issues within the workplace.

I have found the Civil Service to be very open and inclusive but found the various LGBT+ groups a bit inaccessible when I first joined. In the past year the Fast-Stream LGBT+ network has flourished into an active, structured community that I am proud to champion. I'm very happy to receive any suggestions or queries you may have. Drop me an email if there is anything you want to discuss: laura.bell@voa.gsi.gov.uk

Lesbian

Identifying as a gay woman brings with it unique challenges. Whether those be stereotypes that are foisted upon individuals identifying as a gay woman, or being somewhat of a 'forgotten' identity in terms of the wider spectrum. Identifying as a gay woman can be especially challenging due to the intersectionality between your gender and sexual identity, both in terms of access to opportunities but also in terms of social pressures or frequent (heterosexual) fetishisation of this identity. The stigmas women face about appearance and dress become entwined with those of sexuality, playing off of fairly prescriptive concepts of what someone identifying as this way should look like and how they should act. This can be stressful, and choosing how to present oneself becomes a conflict. It also contributes to the 'invisibility' of femme women within the community.

The Fast Stream acknowledges that visibility for gay women presents challenges, with resources in the LGBT+ community frequently aimed towards the 'G' of the spectrum, and/or those people most visibly engaged in LGBT inclusion often being men. The Fast Stream ensures full understanding of the needs for each aspect of the LGBT+ spectrum, and promotes full availability and inclusivity of its resources available. We strive to ensure full representation and tailor our events, resources, and opportunities to suit everyone. The Fast Stream Network is focusing on empowerment of its female members, and has been developing projects to address this and looking for better ways to encourage and ensure full representation.

“

We are both 'the girl' in the relationship. That's kinda

”

the point.

-Anonymous

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People Story: Jessica Nangle, Second Year Generalist

I struggled with coming out at work for some time, both before and after joining the fast stream. But support from the civil service (both formally through the D&I policies and communications, and more generally with the inclusive mindset of my colleagues) has given me courage to be more open about my relationships and orientation. While I was coming to the decision to come out, I discussed my anxiety with my Action Learning Set, who could not have been more positive and encouraging. Another person in my set is also part of the LGBT network, and gave me practical advice about how to come out without any drama (that I previously thought would arise). The rest of the group assured me that they wouldn't change their opinion of me or anyone else who wanted to come out, and gave really useful perspectives (including that one of their permanent secretaries is gay, which I had no idea about!).

Coming out has been a positive experience, people don't ordinarily react differently to me saying 'girlfriend' than if I had said 'boyfriend'. The only times when I get a different reaction is when the people have something good to say – like sharing that they are LGBT+ too or recommending good gay bars to visit!

People Story: Hannah Price, Second Year Generalist

When I first joined the civil service, I was pretty reticent about coming out. From the grandeur of the buildings on Whitehall, to the fact that Ministers still use the red boxes for their papers, a lot of things about the civil service can feel a bit archaic. In that environment, I wasn't sure if people coming out was the done thing. My view changed pretty quickly though once I'd settled in and started to get to know my team. The civil service draws from a wide range of people, but my experience has been that people are generally pretty progressive. I've worked with a decent number of colleagues who have been openly gay or bisexual, and some of the Departments I've been placed in have had senior leaders who are openly gay or outspoken allies.

All of this has contributed to my experience of the civil service as a really tolerant place to work. Whilst I'm not the kind of person who's super forthcoming about their personal life, I've never felt that I couldn't come out to a colleague if I wanted to. Being a fast streamer can be stressful in a lot of ways, but coming out is not something I've ever stressed about, and knowing that has been really reassuring.

Gay

Identifying as gay brings specific challenges, from health stigma to socially conditioned reactions or expectations, which may make expressing your identity difficult to those around you. Stereotypes can make choices such as how to act in different situations and managing people's perception of you to be stressful, as expectations and assumptions may result in feelings of exclusion or invalidity. The intersectionality (and often the contrast) of gender stereotypes and sexual identity stereotypes can further add to the burden of how you express yourself, as well as your level of comfort with sharing information about your public or private life. The need to 'constantly come out' as your partner's gender is assumed, or sexual identity is misattributed can be exhausting, especially on a rotational programme.

The Fast Stream is socially intelligent and the Civil Service more broadly stands against any stigma. Fast Stream LGBT+ Network support and resources are consistently available, and there is a zero tolerance policy for any discrimination encountered.

“

With the whole gay thing, I've had zero reaction, which says something beautiful about our generation

”

and how things are getting a little bit better.

-Sam Smith

People Story: Tom Bingham, Second Year Generalist

I never thought that I would want or need to be part of an LGBT+ Network. I was never part of the Pride society at Uni which I associated with being cliquey (and rather dull!). Despite this, on joining the Fast Stream and hearing of the LGBT+ Network I was eager to join; having moved down from remote Derbyshire and not knowing anyone in London, I wanted to build up a group of friends to both network

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with professionally and hang out with personally. Since joining my first network meeting, I have been an active participant and been able to add genuine value to various different workstreams – something I have taken real satisfaction from (and been credited for in my End of Posting Reviews). More importantly though, today I’ve become far more comfortable in my own skin; and to quote Civil Service idioms to you; I genuinely feel that I am able to ‘bring my full self to work’ because of the support of the Network that I never knew I needed.

People Story: Terinder Bhargal, Second Year Economist

You’ll be pleased to know that my experience as a gay male from an ethnic minority background on the Fast Stream has been positive! I’ve previously worked in graduate schemes that didn’t have an LGBT+ network and I missed the feeling of a sense of community compared to what I had at University.

Starting my career in the Civil Service, I wasn’t sure what would be offered for someone from an LGBT+ background. That was made more difficult where being on an Analyst Fast Stream, we’re departmentally managed and not given a formal induction. I was lucky that a fellow fast streamer in my team made me aware that Defra had an LGBT+ section on the intranet and we started to attend the monthly socials hosted by the Civil Service Rainbow Alliance.

When I started 2016, whilst the LGBT+ Fast Stream Network did exist, events were quite sparse and focused mostly on the occasional drinks. Fortunately Rhys put some initiative into reviving the network and I got involved from the start with other Fast Streamers, to bring the network into what it is today. I worked with other members to develop a scoping questionnaire. The objective was to identify what people really wanted out of the network to make it sustainable. This has led to the development of interactive workshops, LGBT+ Champion positions and great socials being organised.

My experience so far has been great. There’s still work to be done such as encouraging greater participation of Women, Trans, non-binary and BAME members (both Fast Stream and wider Civil Service). But I’m proud of what the network has achieved so far, and the Civil Service really is a great place to work!

Bisexuality

Bisexuality is attraction to people of more than one gender. Identifying as bisexual (or pansexual, or any other name for attraction beyond gender), can be both more and less challenging than other identities. It can be hard to define, and harder to explain. Imagine telling someone about your pets you've had in the past few years, only to be told you can't simultaneously like dogs and cats. You don't really look like a dog owner. And, given that you currently only own a cat, clearly you are a cat person who had a dog in the past. This is often the reality faced by those who identify as bisexual, with different experiences driven by your gender identity. For those who identify as female, bisexuality can often feel fetishised. For those identifying as male, it's often stereotyped as being a temporary identity on the journey to gay. It can be challenging to explain that it is a sexuality that exists beyond the gender of your partner: that you're not flipping between two binary states. It can be a struggle of being not-quite-gay enough or not-quite-straight enough, resulting in exclusion and feeling like you don't quite belong anywhere. This often translates into concerns over access to LGBT+ opportunities and resources, transpiring in 'am I LGBT+ enough to access this?' questions arising.

Bisexual visibility, belonging, and access to support and resources are things that the Fast Stream LGBT+ Network is acutely sensitive to. We would like to emphasise that our support and opportunities are available to everyone across the spectrum, and that we are inclusive of all. The Civil Service has pioneered inclusive behaviours, and so bi exclusion is something that we strive to avoid.

Whilst our workstreams are cross-spectrum, many departmental networks celebrate Bi Visibility Day: a day to bring awareness to bisexuality and the invisibility that is often faced in both straight and gay communities.

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“

All you need to validly be bi is to identify! It's so true

”

it rhymes.

-Ashley Mardell

People Story: David Armstrong, 2nd year European Fast Streamer

In my old job, I never told anyone I identified as bisexual. It didn't feel like a particularly big deal at the time - after all, why was it anyone's business who I fancied? But over time, being regularly misidentified as straight, and not feeling able to correct it, contributed to me feeling like I was lying about who I was. Gradually I realised that not feeling able to be open about being bisexual eroded my sense of belonging at work. Each time I was incorrectly labelled as straight and didn't correct it I felt I was telling a small lie, and over time they built up. Since moving to the civil service, thanks to the emphasis it places on inclusion and being yourself at work, I can be open about my bisexuality, and this has helped me feel more accepted, happy and be more myself at work.

People Story: Emily Miles, Director in DEFRA

I'm a director in Defra, I sit on our Executive Committee, I've been a civil servant for 17 years, and I identify as bisexual. I've been open about this at work for only a couple of years. The reception from my colleagues when I came out, via a blog promoting diversity characteristic declarations, was very warm and encouraging. I've had – literally – no awkward comments or 'biphobic' reactions. I've also discovered a welcoming and supportive LGBT+ community on Twitter, and in departments. I would have kept my sexual identity to myself, but two things persuaded me: firstly that I was senior and I wanted to use that privilege to communicate a strong message about inclusion; and secondly because I wanted to be honest about who I was – and not be afraid of a 'secret' being found out. One's sexuality is an incredibly personal thing to talk about, but I'm now slightly more relaxed about being me at work than I was before.

Visibility: a Thought Experiment

Sometimes the best way to explain what you experience - and indeed understand yourself - is to use a thought experiment. We have devised a few that you will find in this Handbook, please feel free to use them to think about your identity and use them to help others engage and understand. Below is one that helps consideration of bisexual visibility.

Those who identify as bisexual frequently find themselves misunderstood, and lacking a sense of belonging in the straight and LGBT+ worlds due to their 'not-quite-gayness' and 'not-quite-straightness'. The worry of not seeming gay enough when in a mixed sex relationship and the worry of not being straight enough when in a same sex relationship are frequent – the worry that they will never be properly seen as their demographic, and instead in 'phases' or flipping between two options. To help someone understand these issues, the children/work/nationality thought experiment helps. Multiple options below allow for different formats to pose this.

"What is a parent?" / "What is a civil servant?" / "What is a nationality?"

Follow up:

"But, does being a parent persist over time? Surely a parent is still a parent independent of the presence their children. They are a parent even when their children leave home. They may not *seem* like a parent in mannerisms, when at the shops, or sitting at home, but this doesn't mean they aren't one and shouldn't be responded to as if they are one in appropriate contexts. You would not think, imply, or say 'well, you may claim to be a parent but I don't see you with a child, so maybe you aren't that right now?'"

"But, does being a civil servant persist over time (within their contract)? Surely someone is still a civil servant even when they leave their department and go home? They may not *seem* like a civil servant in mannerisms, when at the shops, or sitting at home, but this doesn't mean they aren't one and shouldn't be responded to as if they are one in appropriate contexts. You would not think, imply, or say 'well, you may claim to be a civil servant but I don't see you with your identity badge nor are you in your place of work currently, so maybe you aren't that right now?' "

"But, does being a nationality persist over time? Surely someone is still British when they hold dual nationality or are living abroad? They may not *seem* British in mannerisms or when engaging in non-British cultural

activities, but this doesn't mean they aren't British and shouldn't be responded to as if they are in appropriate contexts. You would not think, imply, or say 'well, you may claim to be British but you're not in England nor are you drinking tea so maybe you aren't that right now?' “

Gendered Language: a Thought Experiment

This thought experiment helps people really consider how deeply entrenched gendered vocabulary is in our language. This is relevant not just in questions of gender identity, but also in terms of transition, genders of partners, family member orientation, etc. It helps raise understanding of pronoun use, but also the necessity of vagueness. Give it a go, and try it out on colleagues!

“Can you describe your weekend without using any gendered vocabulary?”

For example, 'I went to see my mother for lunch, which was really lovely. She's passionate about a book she's reading on social housing that my sister's girlfriend lent her. She wants me to read it as she feels it's relevant to my work.'

This quite easily becomes 'I went to see one of my parents for lunch, which was really lovely. They're passionate about a book they have been reading on social housing that my sister's partner lent her. They want me to read it as they feel it's relevant to my work.'

Transgender, Non-Binary, Intersex

What does it mean to be transgender?

Transgender is a term used to describe people whose gender identity differs from the sex they were assigned at birth. Gender identity is a person's internal, personal sense of being a man or a woman (or boy or girl.) For some people, their gender identity does not fit neatly into those two choices. For transgender people, the sex they were assigned at birth and their own internal gender identity do not match.

People in the transgender community may describe themselves using one (or more) of a wide variety of terms, including (but not limited to) transgender or transsexual. Always use the term used by the person.

While the visibility of transgender people is increasing in popular culture and daily life, the community still faces severe discrimination, stigma and systemic inequality ranging from lack of legal protections, to healthcare barriers, to lack of accurate legal documents to harassment and stigma. This is further exacerbated by their identity not being respected, pronouns misused, and alienation while transitioning. The Civil Service has a zero tolerance policy for discrimination and does whatever it can to ensure those identifying as trans, non-binary, and intersex are supported in full. Many departments are introducing policies to make transition easier for those undergoing it, and forms are being altered across the board to be inclusive and socially intelligent.

What does it mean to be non-binary?

Although people tend to think of gender as a strict binary (the idea that people are either men or women), in reality people are more complicated than that - and that's where non-binary people come in! A non-binary person is someone who identifies as something other than entirely a man or entirely a woman. This may mean that they feel more like a combination of both ('androgynous'); or that they feel like a man on some days, a woman on others, and/or a combination of the two at other times ('genderfluid'); or that they simply have no gender at all ('agender'). You may also have heard the word 'genderqueer', another, less formal term that some people prefer to

‘non-binary’. These are only a few of the words that non-binary people use to describe themselves- gender can be seen as a broad spectrum, and there are as many words to describe specific identities as there are places on that spectrum. Check out www.Nonbinary.org for more information on specific identities.

Is being non-binary the same as being transgender?

Well, yes and no. Some non-binary people consider themselves transgender (or ‘trans’), and others do not. However, non-binary people face similar challenges to binary transgender people. As with binary transgender people, many non-binary people experience gender dysphoria (a sense of disconnection from their assigned gender, and often from their bodies, that can lead to very low moods). They may take steps similar to those taken by binary transgender folks in order to feel more comfortable, including:

- Changing their name to something more gender-neutral, or using different names depending on the gender they currently identify more with
- Asking those around them to use gender-neutral pronouns (for example, instead of ‘he/him/his’ or ‘she/her/hers’, they might prefer ‘they/them/theirs’ or ‘ze/hir/hirs’)
- Using a gender-neutral title such as ‘Mx’ (pronounced ‘mix&’ or ‘mux’) instead of ‘Mr’, ‘Mrs’, or ‘Miss’
- Adopting a more gender-neutral presentation (their clothes, hair, etc.)
- Seeking hormone therapy, typically using lower doses than binary transgender people
- Undergoing voice training
- Seeking surgery to change certain parts of their body (e.g. having their breasts removed, having their genitals surgically altered)

However, like any group of people, those who identify as non-binary are a diverse bunch - not everyone experiences dysphoria to the same degree, if at all, and the amount of dysphoria a person feels doesn’t necessarily determine the changes they make. It all depends on the individual person, and what they feel they need to do to feel more comfortable and express themselves fully. Feeling dysphoria isn’t a condition that needs to be met to call yourself non-binary, and nor is identifying as transgender - no one

should have to feel that they aren't 'dysphoric enough' or 'trans enough' to define themselves as non-binary.

What does it mean to be intersex?

Intersex people are those whose biology does not meet our society's traditional definitions of sex and gender. Their genitals can look different, or not — sometimes their genitals look like any other boy or girl. They may not find out that they're intersex until puberty because their internal reproductive anatomy is atypical rather than being externally visible. There are many forms of being intersex: the designation of the term actually refers to more than 30 different variations in which a person's reproductive anatomy and/or genetic makeup doesn't fit society's traditional definitions of sex and gender. For instance, an individual identified as a girl might be born with a larger clitoris or without a vaginal opening, and an individual identified as a boy may be born with a micro-penis or a scrotum that resembles a labia, according to the Intersex Society of North America. A person could also be born with 'mosaic genetics', meaning that some of their chromosomes are XX (female) and others are XY.

Although being intersex is relatively common, there remains a startling lack of awareness among the general population. Even as our culture has made strides toward greater understanding and acceptance of transgender rights, intersexuality remains under-recognized and taboo. The challenges faced by those who are intersex are broad, from medical barriers to social stigma. Often those who are intersex have had forced surgery at a young age due to the low level of medical knowledge in the area. The Civil Service strives to be an inclusive employer and has zero tolerance for any discrimination.

Welfare and Resources

There are a variety of resources and welfare available for those who identify as trans, gender non-binary, or intersex, both on the Fast Stream broadly and within the Network. The Fast Stream has three LGBT+ reps within the cohort leader group who are always available for advice, questions, or support as needed. To contact them, please use the emails below:

Myles Lester
Kathryn Mulligan
Rebecca Wann

myles.lester@cabinetoffice.gov.uk
kathryn.mulligan@cabinetoffice.gov.uk
rebecca.wann@cabinetoffice.gov.uk

“Growing together, standing proud.”

“

It’s such a wonderful moment in my career and for my community—there’s been a tipping point of taking control of our own narratives with unprecedented visibility. But I’m an artist, and even before I knew I

”

was trans, I knew I was a performer.

- Laverene Cox

“

It was important for me to make this declaration now, based on where I am in my life. I want to live authentically as who I am and help to break down the stigma that intersex persons face — but also to use the profile that I’ve built through modeling to give back

”

to those without a voice

- Hanne Gaby Odiele

Identity: a Thought Experiment

This thought experiment aids consideration of identity, and the struggles of having to tick a box to gain access to everyday things.

This thought experiment involves a student loan form, altered such that those who don't identify as LGBT+ can identify with what those in the LGBT+ community often encounter when having to fill in a form. More broadly, this highlights the difficulties with our traditional approach to forcing people into binary boxes of identification.

Please see overleaf for the thought experiment.



Section 2 Personal details

Personal details

a	Title	<input type="checkbox"/> Mx <input type="checkbox"/> Sgt <input type="checkbox"/> Duke <input type="checkbox"/> Reverend <input type="checkbox"/> Dame
	Forename(s)	Click here to enter text.
	Surnames	Click here to enter text.
	Are these names the names you were born with?	<input type="checkbox"/> Yes <input type="checkbox"/> No
	Sex	<input type="checkbox"/> Intersex <input type="checkbox"/> Other
	Gender	<input type="checkbox"/> Agender <input type="checkbox"/> Bigender <input type="checkbox"/> Genderqueer <input type="checkbox"/> Hijra <input type="checkbox"/> Non-binary <input type="checkbox"/> Two-spirit
	Do you identify as cisgender?	<input type="checkbox"/> Yes <input type="checkbox"/> No
	Sexual Orientation	<input type="checkbox"/> Asexual <input type="checkbox"/> Bisexual <input type="checkbox"/> Gay <input type="checkbox"/> Lesbian <input type="checkbox"/> Pansexual <input type="checkbox"/> Queer <input type="checkbox"/> Questioning
	Place of birth (the name of the town or village)	Click here to enter text.
	Nationality	<input type="checkbox"/> Algerian <input type="checkbox"/> Croatian <input type="checkbox"/> Japanese <input type="checkbox"/> Tanzanian <input type="checkbox"/> Other, please state: Click here to enter text.
	National insurance number	Click here to enter text.

Identity evidence details

b1	Do you hold a UK passport?	<input type="checkbox"/> Yes <input type="checkbox"/> No
b2	Provide the following details from your UK passport, which must be currently valid and not expired (this is the easiest way for you to verify your identity and means you do not need to send us your passport). If your passport is not valid or has expired go to b3	
	Passport number	Click here to enter text.
	Forename(s)	Click here to enter text.
	Surname	Click here to enter text.
	Date of issue	Click here to enter text.
	Date of expiry	Click here to enter text.
	Sex	<input type="checkbox"/> Intersex <input type="checkbox"/> Other
	Is the sex listed in your passport your gender identity?	<input type="checkbox"/> Yes <input type="checkbox"/> No

Intersectionality

We all have different aspects of our identities. Being LGBT is only a part of who you are, however important that part might be! Intersectionality is about the different aspects of us that add up to make us who we are, and the potential barriers we may face due to being part of more than one disadvantaged group. For example, you may have experienced discrimination for identifying as part of the LGBT+ community, but in addition, you may have faced vulnerability from being LGBT+ and of a certain gender identity, ethnic minority, having a health condition, and similar identity facets.

There's a whole host of other Fast Stream networks and champions to support the other sides of your identity which you can get involved in, too. We hope these networks can help every part of your identity feel respected and acknowledged within the organisations we work in

BAME

We are 100+ current and former Fast Streamers of all ethnicities. We have a central organising committee responsible for events, communications, advocacy, mentoring schemes, relationships with external partners and representation in cross-government initiatives.

FS Network:

BAMEFastStreamNetwork@gmail.com

Senior Sponsors:

margaret.bent@cabinetoffice.gov.uk
preema.saide@cabinetoffice.gov.uk

Carers Network

The FS Carers' Network is the newest addition to the Fast Stream Diversity Network Groups. The network is here to represent all FSers who have caring responsibilities of any type, who might have responsibilities in the future, or those interested in getting involved.

FS Network:

fscarers@gmail.com

Senior Sponsor:

sue.johnson1@cabinetoffice.gov.uk

Disability

The Fast Stream Disability Network is there to guide and assist disabled (visible or not) fast streamers through their placements and time in the Fast Stream as well as providing a platform for disabled fast-streamers to share their views of the Scheme and network with their colleagues. We aim to be a friendly, helpful and inclusive network that's growing and run by two Fast Streamers - Emily (2nd year generalist) and Hasan (3rd year commercial fast streamer).

FS Network:

disability.faststream@gmail.com

Senior Sponsors:

darren.grundy@cabinetoffice.gov.uk

amy.crean@cabinetoffice.gov.uk

Faith

Though there are Fast Stream faith sponsors, there are no networks for the individual faiths. The details for the Civil Service wide networks for the main faiths are here:

Christianity

info@christiansingovernment.org.uk

Islam

csmuslimnetwork1@gmail.com

Judaism

<https://www.facebook.com/groups/jewishcsnetwork/>

Sikhism

Sikhsin.Government@fco.gov.uk

Senior Sponsors:

rod.achilleos@cabinetoffice.gov.uk

graeme.andrews@cabinetoffice.gov.uk

Mental Health Champions

The aims of the Mental Health Champions are raising awareness of mental health issues among the Fast Stream community, building expertise, supporting colleagues, and collaborating across government, including working with the cross-government Mental Health Network.

Senior Sponsors:

cecilia.daorno@cabinetoffice.gov.uk
joanne.mills@cabinetoffice.gov.uk
dean.wallace@cabinetoffice.gov.uk

Social Mobility

The Fast Stream Opportunity Network (FSON) is a network with over 400 members which supports increasing social mobility on the Fast Stream, and highlights barriers those from lower socio-economic background face throughout the scheme'.

FS Network:

fs.oppnet@gmail.com

Senior Sponsor:

baljinder.kaur@cabinetoffice.gov.uk

Fast Stream EU Nationals Network

The Fast Stream EU Nationals Network (FS EUNN) is an inclusive diversity providing support to EU (including EEA) Nationals in the Fast Stream, as well as their relatives, friends and others that may face similar issues.

FS Network:

alejandro.timon-terren@faststream.civilservice.gov.uk

Senior Sponsor:

cecilia.daorno@cabinetoffice.gov.uk

People Story: Lucy Pedrick, EU Exit Team, MHCLG

We all have multiple identities which contribute to who we are. We're shaped by our families, our interests, our communities – and yes also by our “protected characteristics”. All these threads to our identity are like the different layers of an onion.

“Growing together, standing proud.”

I came out as bisexual, at work, when I was 22. But it's taken me a lot longer to start talking openly about some of the other layers to my onion. I also live with Depression and have Asperger's Syndrome, which affects the way that I think as well as my experience and response to different environments. All three of these layers – my sexuality, my mental ill-health, and my disability – are not visible when you look at me. In some ways that means that I experience fewer difficulties at work, but it also means that when I do experience exclusion, it might be much less obvious to people around me.

None of us want to be defined by any one of our identities, but that doesn't mean we want them to be ignored either. We shouldn't have to choose whether we are LGBT+, disabled, have a mental health condition, or are a sportsperson. We are all more than one thing at any one time. Inclusion is about making space for people's whole selves – not just one layer of their onion.

My best experiences at work have been where I've felt welcome as a whole person. From speaking at DCLG's World Mental Health Day event about LGBT+ mental health, to going for coffee with one of my favourite colleagues who knows exactly how it feels to be both bisexual and live with an invisible disability. These moments allow me to feel that I don't have to choose one layer of who I am to wear as a lanyard or badge for everyone in the office to box me in as one thing rather than the other. And that's what intersectional inclusion is all about.

Welfare at Work

LGBT+ on the Fast Stream – when problems arise

The Civil Service is publicly committed to supporting equality and diversity at all levels. We have a Diversity and Inclusion champion for the whole Civil Service (Sue Owen, Permanent Secretary for the Department for Digital, Culture, Media and Sport), cross-Civil Service networks, as well as champions and networks within Departments and Agencies.

The Civil Service is a modern and diverse workplace, committed to promoting and ensuring equality and valuing diversity. In 2017 it launched its Diversity and Inclusion Strategy, forming a pathway to becoming the UK's most inclusive employer by 2020. With allies and representatives across the Civil Service, from Permanent Secretaries to junior officers, we ensure to build and promote an LGBT+ inclusive space where every civil servant can bring their whole selves to work every day.



Sue Owen, Richard Heaton, & Clare Moriarty Permanent Secretaries, attending London Pride with Civil Service Colleagues from the Civil Service Rainbow Alliance (CSRA, now 'Civil Service LGBT')

“Growing together, standing proud.”



“We all need to encourage the right behaviours in both our current and future leaders to ensure that we value and promote different characteristics of all our people. My passion is to create a culture and environment that is inclusive and delivers the opportunity for personal growth and professional development for all.

I love this quote: "Organisations that maintain their core values are those that stand alone, stand apart, and stand for something!"

- Jacqui Toogood, Head of Talent Management: Fast Stream and HR

Nevertheless, it is still possible that one might experience discomfort or feel they are being treated differently.

In the 2017 Civil Service People Survey, 2% of LGB+ Civil Servants said that they experienced discrimination at work in the last year, but that is still unacceptable. LGB+ Civil Servants were also less likely to report problems and less likely to think that the issue was resolved. (Unfortunately we don't have results for trans Civil Servants as information wasn't collected on this characteristic).

Civil Servants at work are protected by The Equality Act 2010, which protects us from direct and indirect discrimination, bullying, harassment and victimisation on the basis of our sexuality and gender identity (as well as other protected characteristics including age, sex, ethnicity, religion or belief, disability, marriage and civil partnership, and pregnancy and maternity). It also protects based on perception and association, which means it also covers you if someone treats you differently because they think you're LGB+ or if you are connected to someone who's LGB+, whether or not you're not LGB+ yourself. This may be particularly relevant if you're not out at work.

There's lots of useful guidance out there to support you if you're experiencing problems at work. The Stonewall website (<https://www.stonewall.org.uk/help-advice/discrimination/discrimination-work>) has a great explanation of the different experiences which are covered by legislation, and general advice on how to report problems you

experience, including internal grievance procedures, and external Employment Tribunals.

Each Department and Agency has its own Human Resources processes. They are broadly similar, but specifics may vary. Departmental and Agency LGBT+ networks will often be able to provide support based on their knowledge of the particular organisation. If you're trans or intersex, you can also contact a:gender (<http://www.agender.org.uk/>). Union members can get support and advice from their union. The Fast Stream LGBT+ network chair can also provide informal support.

If you're on a corporate stream you're employed by the Cabinet Office, but you are likely working in a different Department or Agency. This can make things a little bit complicated! The best rule of thumb is to follow the processes of wherever the problem is, even if that isn't your direct employer. If you're unsure on what to do, the Fast Stream LGB and Trans champions can help.

If you do have problems, whatever advice and support you seek out, the first step is to document your experience, including a date and time, as soon as possible. If you're not ready to share this with anyone immediately, an email you send to yourself can be a helpful method, as this will automatically provide a timestamp.

We hope this information helps you feel better prepared if you are ever uncomfortable at work. Lots of LGBT+ people have really positive experiences in the Civil Service and on the Fast Stream, and we hope you do too, but just in case, don't forget that the support is here for you.

Our champions are:

Lesbian, Gay and Bisexual:

Myles Lester

myles.lester@cabinetoffice.gov.uk

Transgender:

Clare Havelock

clare.havelock@cabinetoffice.gov.uk

Kathryn Mulligan

Kathryn.mulligan@cabinetoffice.gov.uk

“Growing together, standing proud.”



"I'm proud to have the opportunity to contribute some comments to this Fast Stream LGBT+ guide. It's a fantastic example of how Fast Streamers come together to support and help each other. The Fast Stream creates the leaders of the future. That future is one where the Civil Service must represent modern Britain in all its diversity. My drive is to support and challenge the Fast Stream to do the best it can for its LGBT+ staff. I want everyone to have the most positive experience possible on the Fast Stream.

I consider myself an ally. My personal commitment to you is to be part of your support system. If you are experiencing issues at work then please do contact me."

- Gregg Hobbs, Deputy Director, Head of Fast Stream and Early Talent

Allies

Being a straight ally is one of the most important ways to support the Network and those who identify as LGBT+ if you yourself do not identify that way. Whilst this handbook has aimed to be informative for both those who identify as LGBT+ and those who don't, there are further ways to be a supporter.

'Straight ally' is a term used to describe heterosexual people who believe that those under the LGBT+ umbrella should experience full equality in the workplace. Good straight allies recognise that everyone performs better if they can be themselves, and use their role within an organisation to cultivate a culture of inclusion. Straight allies might be a Permanent Secretary or a colleague in a team. Either way, they recognise that everyone is responsible for a culture of inclusion, not just those who identify as LGBT+

"I wanted to be the straight ally of LGB&Ti Civil Servants because it gave me the chance to help ensure that:

1. Someone's sexual orientation or gender identity is not a barrier to being recognised for their skills, talent, and expertise.
2. We role model the leadership and behaviours that enable people to choose to come out at work, in the knowledge they will continue to be treated with respect and valued.
3. I promote work that makes the Civil Service more LGB&Ti inclusive."

- Sue Owen, Permanent Secretary of the Department for Media, Culture, and Sports



There is plenty of Allies Training available within the Civil Service - reach out to your departmental LGBT+ Network or cohort leader to see if you can enroll. Some departments even have their own allies network, so please do ask of your departmental LGBT+ Network to see if this is the case. If you're

an ally and interested, the Fast Stream LGBT+ Network events are open to all, please feel free to join and support!

Someone I know just told me they’re Gay, Lesbian, or Bisexual - what can I do to support them?

Most importantly, first of all, accept that this could be a big step for the person, and crucially accept that this is the truth. Coming out can be challenging for individuals, and hard to empathise with if one is straight. It can be tempting to ask lots of questions but be aware that this could feel invasive or alienating for the person who has felt comfortable enough to tell you this part of their identity. Be supportive and remember that this information in no way changes who this person is. There are plenty of resources online as to how to be an effective ally, and allies training is being rolled out - keep an eye out or ask the Fast Stream or relevant departmental LGBT+ Network for where to find it.

Someone I know just told me they’re Trans or Non-Binary - what can I do to support them?

First of all, accept that they’re telling the truth. The idea of trans or non-binary gender can seem strange if you don’t identify with it yourself, but try not to judge or question their identity. It can also be tempting to ask a lot of questions about what it feels like to be non-binary, but try not to do this too much - it can be daunting to have to answer questions about something so personal. There are plenty of resources online, like the links in the relevant section in this book, to help you understand trans and non-binary gender without putting anyone on the spot. Ask if they have a particular name and/or set of pronouns that they’d prefer you to use, but also ask whether there are any people they **don’t** want you to use those in front of - they may not have told everyone about their gender, and it should be up to them to come out to others at their own pace. Other than that, just be a good friend, and be supportive of whatever decisions they make regarding their gender.

Find Your Local Network!

As well as having the support of the Fast Stream LGBT+ Network, you can join departmental LGBT+ networks during your posting. Every department has a network, some more active than others. They can be a great way to make contacts as you're finding your feet in a new work environment, or demonstrating leadership qualities by taking on a committee role.

Cabinet Office

lgbt@cabinetoffice.gov.uk

Business, Energy and Industrial Strategy

LGBT+@beis.gov.uk

Department for Environment, Food and Rural Affairs

defra.lgbtn@defra.gsi.gov.uk

Department for Exiting the European Union

lgbtq@dexeu.gov.uk

Department for Education

DfE.LGBT@education.gov.uk

Department for International Development

a-garnett@dfid.gov.uk *(current network lead)*

Department for International Trade

lgbtnetwork@trade.gov.uk

Department of Health

dh-prism@dh.gsi.gov.uk

Department for Transport

DfTcLGBTplusNetwork@dft.gsi.gov.uk

Department for Work and Pensions

dw.pride@dpw.gsi.gov.uk

Environment Agency

lgbt.network@environment-agency.gov.uk

HM Treasury

lgbt@hmtreasury.gsi.gov.uk

Home Office

SPECTRUM@homeoffice.gsi.gov.uk

HM Revenue and Customs

co-ordinator.lgbnetwork@hmrc.gsi.gov.uk

HM Prison and Probation Service

PiPP@noms.gsi.gov.uk

Ministry of Defence

LGBT-GroupMailbox@mod.uk

Ministry of Housing, Communities and Local Government

lgbtstaffnetwork@communities.gsi.gov.uk

Ministry of Justice

spirit@justice.gov.uk

Ofcom

Affinity@ofcom.org.uk

Ofgen

lgbt-network@ofgem.gov.uk

Ofsted

LGBT@ofsted.gov.uk

Office for National Statistics

Friendsofspectrum@ons.gsi.gov.uk

Parliament

parliout@parliament.uk

Valuation Office Agency

laura.shaw@voa.gsi.gov.uk (current Diversity and Inclusion Lead)

In addition to these departmental networks, there are regional and a few cross-Civil Service Networks that you'll encounter as a Civil Servant.

Cross-Civil Service:

A:gender (cross-Civil Service transgender network)

agender@homeoffice.gsi.gov.uk

Civil Service LGBT (umbrella organisation for all departmental networks)

The Civil Service LGBT is a cross-government network which represents the interests of the 20,000 people working in the UK Civil Service who are lesbian, gay, bisexual or trans. CSLBGT works to ensure every LGBT civil servant gets the support they need, regardless of where they work and live. There are dedicated CSLBGT reps in every region in order to support LGBT civil servants across the country. In order to address the different issues that affect our diverse community, CSLBGT also has reps for each part of the LGBT community in their volunteer team. info@civilservice.lgbt

Fast Stream

lgbt.fast.stream@gmail.com

Regional:

Scottish Government

lgbti@gov.scot

Welsh Government

PRISM@wales.gsi.gov.uk

Civil Service LGBT Regional:

CSLBGT works to ensure every LGBT civil servant gets the support they need, regardless of where they work and live. CSLBGT has reps in every region to coordinate local activity across departments and agencies. Please visit their website for more information:
<https://www.civilservice.lgbt/networks>

Spotlight on the MHCLG Network, MHCLGBT+

MHCLGBT+ is a network for LGBT+ staff across the MHCLG family, wherever they may be based. We exist to help ensure that the department is a great and inclusive place to work for all staff, including those who are LGBT+, have friends or family members who are LGBT+, or are otherwise interested in LGBT+ issues, whether or not they choose to disclose your sexuality or trans status at work. It's not necessary to be a network member to ask for guidance or support.

The network is inclusive of LGBT+ people with multiple identities, such as disabilities or a BAME background. We work closely with the other diversity networks across DCLG and often run joint events together.

MHCLGBT+ has three objectives. As a Network we aim to:

1. ensure MHCLG is a space where LGBT+ colleagues at MHCLG feel welcome, included and accepted;
2. increase the profile of the network across MHCLG so that LGBT+ colleagues and LGBT+ Allies, as well as all employees, know who the Network is and where to go for support and information should they want it; and
3. Build strong relationships with other networks in MHCLG and across Whitehall, as well as the organisations and communities that matter to our members, to learn from best practice and to contribute to making the wider community a more inclusive place for all.

We provide the following opportunities for everyone:

- Regular social events – whether that be drinks after work, trips to the theatre or talks by people in the LGBT+ community
- LGBT+ mentors and coaches – we want to bring together staff of different grades with others across the MHCLG family and other organisations to share and develop skills and experiences and learn new ways of working together
- Opportunities to represent MHCLG – if you're a junior member of staff, and you want to lead and develop our relationship with a specific external LGBT+ group you can do so

- Make the Network local – if you're based outside London, you can volunteer to lead, or be engaged in our three new local networks which are there to be used by staff outside London who want to organise their own events or offer a more local support network in your office.

MHCLGBT+ also forms part of the Civil Service LGBT (CSLGBT), which brings together staff from across government. Members are therefore automatically eligible to attend open events organised by other government departments that deal with LGBT+ issues. These take place throughout the year, often featuring speeches and presentations by various high-profile speakers from the LGBT+ community, both inside and outside Government.



A Note from the Author

Hello! I hope this has been a helpful guide. A lot of time, thought, conversation, and love has been put into what I believed would make a useful handbook for those joining, undergoing, or graduating the Fast Stream. When I joined, I felt a bit at sea and unsure what it meant to be LGBT+ on the Fast Stream, let alone what was available to me; this handbook felt like a natural thing to bring to life.

I consulted far and wide to ensure that every angle was thought of, sensitive to intersectionality, and covered what would be helpful to both those who identify as LGBT+ and those who want to be allies. This book will be a living document, and will be updated as the LGBT+ Network, the Fast Stream, and the Civil Service more broadly develops and evolves.

I hope you have found it a useful resource, and please don't hesitate to feedback to the LGBT+ Network committee (or me!) on any improvements you feel this should have, or if you wish to contribute your story to be featured here amongst our people stories.

All the best,

Niki Wood



With special thanks to Ben Haveron and Harriet Robinson for their inputs and humour through creating this. Thank you to Myles Lester for his constant support, and thank yous to Lucy Pedrick, Patrick Rickles, Charlotte Jackson, CSLGBT, and a:gender, all of whom have reviewed and inputted into this guide to ensure it's fully inclusive and sensitive to all issues.

Finally, a huge thank you to Rhys and Jordon for helping get this over the finish line. Your constant advice and energy has meant this guide is more than we ever hoped it could be! You have built this Network up to be the flourishing community that it is today, I never fail to be impressed by you.

Definitions

We know that everyone has different definitions of the words they use to describe themselves, but so that everyone knows roughly what we're talking about, we've given it a good go!

Asexual – Defined as not experiencing sexual attraction, or experiencing very little sexual attraction. Rather than a decision not to have sex, such as celibacy, asexuality is an innate orientation.

Binary – The strict social division of society into two distinct genders of male and female, based mainly on physical anatomy.

Bisexual – Often defined as being attracted to both men and women.

Cisgender – Those with a gender identity matching the biological sex assigned to them at birth.

Gay - Homosexual, though most often used to refer to a man who is attracted to other men.

Gender Expression – The way someone communicates gender through behaviour, clothing, hairstyle, language etc.

Gender Identity – The internal sense someone has of their own gender. This could also mean having no gender, or multiple genders.

Heteronormativity – The assumption that all people are attracted to somebody of the opposite sex, and that heterosexuality is the only normal sexuality.

“Growing together, standing proud.”

Intersex – A general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that does not fit the typical definitions of male or female.

Lesbian – A woman who is attracted to other women. Some people might prefer the term ‘gay woman’.

Non-Binary – An identity for people who don’t identify within the gender binary of male and female.

Pansexual – Often defined as being able to be attracted to people, regardless of gender identity or biological sex.

Questioning – To be unsure of your sexual orientation or gender identity etc.

Queer - An umbrella term used to describe or relate to any sexual or gender identity that is not heterosexual and cisgender.

Transgender – Transgender or trans are often used as umbrella terms covering a variety of people whose gender differs from the biological sex that was assigned to them at birth.

(Adapted with kind permission from the University of Bristol LGBT+ Society)

Where will you lead?