

Report

Report to:	Equal Opportunities Forum
Date of Meeting:	3 October 2018
Report by:	Executive Director (Finance and Corporate Resources)

Subject:	International Day Against Homophobia and Transphobia (IDAHOT) 2018 Update
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ update the Forum of International Day against Homophobia and Transphobia (IDAHOT) event that took place on the 17 May 2018.

2. Recommendation(s)

2.1. The Forum is asked to approve the following recommendation(s):-

- (1) that the content of the report be noted.

3. Background

- 3.1. As part of the Council's equality duties to eliminate discrimination, harassment and victimisation; promote equality of opportunity; and to foster good relations, an event was held to mark IDAHOT on 17 May 2018 in the Hamilton Town House. Since 2010, 6 events have been held.
- 3.2. The purpose of the events has been to raise awareness of issues surrounding the Lesbian, Gay, Bisexual and Transgender (LGBT) communities.
- 3.3. As in previous years we worked with various partners including, South Lanarkshire Leisure and Cultural Trust, the Terence Higgins Trust, the Equality Network, the Scottish Transgender Alliance and had the support of the JTUC Executive Chair and the LGBT Matters (Employee Network).
- 3.4. To date the events have provided roughly 400 employees with practical skills, knowledge and understanding through workshops and presentations. The 2018 event was again aimed at all levels of employees of the Council and South Lanarkshire Leisure and Culture (SLLC), as well as members of the LGBT Matters, Lanarkshire Joint Valuation Board (LJVB), Police Scotland, NHS Lanarkshire, the Scottish Fire and Rescue Service, the Terence Higgins Trust, Victim Support, and representatives from the Trade Unions.

4. IDAHOT Event

- 4.1. The purpose of the day was to highlight transgender identity, the variety of ways individuals may identify and the issues they may face when accessing or using a service.
- 4.2. The event provided employees with a range of knowledge and provided a greater understanding of transgender issues, including how to recognise and avoid attitudes

which often create barriers and prejudice. Information and knowledge was provided to allow them to understand and feel confident and comfortable within a work context when talking to a colleague or customer from the LGBT community.

4.3. The session covered the following topics:-

- ◆ common trans terminology
- ◆ inclusive language and approaches
- ◆ awareness of the issues that can lead to 'minority stress'
- ◆ some of the discrimination faced by trans people, particularly in the workplace, and how this impacts on their mental health
- ◆ trans equality legislation requirements

4.4. In addition to the event the council flew the 'rainbow' flag, sometimes referred to as 'the freedom flag', to mark IDAHOT on the day, this has become an annual occurrence with the flag signifying both pride and inclusivity. By flying it the Council continues to show its public commitment to all members of the community about our desire to create an inclusive and equal environment for all to live in.

5. Evaluation

5.1. The session was very well received with the evaluation responses showing that 60% of those who attended were very satisfied overall with the day and 40% satisfied. 97% said it would be worthwhile hosting again and 53% were very likely and 43% likely to recommend to others. The main presenter on the day was rated as excellent by 73% and good by 27%.

5.2. Qualitative feedback included comments such as:-

- ◆ I think that this should be rolled into a quick learn on line course, everyone should be involved.
- ◆ Enjoyed the session found it informative. Very interesting.
- ◆ Found the event very informative.
- ◆ Ideally such a session should be attended by as many employees as possible as many colleagues are under the misapprehension that aspects of equalities with respect to LGBTQI will never "come up" in their working days.
- ◆ Excellent content, very thought provoking.
- ◆ Others have expressed disinterest in learning though, I hope, they would be surprised and engaged by the presentation delivered so excellently at the IDAHOT event.
- ◆ Great event.
- ◆ Vic was a great speaker - they communicated information in a clear and positive fashion – very enlightening.
- ◆ Everything flowed well. Excellent.
- ◆ Section on non-binary is very confusing.
- ◆ I feel more confused by the many trans terms.

5.3. The feedback confirms that there is still a need to maintain a focus on challenging discrimination, promote equality of opportunity and foster good relations if we are to achieve our aim of improving the quality of life of everyone in South Lanarkshire and creating a safer community for all.

6. Employee Implications

- 6.1. A core competence of all employees is Equal Opportunities and the above activity enables employees to meet this competence and ensures we are providing services that are accessible to all in our community.

7. Financial Implications

- 7.1. All costs were met from within existing budgets.

8. Other Implications

- 8.1. The risk to the Council is that if it does not have due regard to the Public Sector Equality Duty it may lead to non-compliance with equalities legislation. The consequence of this could be an unlimited financial penalty.

- 8.2. There are no sustainable development issues with this report.

9. Equality Impact Assessment and Consultation Arrangements

- 9.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and, therefore, no impact assessment is required.
- 9.2. There was also no requirement to undertake any consultation in terms of the information contained in this report.

Paul Manning

Executive Director (Finance and Corporate Resources)

3 Sept 2018

Link(s) to Council Objectives

- ◆ Fair, open and sustainable
- ◆ Focused on people and their needs
- ◆ Working with and respecting others
- ◆ Excellent employer
- ◆ Accountable, effective, efficient and transparent
- ◆ Ambitious, self aware and improving

Previous References

None

List of Background Papers

None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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