

SIBYLS



SIBYLS OUTREACH

Susan Gilchrist

20th May 2011

SIBYLS



Christian Spirituality Group for Transgender People

The Sibyls is a UK-based confidential Christian spirituality group for transgender people, and their supporters, offering companionship along the journey, and information/advocacy to churches.

Sibyls pray, eat, and talk together, and seek to fulfil Christ's command to love one another.

www.sibyls.co.uk

SIBYLS OUTREACH



AIMS



ENGAGING WITH THE STRUCTURES



ENGAGING WITH THE CHURCH



SONIA



OTHER ACTIVITIES



ROLE

ENGAGING WITH THE STRUCTURES



LGB&T CONSORTIUM



GOVERNMENT EQUALITIES OFFICE

LGB&T CONSORTIUM



LGB&T CONSORTIUM



Claims to be a national membership organisation focusing on the development and support of LGBT groups and projects

To support other groups: so that they can deliver direct services and campaign for individual rights.

Susan attended a consultative meeting on the future direction of the consortium

There was concern over the management structure, over commitment and lack of control of resources and funds

Inability to deliver by failure of the consortium to match funding to resources could damage other organisations

Lack of knowledge about Transgender Issues

<http://www.lgbtconsortium.org.uk/>

GOVERNMENT EQUALITIES OFFICE



Government
Equalities Office

Putting equality at the heart of government

TRANSGENDER EQUALITY ACTION PLAN

The Government Equalities Office is committed to publish the first ever Government transgender equality action plan late in 2011.

The action plan will outline commitments that the Government will deliver, within specific timescales, to improve equality for transgendered people.

The consultation process began in March 2010

http://www.equalities.gov.uk/what_we_do/lesbian,_gay,_bisexual_and_tra/transgender_equality.aspx

MOVING FORWARD

On 14 March 2011, the Equalities Minister launched Working for Lesbian, Gay, Bisexual and Transgender Equality: Moving Forward

It builds on the commitments made in the LGB&T work plan in June 2010, which set out the challenges faced in tackling LGB&T inequality in all areas of society in schools, at work, in sport and for families.

‘Moving forward’ details actions which are specific to the transgender community as well as initiatives which will benefit both the transgender and LGB communities.

<http://www.equalities.gov.uk/>

GEO CONSULTATION PROCESS



In March 2010, GEO held a one day workshop to identify areas of concern that had negative impact on the lives of transgender people and their families.

A further workshop session took place on 6 December.

GEO encouraged the next workshop which was hosted by the LGB&T Consortium in Leeds, on 22 January 2011

ONLINE SURVEY asking people to tell the GEO the areas they would like the GEO to concentrate on, how people would like the GEO to communicate with them and to contribute opinions and ideas. The first survey deadline was 6 May 2011.

The next GEO Transgender Equality Action plan and Community Statement of Needs workshop will take place on 10th July in Manchester during the Sunday of the Sparkle festival.

GOVERNMENT EQUALITIES OFFICE DOCUMENTS
AVAILABLE



March 2010: GEO Transgender Workshop 15 March 2010 - Findings

December 2010: GEO Transgender Workshop Outputs 6 December 2010

March 2011: Government Equalities LGB&T Action Plan

March 2011: GEO LGB&T Newsletter 14 March 2011

March 2011 Civil Partnerships and Religious Premises Consultation Document

April 2011: LGB&T Consortium Transgender Statement of Need 26 April 2010

May 2011: GEO Transgender e-Bulletin April/May 2011

<http://www.gndr.org.uk/transgender/government/government.htm>

GEO WORKSHOP 10 MARCH 2010



In March 2010 the Government Equalities Office (GEO) hosted the workshop which involved representatives from transgender and associated organisations to discuss areas of concern and possible solutions.

Nearly 20 transgender organisations sent representatives to the workshop.

The workshop used a grid card to elicit areas of concern and solutions, which were then grouped into broad themes. Nine themes were identified.

GEO WORKSHOP 10 MARCH 2010



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1. Employment

Problems	Solutions
<ul style="list-style-type: none">• self-employment rates are high in the community• employment protection does not work	<ul style="list-style-type: none">• Action on good practice• Campaign on the benefits of employing trans people (talents, skills, knowledge)• Stronger enforcement• Organisations to work as allies of trans people

GEO WORKSHOP 10 MARCH 2010



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2. Education

Problems	Solutions
	<ul style="list-style-type: none">• Better education in schools / start in primary / making trans awareness part of PSHE• Specific courses for professionals• Trans modules in professional degrees• Public awareness campaign



3. Discrimination

Problems	Solutions
<ul style="list-style-type: none">• Discrimination against those with and w/out GRC who do not 'pass', in acquired gender• Insurance• Single-sex services• Gender reassignment unclear for non-binary	<ul style="list-style-type: none">• Include all gender variant (TS, TG, TV, IS, Q etc.)• No exceptions• May not need equal treatment but different treatment• Provide public bodies with clarity over responsibilities to understand trans people• Talk with trans spouses

4. Identity and Privacy

Problems	Solutions
<ul style="list-style-type: none">• trans people having their previous identity revealed / disclosure impacts on relations, applications etc. / risks insecurity<ul style="list-style-type: none">• being 'outed' by the media• Trans marriage issue• Requirement for medical diagnosis• Requests to see	<ul style="list-style-type: none">• Better privacy for all trans people• Educate the media / support culture change (or not hinder it) /<ul style="list-style-type: none">• Law should not oblige it• Public bodies to understand trans needs• DCMS responsibility• Better use of IGRC / interim measure to allow those undergoing gender reassignment to be treated in acquired gender<ul style="list-style-type: none">• Revamp civil partnership to civil contract / gender neutral contract



5. Health

Problems	Solutions
<ul style="list-style-type: none">• GP attitudes• Suicide and self-harm• Variable in provision of care<ul style="list-style-type: none">• Not supporting trans people with other health concerns.• Stressful impact on progress of transition / impact on ability for successful transition	<ul style="list-style-type: none">• Access to good healthcare (local, appropriate, quality, ending postcode lottery) / funding priority / treatment – all types – across the spectrum<ul style="list-style-type: none">• Make staff trans aware and respectful• Adopt best practice for gender variant young people



6. Safety and support

Problems	Solutions
<ul style="list-style-type: none">• Lack of recognition – transphobic hate crime• Lack of support when abuse occurs• Lack of support with family difficulties• Lack of awareness in family courts, social services, domestic abuse cases, family counsellors.• Negative impact on life choices• Abuse in the community• Trans people should not have to educate others	<ul style="list-style-type: none">• Better access to safe housing• Agencies should recognise transphobia – onus not on victim to come forward• Transphobic hate crime legislation – (verbal as well as physical)• More funding for agencies run by and for trans community



7. Community Capacity

Problems	Solutions
<ul style="list-style-type: none">• Lack of consensus about what needs to be done and how to do it• Lack of: funding, capacity, financial skills, co-ordination• Consultation fatigue	<ul style="list-style-type: none">• Funding for specific services• Develop effective engagement capacity, business skills, capacity building• Training courses, skills development• Have resource to engage policy makers with• National (trans) organisation with regional offices and resources

GEO WORKSHOP 10 MARCH 2010



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7 contd. Community Capacity

- **Need effective engagement leading to actions**
- **Awareness of relationship built with current voluntary sector nature in mind and design accordingly**
 - **Coalition to help develop consistency**
 - **Funding for trans awareness training for other equality strand organisations**

GEO WORKSHOP 10 MARCH 2010



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8. LGB & 'T'

Problems	Solutions
<ul style="list-style-type: none">• 'T' invisible in LGBT / LGBT is not always trans inclusive• Trans disunity• Access inequality at L & G venues	<ul style="list-style-type: none">• Challenge tokenism• T to speak with one voice• Ensure equality awards are trans inclusive



9. Research / evidencing needs

Problems	Solutions
<ul style="list-style-type: none">• Lack of identification of compound identities – T and BME, disabled etc.• Local/regional bodies ignoring national research• Evidence of need	<ul style="list-style-type: none">• Research on compound identities• Specific funding for T research• Good methodology / quality research• Set up a trans research database• Use social attitude survey to reveal general attitudes• Trans research seminar to bring together people doing research• Guidance for local/regional public bodies to encourage use of national trans evidence• Research with decent length timescales• Anonymous involvement• Numbers should not be dismissed• Support trans groups in surveying themselves

10. Society

Problems	Solutions
<ul style="list-style-type: none">• Religious based exclusion is a barrier to culture change / obstacle to own faith / (faith) leads by example = against change	

GEO WORKSHOP 6 DECEMBER 2010

The session on the 6 December built on the issues raised on the 15th March and aimed to pull together a series of suggested actions which could be taken by Government, or others, to tackle these issues [in blue]. E.G.

1. Employment

Problems	Solutions	Proposed Action
<ul style="list-style-type: none"> • self-employment rates are high in the community • employment protection does not work • perceived problem in employment discrimination 	<ul style="list-style-type: none"> • Action on good practice • Campaign on the benefits of employing trans people (talents, skills, knowledge) • Stronger enforcement • Organisations to work as allies of trans people 	<ul style="list-style-type: none"> • Attitude surveying • Charter mark • Transgender policy on trans inclusion within Government bodies • Positive recruitment policy/retention redeployment • Barriers – need to comply?

LGB&T CONSORTIUM WORKSHOP
22 JANUARY 2011



GEO encouraged a further workshop to the above, which was hosted by the LGB&T Consortium in Leeds, on 22 January 2011.

Representatives of the community developed a detailed response to a document developed from GEO's reporting of the previous workshops' outputs.

This resulted in a large number of valuable suggestions for refining the document.

This document was the subject of a further workshop review held in London on 24 March 2011 attended by representatives of the transgender community and the GEO and other government departments.

This document is **56 pages long and contains a vast amount of information which is presented in tabular form**

ISSUES



Collecting such a vast amount of information is informative.

But it may not be useful

There is an urgent need to prioritise the information

And to condense it into a form that can be incorporated into the Government's Transgender action plan.

That should be the focus for the next GEO Transgender Equality Action plan and Community Statement of Needs workshop on 10th July in Manchester

This will take place during the Sunday of the Sparkle festival, to widen the opportunity of attending this consultation

ENGAGING WITH THE CHURCH



LGB&T ANGLICAN COALITION

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LGB&T ANGLICAN COALITION



The Anglican Coalition is here to provide UK based Christian LGBT organisations with opportunities to create resources for the Anglican community and to develop a shared voice for the full acceptance of LGBT people in the Anglican Communion.

www.lgbtac.org.uk

LGB&T ANGLICAN COALITION



Member Groups:

Accepting Evangelicals

Changing Attitude

The Clergy Consultation

Courage

The Evangelical Fellowship for Lesbian and Gay Christians

Inclusive Church

The Lesbian and Gay Christian Movement

The Sibyls

www.lgbtac.org.uk

LGB&T ANGLICAN COALITION

Activities:

+ Events

+ Education

+ Liturgy

+ Churches

+ Outreach

+ Resources

+ Press Releases

+ Engagement etc



LGB&T ANGLICAN COALITION

Sibyls Inputs:

Website

Working Groups

Event Organisation

Resource Provision

Strategy

www.lgbtac.org.uk



LGB&T ANGLICAN COALITION



Sibyls Related Documents on the LGBTAC Website:

The Transsexual Person is My Neighbour: Christina Beardsley

Intersex Appendix to the Transsexual Person is My Neighbour: Michelle O'Brien

Faith Gender and Me: Elaine Sommers

Trans Awareness: A response to "Transsexualism" (Chapter 7) in Some Issues in Human Sexuality: Trans Awareness Group

**Proceedings of the Conference on "Sexuality and Human Flourishing"
Birmingham February 2010**

<http://www.gndr.org.uk/transgender/lgbtac/lgbtac.htm>

SONIA



SONIA



On the 25th October 2010 at about 6:30 p.m. Sonia Jardiniere (or Sonia Burgess as she has also been called) died under the wheels of an Eastbound Piccadilly Line Tube Train at King's cross station in London.

Witnesses say she was pushed off the platform by another woman.

This person (who is also transgendered) was subsequently charged with her murder.

Sonia was a transgendered woman whose example and approach to her life inspires us to see the real person that she was and not the label instead.

SONIA



At the time Sonia was on her way to hear a lecture to be given at the church of St Martin-in-the-Fields, as part of its Autumn Education Programme.

She had become a very active member of the St Martin's congregation and was involved in many of the activities.

The handling of this by the church community was a great encouragement to others. It became a celebration of the completeness of the person.

The perception of the congregation was transformed as to what transgender means

The acceptance shown by the congregation of St Martin's was a catalyst, which enabled people in similar situations to be open with their children and others.

SONIA



Marking Her Memory:

A presentation dedicated to the memory of Sonia was given by Susan Gilchrist and Christina Beardsley at the Spectrum Annual Conference in the Fairfield Halls Croydon on the 8 February 2011.

A further presentation was given by Christina Beardsley on the 3rd March at St Martin-in-the-Fields to the London and Southwark Changing Attitude Group

There is a proposal to establish an endowment fund which would enable a Memorial Lecture in memory of Sonia, on the subject of Human Rights or Transgender Issues, to be given on an annual basis.

In being true to herself and by what Sonia has done she brought a sight of heaven to earth.

OTHER ACTIVITIES



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Workshops & talks:



Media



The struggle for inclusion



Forthcoming projects

ROLE



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THIS IS OUR DISTINCTIVE ROLE

www.sibyls.co.uk