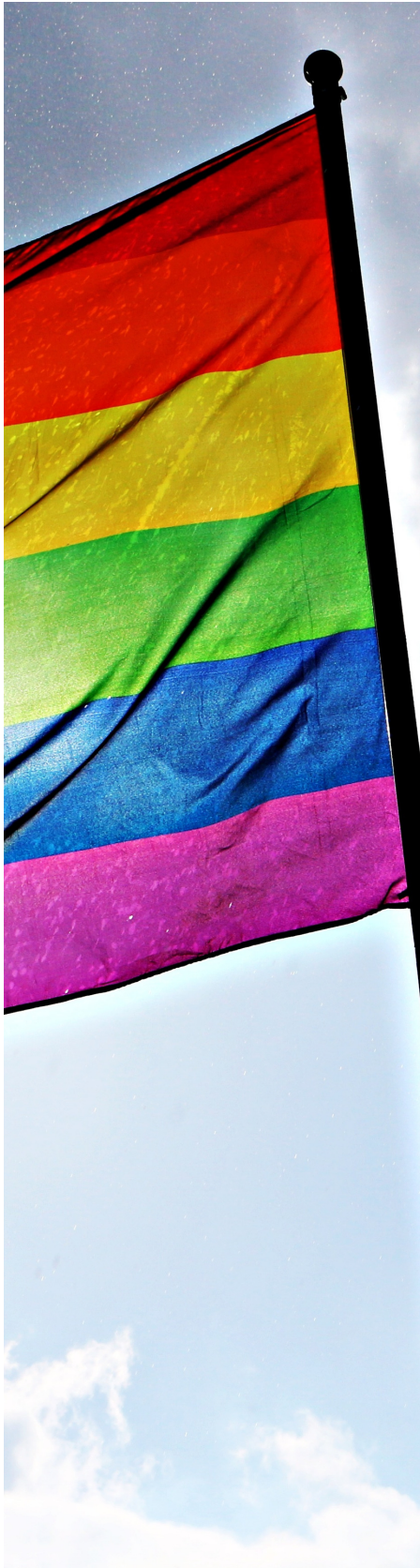# BEING LGBTUA+ AT WARWICK

SURVEY FINDINGS REPORT

THE SURVEY

In June 2018 the 'Being LGBTUA+ at Warwick' survey, which ran for five days, sought to gain a greater understanding of the identities, experiences, and unmet needs within Warwick's LGBTUA+ community.

142 members of Warwick's LGBTUA+ community responded.

THE SURVEY TEAM

ALEX LYTHALL
TRANS STUDENTS' OFFICER, WARWICK SU

SAM PARR
CAMPAIGNS & LIBERATION ADVISOR, WARWICK SU

WARWICK PRIDE
WARWICK SU SOCIETY FOR LGBTUA+ STUDENTS

campaigns@warwicksu.com

AN OVERVIEW

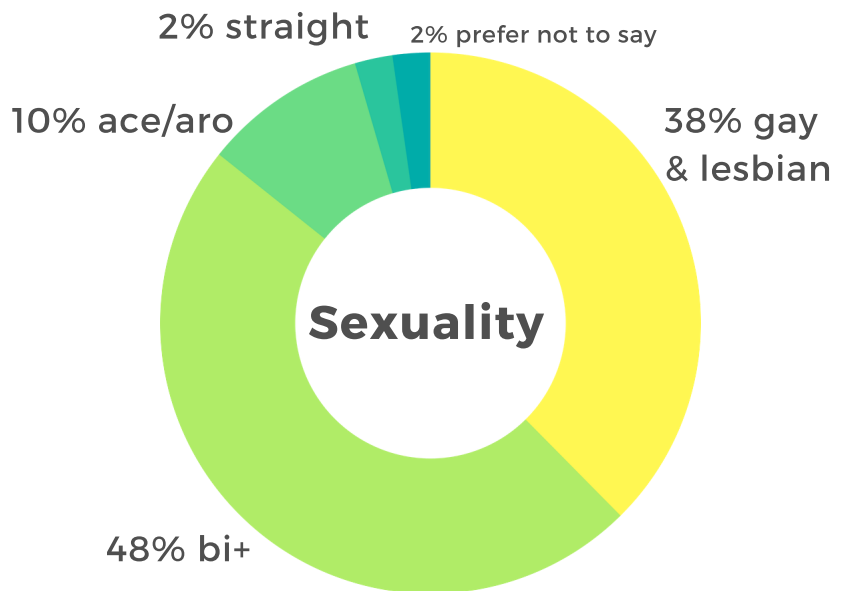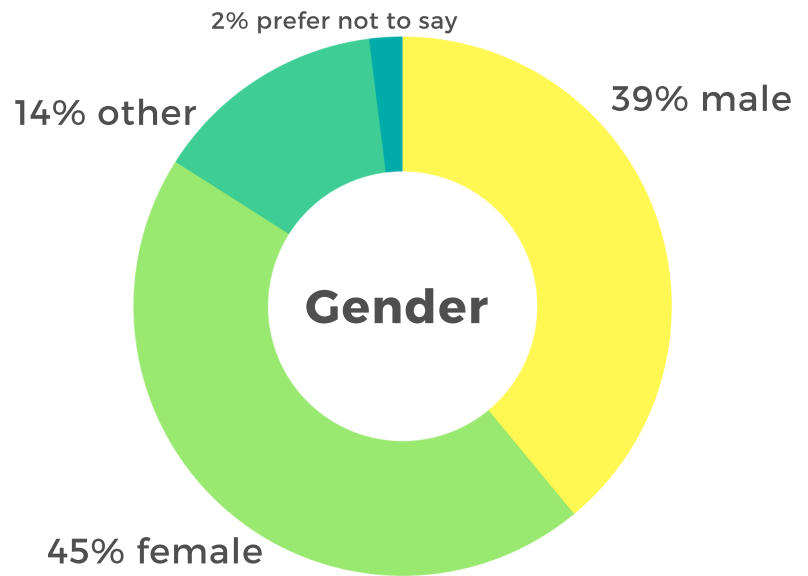# WARWICK'S LGBTUA+ COMMUNITY

18%+

ARE TRANS

A trans person is someone who identifies as a gender different to the one they were assigned at birth.

14%+

IDENTIFY OUTSIDE OF THE GENDER BINARY

The 'gender binary' refers to the binary genders of male and female.

23%+

HAVE A DISABILITY

Compared with 16% of the total student population at Warwick.

Gender

2% prefer not to say

14% other

39% male

45% female

Sexuality

2% straight

2% prefer not to say

10% ace/aro

38% gay & lesbian

48% bi+

*Bi+ denotes identities characterised by attraction to people of more than one gender e.g. bi/bisexual, pan/pansexual.

EXPERIENCES OF
LGBTUAphobia at Warwick

Percentage of students who experienced LGBTUAphobia

70%
56%
42%
28%
14%
0%

LGBTUA+ | Cis | Trans | Bi+ | Ace/aro*
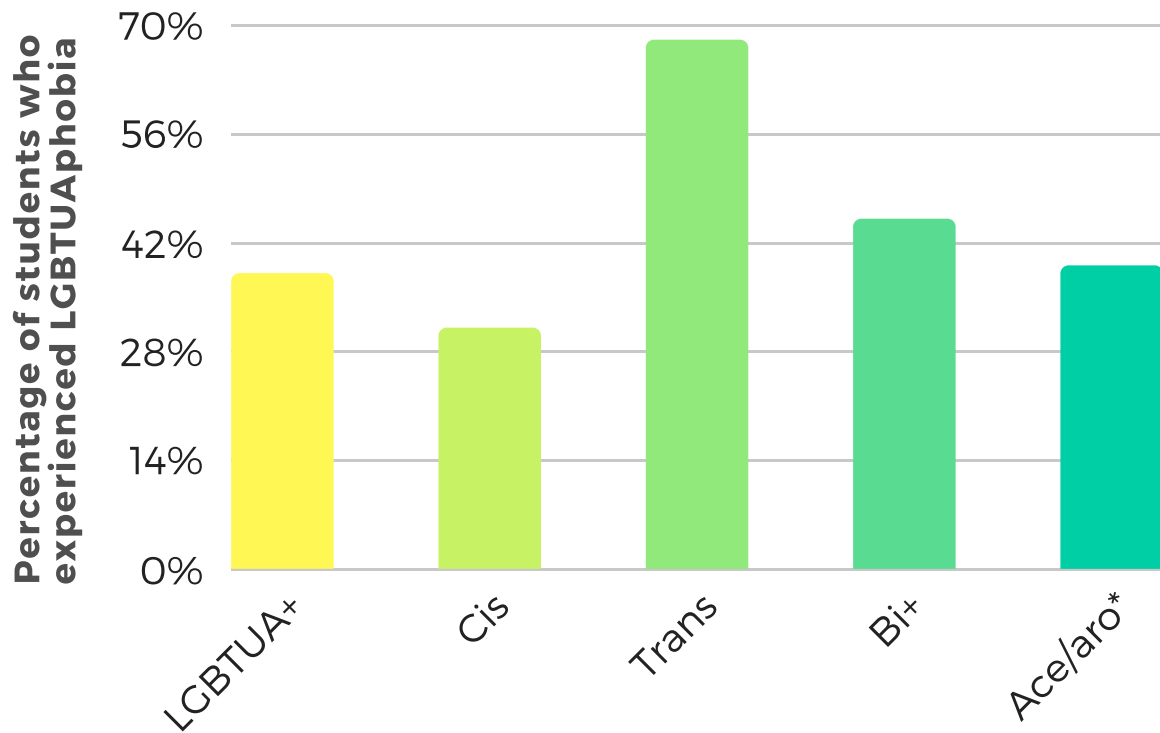
*People on the asexual and/or aromantic spectra.

38%
of LGBTUA+ students have experienced LGBTUAphobia at Warwick

Different communities under the LGBTUA+ umbrella have vastly different experiences of LGBTUAphobia.

31%
of **cis** LGBTUA+ students have experienced LGBTUAphobia at Warwick

68%
of **trans** LGBTUA+ students have experienced LGBTUAphobia at Warwick

EXPERIENCES OF
LGBTUAphobia at Warwick

FORMS OF LGBTUAphobia

- Stares

- Slurs

- Jokes

- Verbal abuse

- Objectification

- Offensive language

- Misgendering

- Online abuse

- Bullying

- Harassment

- Hate crime

- Violence

"I have had some negative experiences with regard to walking around campus with my partner, be it looks or stares or comments."

"I've heard a lot of people throwing around homophobic slurs."

"In a male-dominated environment such as [my department] there are sometimes inappropriate jokes and comments."

"Group of football boys gathered to watch me and my girlfriend through the windows ... joked about having recorded it and putting it online."

"I got called a faggot once at Pop for wearing a pride band."

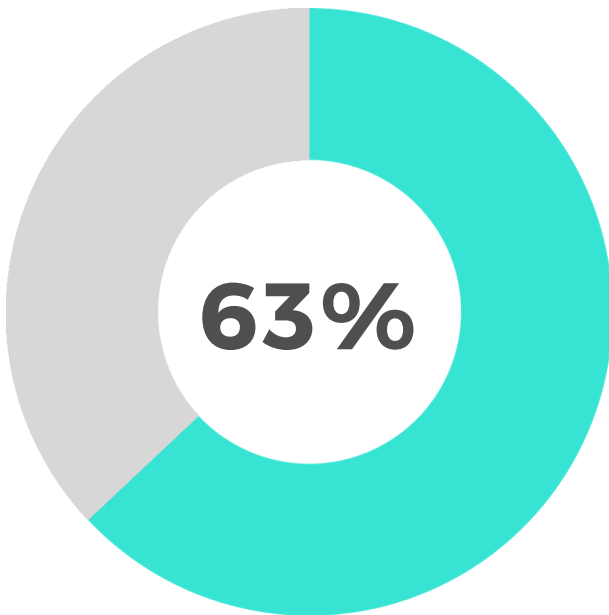"People intentionally use the wrong name and pronouns for me all the time, and no one calls them out."

"I ended up in hospital after being in a transphobic attack."
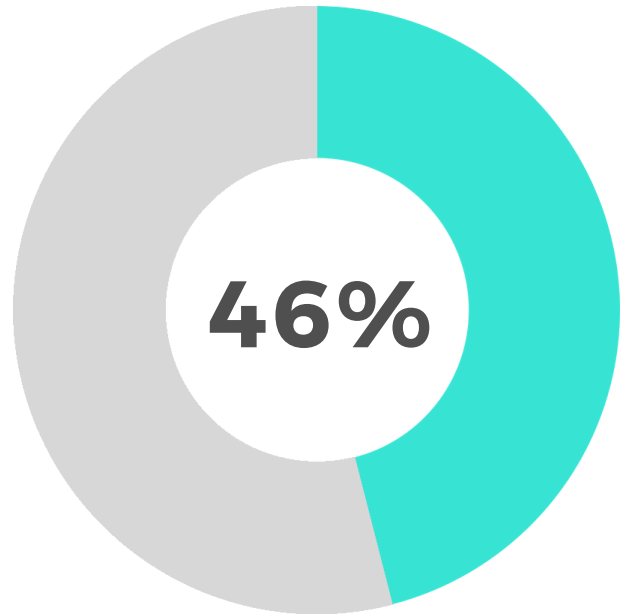
AN OVERVIEW
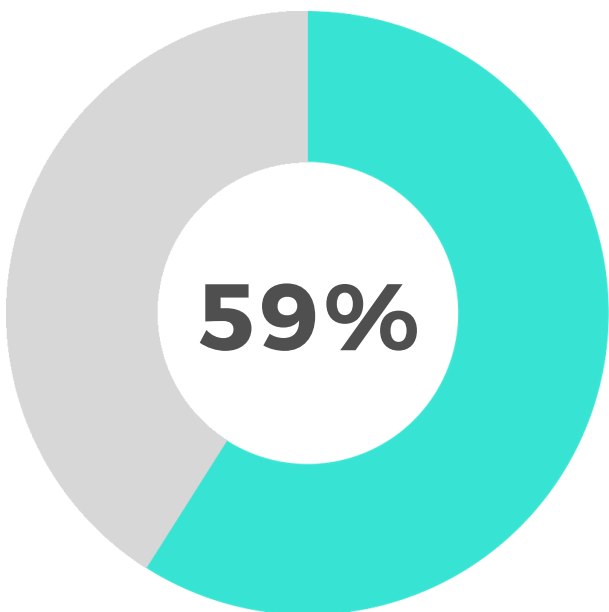# FEELING SUPPORTED

BY THE UNIVERSITY

63%

...of LGBTUA+ students feel supported by the University.

46%

...of trans students feel supported by the University.

59%

...of bi+ students feel supported by the University.

46%

...of ace/aro students feel supported by the University.

AN OVERVIEW

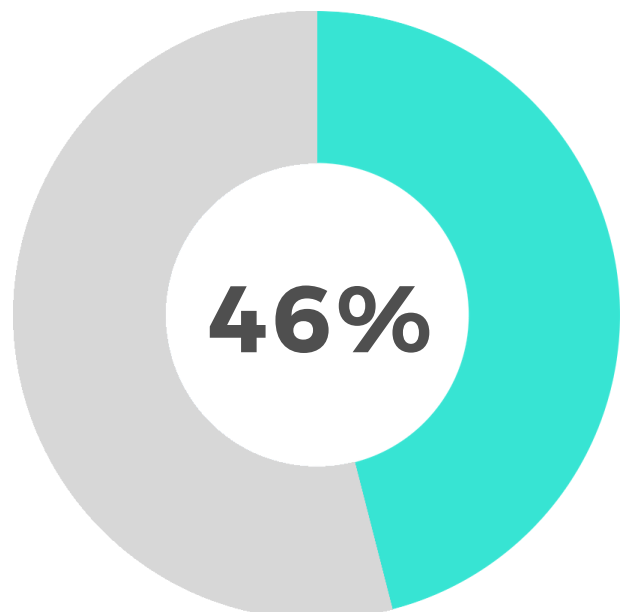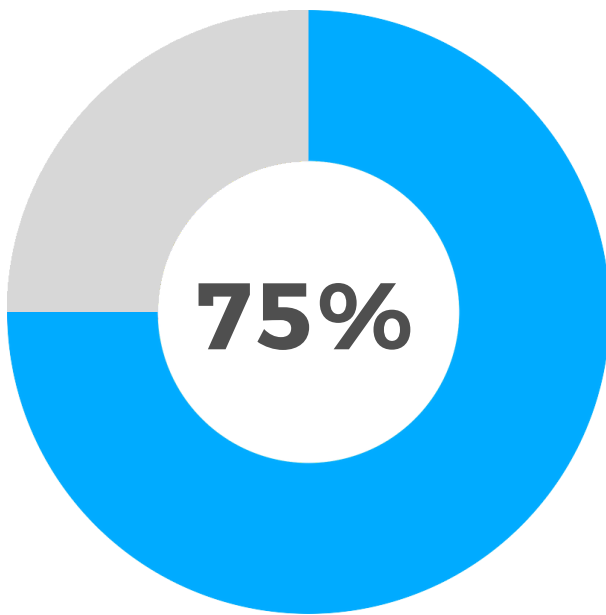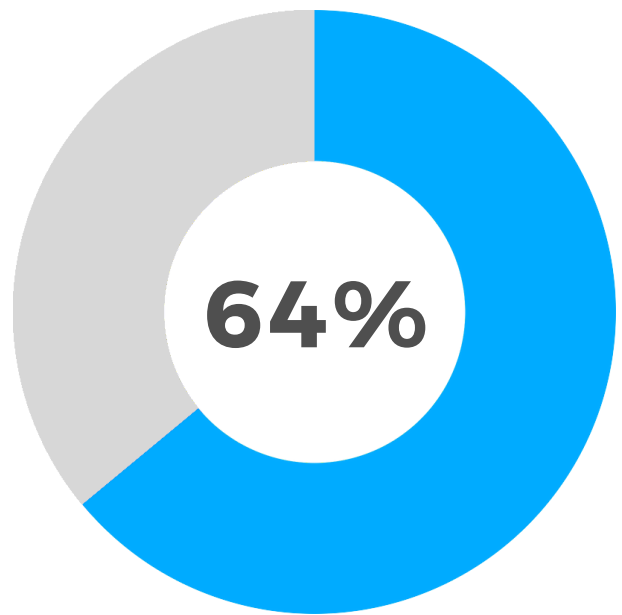# FEELING SUPPORTED

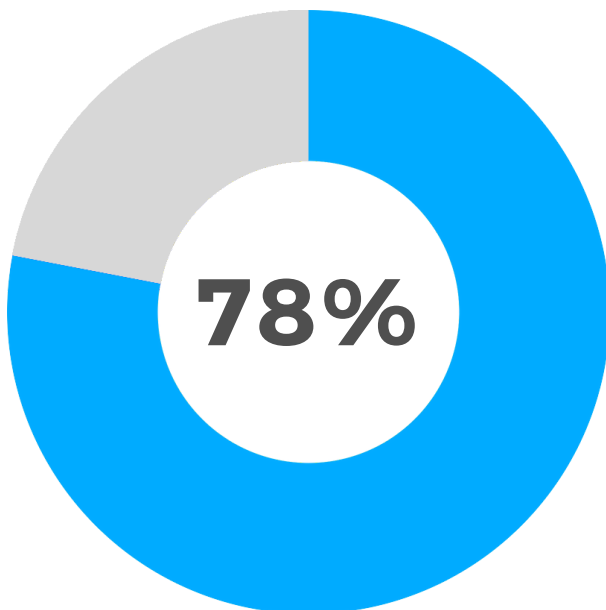## BY THE STUDENTS' UNION

75%

...of LGBTUA+ students feel supported by the SU.

64%

...of trans students feel supported by the SU.

78%

...of bi+ students feel supported by the SU.

77%
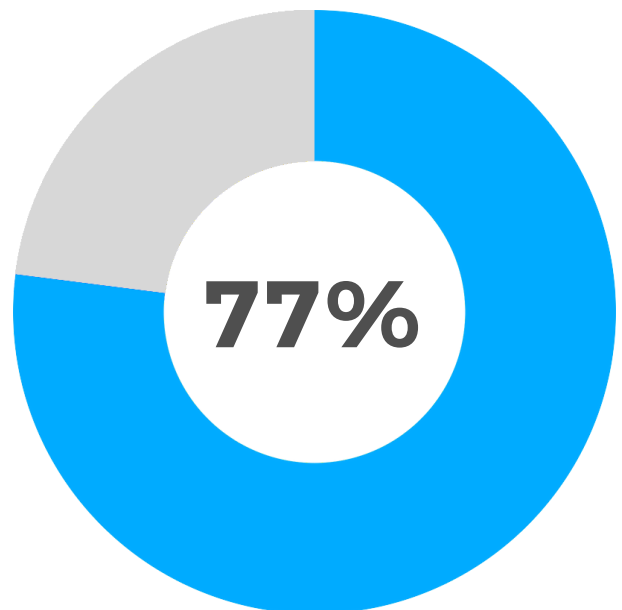
...of ace/aro students feel supported by the SU.

AN OVERVIEW

FEELING SUPPORTED

Students feel supported by...

- Campaigns
- Events
- Awareness 'weeks'
- Societies/groups
- Community-led initiatives
- All-gender facilities
- Policy protections
- Trans-inclusion workshops
- Third party hate crime reporting
- Celebration of LGBTUA+ identities/culture
- Focus on lesser-known identities

Students feel unsupported by...

- Lack of staff training
- Reliance on unpaid community labour
- Lack of staff expertise
- Experiences of LGBTUAphobia
- Words without action
- Support services' waiting times
- Course content that erases/misrepresents their identity
- Silence on LGBTUA+ issues nationally
- Lack of LGBTUA+ spaces on campus
- Lack of funding

RECOMMENDATIONS
BEYOND 'LGBTUA+'

DISTINCT COMMUNITIES	Recognise that whilst they're united under the 'LGBTUA+' umbrella, each identity has its own distinct nature with differing needs.
TRANS	Whilst the rest of the LGBTUA+ identities are in relation to sexual/romantic attraction, trans identity is in relation to gender identity. Trans experiences are thus fundamentally different.
BI+	Bi+ identities are often subject to erasure, even within LGBTUA+ discourse.
ASEXUAL/ AROMANTIC	The assumption that everyone experiences sexual and/or romantic attraction leads to erasure of the experiences of people on the asexual and aromantic spectra.
INTERSECT- IONAL	Oppressive institutions (racism, sexism, homophobia, transphobia, ableism, xenophobia, classism, etc.) are interconnected and cannot be examined in isolation from one another.

RECOMMENDATIONS
COMMUNICATION

COMMUNITY SIGNPOSTING	Signpost prominently to sources of LGBTUA+ community and support, particularly during Welcome/induction.
STRONG STANCE ON LGBTUAPHOBIA	Respond to instances of LGBTUAphobia with unequivocal condemnation, whilst centring voices from within the LGBTUA+ community.
INSTITUTIONAL VOICE	The University & SU should use their respective platforms to consistently speak up for LGBTUA+ issues on a national and global scale.
CELEBRATION NOT TOLERATION	Move beyond the framing of tolerance for LGBTUA+ identities, to one of celebration for LGBTUA+ identities and culture.
POLICY DISSEMINATION	Implement an effective strategy for disseminating university policy, such as the University's 'Trans & Gender Reassignment Policy'.

RECOMMENDATIONS
TAKING ACTION

EDUCATIVE CAMPAIGNS

Proactively tackle the lack of knowledge about LGBTUA+ issues through strong, well-resourced educative campaigns.

LGBTUA+ EVENTS

Organise programmes and events specifically for the LGBTUA+ community and their allies, or relating specifically to LGBTUA+ identities.

AWARENESS 'WEEKS'

University-wide buy-in for awareness events such as 'Asexual Awareness Week', 'Trans Awareness Week' and 'LGBTUA+ History Month'.

VALUES IN ACTION

LGBTUA+ inclusive values should be consistently enacted through institutional decisions e.g. external speaker approval, partnerships.

STRONG RESPONSE TO LGBTUAPHOBIA

Respond to instances of LGBTUAphobia with unequivocal condemnation, taking a zero tolerance stance and implementing measures as necessary to prevent future occurrences.

RECOMMENDATIONS
STAFFING RESOURCE

DEDICATED STAFF POSITIONS	Create new staff roles which are dedicated to improving and establishing new provision for Warwick's LGBTUA+ community.
STAFF EXPERTISE	Remedy the concerning lack of staff expertise in relation to LGBTUA+ (and specifically trans) issues, particularly within roles relating to equality, diversity & inclusion.
FULL-TIME OFFICER	Create a full-time officer position to represent LGBTUA+ students within the Students' Union.
UNPAID LABOUR RELIANCE	Address the current reliance on unpaid community labour in terms of institutional knowledge, training, and resource-creation.
SENIOR LEADERSHIP COMMITMENT	Facilitate meaningful senior leadership involvement in furthering LGBTUA+ equality at Warwick.

RECOMMENDATIONS
RELATED SERVICES

CANLEY SHUTTLE BUS

Reinstate the Canley shuttle bus service, providing students and staff living in the local area with a much-needed method of safe transport to and from campus.

MENTAL HEALTH SUPPORT

Halve the current waiting times for appointments with the Mental Health Team and Counselling Service.

HATE CRIME REPORTING

Establish Wellbeing Support Services as a third party hate crime reporting centre (alongside the SU Advice Centre), and promote these widely to students.

WITHDRAWAL & RETENTION

Collect information on sexual orientation and trans identity as part of temporary and permanent withdrawal processes. Analyse levels of retention and withdrawal for LGBTUA+ students.

EXTERNAL SPEAKER APPROVAL

Consider the safety and wellbeing of trans students and staff when making decisions in relation to external speaker requests.

RECOMMENDATIONS
FUNDING

EDUCATIVE CAMPAIGNS

Fund proactive educative campaigns which tackle the myths, misconceptions and lack of knowledge about LGBTUA+ identities.

LGBTUA+ FUND

Establish a fund for LGBTUA+ initiatives and events, including those organised in conjunction with the annual awareness 'weeks'.

COMMUNITY-LED INITIATIVES

Commit ongoing ring-fenced funding for community-led initiatives that support the LGBTUA+ community, including Warwick Pride and the trans support group.

CAMPUS PRIDE

Provide a sustainable source of funding for an annual Campus Pride event to celebrate LGBTUA+ community on campus.

FUNDING LGBTUA+ RESEARCH

Commit funding to support LGBTUA+ related research & studies across the University.

RECOMMENDATIONS
SPACES & FACILITIES

LGBTUA+ ON-CAMPUS ACCOM.	Introduce optional self-defining LGBTUA+ on-campus accommodation options.
LGBTUA+ COMMUNITY SPACE	Create a permanent LGBTUA+ community space on campus for LGBTUA+ individuals to meet, network, support one another and organise.
LGBTUA+ CENTRE	Ultimately create an LGBTUA+ centre which draws together all LGBTUA+ support & activities into one cohesive offering.
ALL-GENDER TOILETS	Continue to increase the number of all-gender toilets on campus until there are some in every university building. Update the interactive campus map with all-gender toilet locations.
CHANGING FACILITIES	Install all-gender private changing facilities in all sporting facilities that include gendered changing facilities.

RECOMMENDATIONS
TRAINING

COMPULSORY STAFF TRAINING

Provide all staff with training on trans & LGBTUA+ issues on a compulsory rather than self-selecting basis.

DETAILED, SPECIFIC TRAINING

Training on LGBTUA+ issues should be sufficiently detailed and should not be delivered solely as part of broader equality, diversity & inclusion training.

ADVANCED TRAINING

Provide advanced training for staff in support capacities, such as residential tutors, personal tutors and those in Wellbeing Support Services.

CURRICULUM EMBEDDING

Embed LGBTUA+ issues within the curriculum for all students, in the context of respect & wellbeing education.

LIBERATED CURRICULUM

Support academics across all faculties in creating inclusive curricula which reflect the lived experiences and histories of Warwick's diverse communities.

RECOMMENDATIONS
TRANS-INCLUSIVE PRACTICE

GENDERED LANGUAGE

Reduce instances of incorrectly gendered language by educating people not to assume people's gender identity on the basis of their appearance.

SHARING PRONOUNS

Normalise the sharing of pronouns alongside names during introductions, for both cis and trans people. Include pronouns in default email signatures.
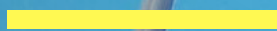
LEGAL NAME USAGE

Reduce access to legal names to prevent trans people being 'dead-named' and outed. Educate staff and students to treat legal names as confidential.

NON-BINARY ERASURE

Avoid language which erases non-binary identities, such as 'men and women' and 'he/she'.

DATA COLLECTION

Collect data in line with trans-inclusive best practice, which includes provision for non-binary gender identities when collecting gender and titles.