

# stonewall workplace conference

FRIDAY 7 APRIL 2017 - QEII CENTRE, LONDON

## Session B11: What about the 'B' in LGBT?

### Facilitators:

**Louise Smith**, Director of Fundraising, Stonewall

**Cat Telford**, Empowerment Programmes Officer, Stonewall Scotland

### Speakers:

**Fatimat Animasaun**, Business Manager, Macquarie

**Mike Wynne**, Police Constable, Beat Management, Cheshire Constabulary



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# So, what challenges do Bi individuals face?

- Invisibility
- Exclusion
- Biphobia – fear of prejudice
- Bullying and discrimination
- Burden of not being out
- Coming out, being out
- Editing to maintain an exhausting fiction leads to your values being comprised and your relationships being undermined
- Lack of leadership and visible role models
- A lack of support and understanding from friends, family and colleagues



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# Q1: What does 'Biphobia' look like?



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## Q1: What does 'Biphobia' look like?

- Denial
- Invisibility
- Exclusion
- Marginalisation
- Negative Stereotypes



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## Q2: Which of these **isn't** an example of Bisexual denial?

- Questioning the existence of bisexuality or of certain groups (e.g. bisexual men, bisexual people of colour).
- Assuming people's sexuality on the basis of their current partnership (straight if they are with someone of an 'other gender' and lesbian/gay if with someone of the 'same gender').
- Believing that bisexual people should 'make their mind up' or 'stop sitting on the fence'.
- Seeing bisexual people as 'confused' about their sexuality



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## Q3: Which of these **isn't** a common negative Bi-stereotype?

- Viewing bisexual people as greedy, or wanting to 'have their cake and eat it'.
- Assuming that bisexual people are promiscuous or incapable of monogamy, or only in terms of their sexual practices
- Assuming bisexual people are only bisexual if they have 'same gender' partners.
- Believing bisexual people to be manipulative, evil or tragic.
- Assuming that bisexual people can pass as heterosexual and are therefore privileged or taking the 'easy option'.



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**Q4: What percentage of Bi individuals said that they were comfortable being out to all colleagues, managers and customers or service users?**

A.9%

B.12%

C.14%

D.19%



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**Q4: What percentage of Bi individuals said that they were comfortable being out to all colleagues, managers and customers or service users?**

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## Q5: How much more likely are bi individuals to suffer from/have mental ill-health?

- Twice
- 3 times
- 5 times
- 6 times



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# Q6: What identities fall under the 'bi' umbrella?



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## Q6: What identities fall under the 'bi' umbrella?

- Bisexual
- Pansexual/Omnisexual
- Polysexual
- Queer
- Fluid
- Bi-curious

And many more!



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# Bi Role Models

**Fatimat Animasaun**, Business Manager, Macquarie

**Mike Wynne**, Police Constable, Beat Management  
Cheshire Constabulary



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# Bi Visibility Day

Falls on the **23 September**

Also known as International Celebrate Bisexuality Day,

Has been marked each year since 1999 to highlight biphobia and to help people find the bisexual community



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# Bi Visibility Day – Action Planning

Think about an awareness day/week which your organisation currently runs activities for.

**With your neighbours discuss what activities you currently do for these types of awareness events.**



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# Bi Visibility Day – Action Planning

Now, with your neighbours, discuss:

**How you can make these sorts of activities:**

- **more bi-inclusive (and/or)**
- **how they can be adapted to promote bi-visibility more.**

Make a note of what you are going to do on the Action Plans in your booklet.



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# Final Actions

- Continue to think about these ideas and action plans after today.
- Share your stories about what you do for Bi-visibility day on social networks, don't forget to tag us @StonewallUK!
- If you would like more information then you can check out:
  - Stonewall's resources
  - The Bisexuality Report, (2012), BiUK, Bi Community News and The Bisexual Index
  - Complicated?, (2015), The Equality Network
  - Networks such as London Bisexual Network
  - Events, e.g. BiCon



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