

**Stonewall**

# ABOUT THIS RESOURCE

**This resource is produced by Stonewall, a UK-based charity that stands for the freedom, equity and potential of all lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) people.**

At Stonewall, we imagine a world where LGBTQ+ people everywhere can live our lives to the full.

Founded in London in 1989, we now work in each nation of the UK and have established partnerships across the globe. Over the last three decades, we have created transformative change in the lives of LGBTQ+ people in the UK, helping win equal rights around marriage, having children and inclusive education.

Our campaigns drive positive change for our communities, and our sustained change and empowerment programmes ensure that LGBTQ+ people can thrive throughout our lives. We make sure that the world hears and learns from our communities, and our work is grounded in evidence and expertise.

To find out more about our work, visit us at [www.stonewall.org.uk](http://www.stonewall.org.uk)

**Registered Charity No 1101255 (England and Wales) and SC039681 (Scotland)**

Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where we're all free to be. This does not constitute legal advice, and is not intended to be a substitute for legal counsel on any subject matter.

# UNDERSTANDING INCLUSION FOR ACE AND ARO PEOPLE

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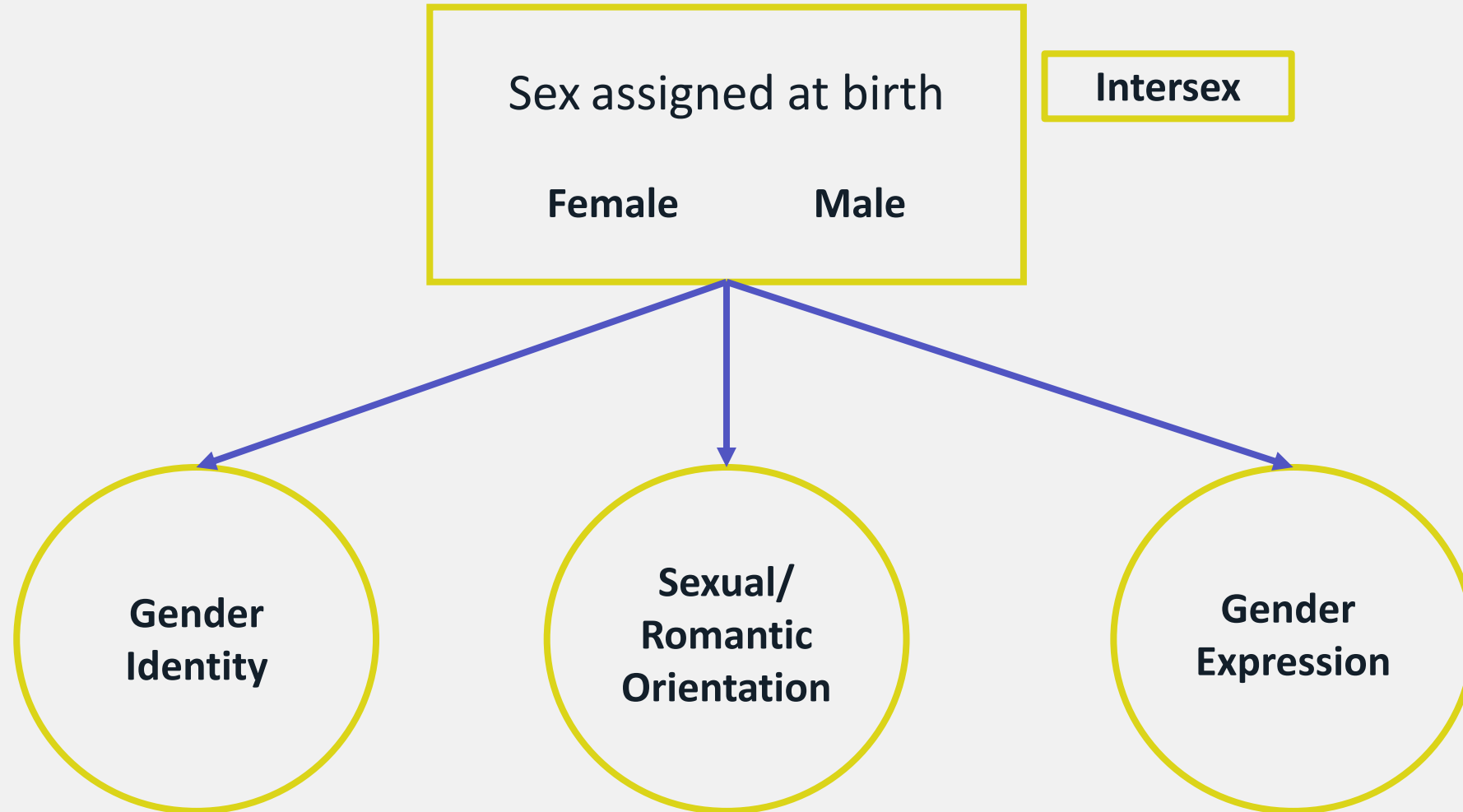
stonewall

# Agenda

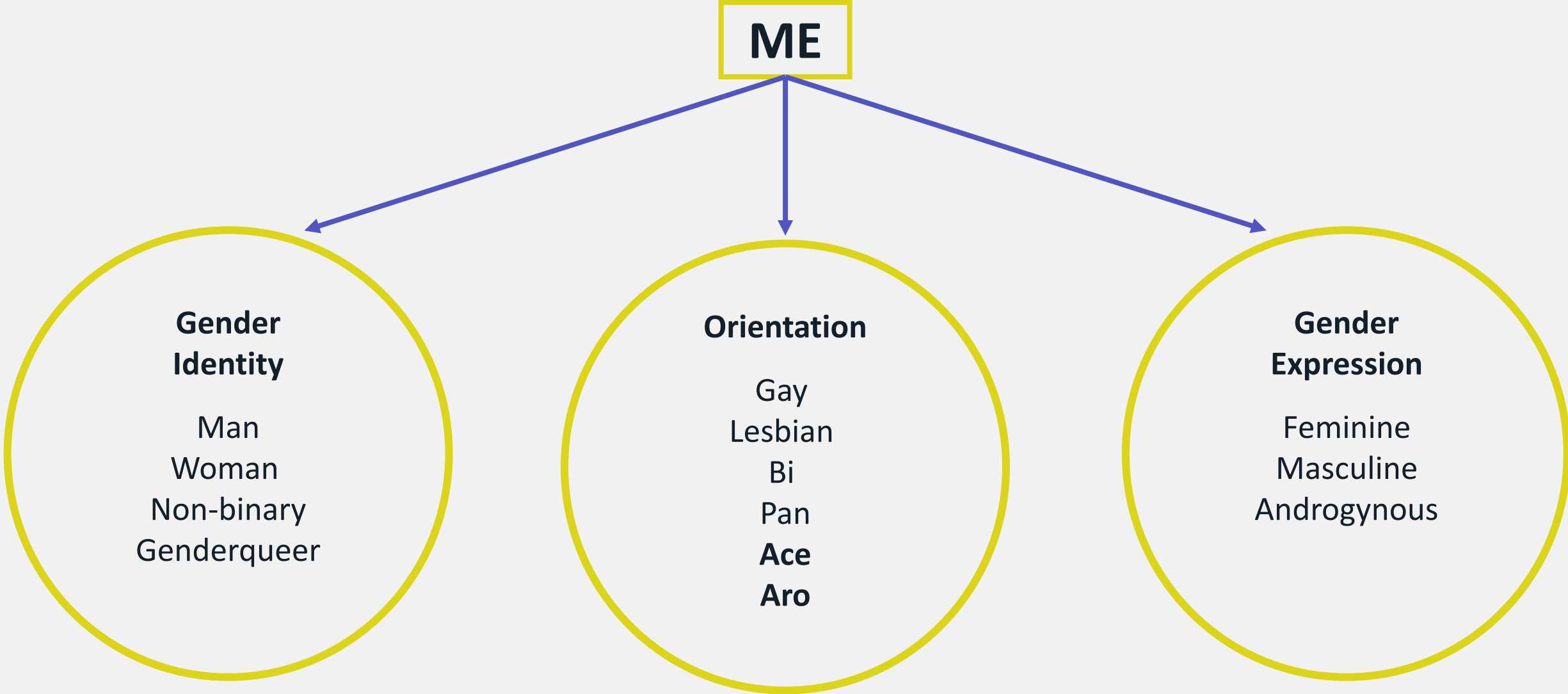
- **Ace & aro identities**
- **Terminology**
- **Issues and experiences**
- **Workplace findings**
- **Good practice**
- **Confidence building and next steps**

# Ace and Aro Identities

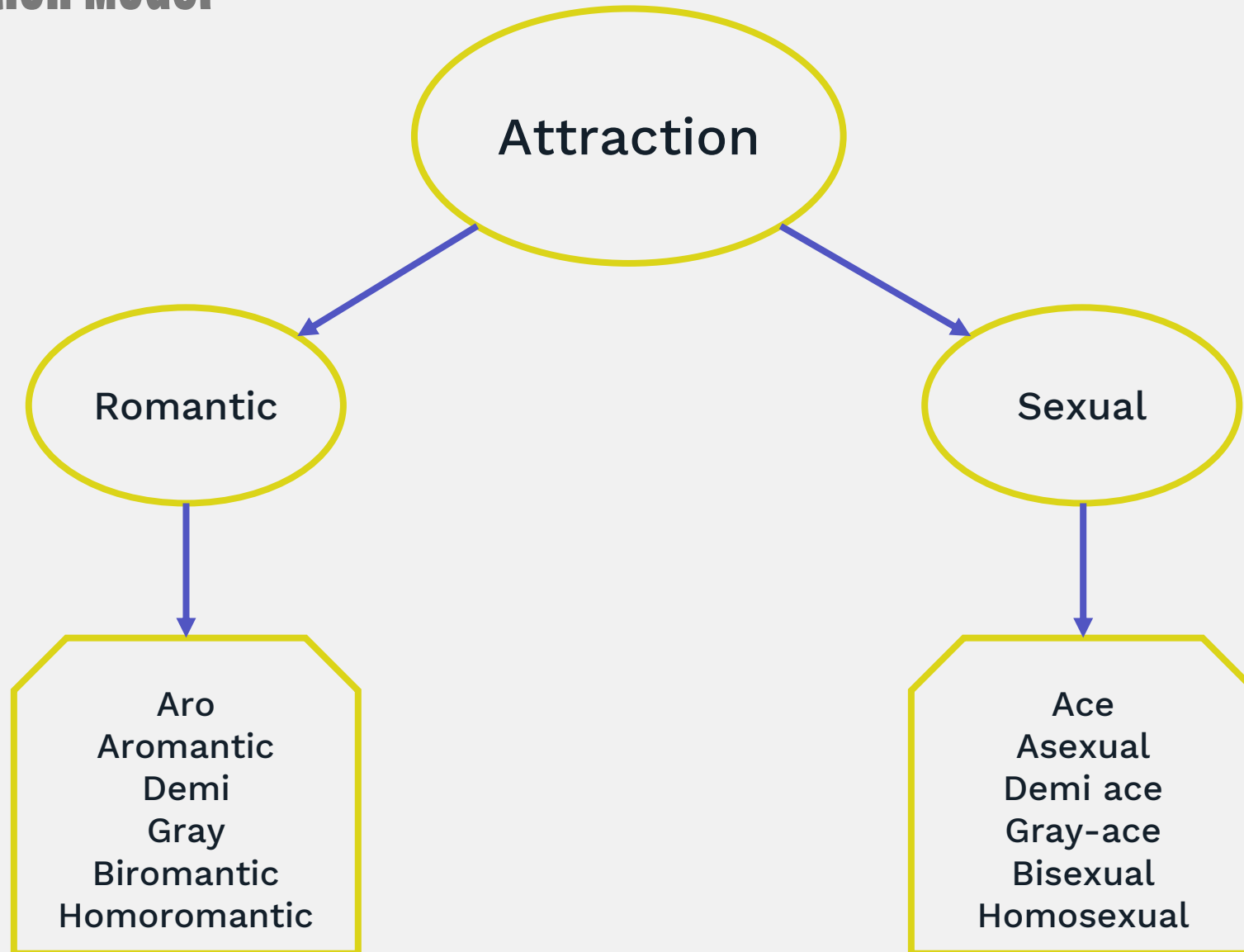
# Understanding Identities



# Understanding Identities



# The Split Attraction Model



# Terminology



slido



## Terminology Quiz

ⓘ Start presenting to display the poll results on this slide.

# Definitions

## Ace & Aro Spectrum

An umbrella term used to describe the wide group of people who experience: a lack of, varying, or occasional experiences of romantic and/or sexual attraction. People who identify under these umbrella terms may describe themselves using one or more of a wide variety of terms, including, but not limited to, asexual, ace, aromantic, aro, demi, and grey.

## Asexual/aromantic

Asexual people experience little to no sexual attraction. Aromantic people experience little to no romantic attraction

## Allo (sexual and romantic)

Allo people experience sexual and romantic attraction, and do not identify as on the ace or aro spectrum.

## Demi (sexual and romantic)

An umbrella term used to describe people who may only be attracted to people with whom they have formed an emotional bond.

## Grey (sexual and romantic)

Also known as grey-A, this is an umbrella term which describes people who experience attraction occasionally, rarely, or only under certain conditions.

# Ace and Aro Experiences

# What specific challenges do ace & aro people face?

- Lack of legal protections
- Exclusion from LGBTQ+ spaces
- Intrusive questions
- Low life satisfaction
- Lack of understanding

# Workplace Experiences

- Less likely to be out
- Less likely to receive positive responses
- Sexualised conversations/culture
- Inappropriate curiosity leading to bullying
- Invisible in EDI training – having to do the education work
- Ace report recommendations – workplaces should actively seek to incorporate ace inclusion into their wider work to promote LGBTQ+ inclusion

# Good Practice

- EDI education
- Monitoring
- Awareness days
- Events
- Network groups
- Inclusion in policies

# Activity

15 Minutes

What could you do to make your organisation more inclusive for ace and aro people?

Plan 3 actions:

- One to achieve in 1 month
  - One to achieve in 6 months
- One to achieve in 1 year