

FACT SHEET

LGBT+ AWARENESS AND INCLUSION

For the British Horseracing Industry



British racing is for everyone. It is a diverse and inclusive sport in which people from **all** communities should feel welcome, able to be themselves, and achieve their potential.

Firstly, let's get the acronym cleared up; **LGBT+** stands for **lesbian, gay, bisexual, trans**, as well as all other sexual minorities and gender identities. We want to ensure that racing provides a supportive environment for everyone who identifies as LGBT+ so

they feel able to be their true selves without fear of discrimination - echoing leading LGBT+ rights charity, [Stonewall](#)'s mission of **acceptance without exception**.

This fact sheet has been developed by [Diversity in Racing Steering Group's](#) (DiRSG) dedicated LGBT+ sub-group, who aim to influence social change and promote a diverse, fair, safe, and fully inclusive industry.



Our envisioned impact is to create a welcoming industry for everyone, where all participants feel confident and free to be open about their sexuality, if they wish to do so. We would love racing to create a community where **every** person feels comfortable, supported and heard. Ultimately, our goal is to ensure that there is zero tolerance towards discrimination within the sport and that our people feel informed and empowered to challenge inappropriate behaviours and practices when they encounter these.

What will this module cover?

By studying this fact sheet you will have a brief overview of the following key themes:



INTRODUCTION TO
LGBT+ ISSUES



LGBT+
LANGUAGE



LGBT+ HISTORY
& PRIDE



CREATING INCLUSIVE
ENVIRONMENTS



RACING WITH
PRIDE

As a result, we hope to develop LGBT+ awareness and increase understanding of LGBT+ issues. Education means more than merely acquiring knowledge, it empowers people to develop personally and expand their thinking, which is the first step to enacting change.



AN INTRODUCTION TO LGBT+ ISSUES

Some of you undertaking this module may believe that equality has been achieved for sexual minority individuals through legislation such as the *Marriage (Same Sex Couples) Act (2013)*. However, although legislation in recent decades has improved the situation for LGBT+ individuals, there still remains high levels of discrimination in society more widely according to LGBT+ rights charity, Stonewall:

- **Nearly half** of LGBT+ pupils (45 per cent) – including **64 per cent** of trans pupils – are bullied for being LGBT+ at school.
- **One in five** LGBT+ people (21 per cent) had experienced a hate crime or incident due to their **sexual orientation** and/or **gender identity** in the last 12 months.

In sport, it is no different:

- **One in ten** LGBT+ people (10 per cent) who attended a live sporting event in the last year experienced discrimination because of their **sexual orientation** and/or **gender identity**.
- **More than two in five** LGBT+ people (43 per cent) thought public sporting events are not a welcoming space for LGBT+ people.

What do people think about the issues in sport?



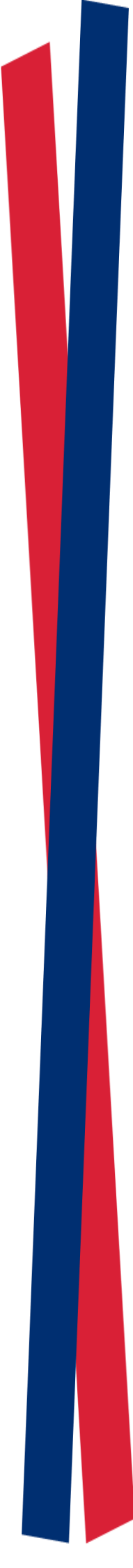
[Source: Equality Network]

What do people in racing say?

“Might have been easier to come out if I had been in another industry; if there had been someone else then that might have made it easier, but there wasn’t... It was a lonely few years... in that environment. It was, because no one else was...”

“It’s like football isn’t it, it’s male dominated. It’s hard enough to come to terms with it yourself...”

“It [homophobic language] is definitely used more commonly than other [aspects of diversity], more than racist comments. It would be the first port of call for banter...”



The top ten issues which the LGBT+ community feel concerns them (according to a [Goldman Sachs study](#)) are:

1. Coming out generally (cultural, social, and family issues)
2. Coming out at work
3. Ignorance of colleagues
4. Concern about negative effect on career
5. Lack of benefits extended to same-sex partners
6. Fear of name calling and retaliation
7. Legal environment (lack of protection and visa issues)
8. Pressure from conservative groups
9. Lack of non-discrimination policies
10. Isolation in the workplace and connection with other LGBT employees

These figures and quotes demonstrate the need for racing, and every individual within our sport, to work together in this area to benefit both the industry as a whole and our LGBT+ community. In addition, demonstrating the sport's inclusivity and acceptance is a powerful way of engaging with new audiences, both in terms of the sport's fanbase, sponsors, owners, and its workforce.

Discrimination vs Privilege

For some, the above facts may be surprising and hard to comprehend, so we want to explore the concepts of discrimination and privilege.

Discrimination means treating someone less fairly because of who they are. The [Equality Act \(2010\)](#) protects people from discrimination relating to nine characteristics, including gender reassignment, marriage and civil partnership and sexual orientation.

Privilege is an advantage or immunity granted to or enjoyed by one societal group above and beyond the common advantage of other groups. It is the unearned access to resources that are only readily available to some people based on elements of their identity.

All elements of someone's identity, be it gender, sexuality, upbringing, race, contribute to the levels of privilege and discrimination they experience. Privilege changes from culture to culture and context to context and is often invisible to those who have it. The privilege, or the lack of, that you have in any one situation can impact:

- **You** – how empowered you feel to be who you are, and the number of barriers between you and success.
- **Your behaviour** – how included and welcome in a space you feel, how able to contribute you feel and how confident you feel.
- **How people treat you** – what assumptions others make about you and whether others automatically respect you.

In some situations, it is not always safe or possible for people with less privilege to be themselves and often harder for them to feel valued and respected.

When you have privilege, you can use it to uplift those around you who have less of it; you have the power to be an [ally](#).

Continuously coming out

In the society we live in today, it is commonly assumed that people are straight if no other information is available. This is a feature of a heteronormative society, whereby the assumed 'norm' is heterosexuality. In this environment LGBT+ people often feel the need to disclose their sexual orientation as it differs from the 'norm' – this is called coming out.

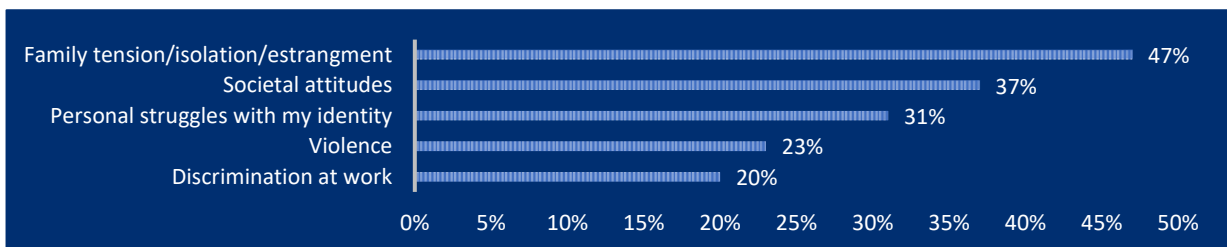
The concept of coming out is complicated and commonly misunderstood, and it is important to note that coming out is a personal decision, which should not be forced; some people do not wish to disclose their sexual orientation for various reasons and this should be respected. The ultimate aim is to create a culture where individuals feel comfortable to disclose their [sexual orientation](#) and/or [gender identity/expression](#) if they so wish.

Coming out is not a one-time occurrence; LGBT+ individuals face daily choices about this, considering when to disclose this information and when to withhold it.

A supportive and inclusive climate is associated with a greater likelihood that members of the LGBT+ community will feel comfortable disclosing their sexual orientation. In turn, increased disclosure of sexual orientation is related to improved mental health outcomes among LGBT+ employees ([Badgett et al 2013](#)), as well as improved performance at work.

For more information, check out [Dr McNaught on continuously coming out](#).

Fears and Experience of Coming Out:



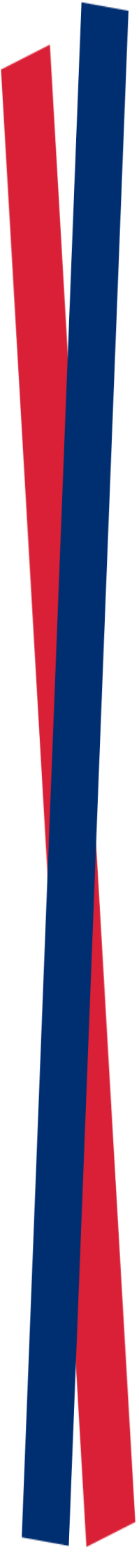
[Source: Goldman Sachs]

Clearly, not being able to live an authentic life [takes its toll on people](#); discrimination, harassment and bullying can lead to stress, anxiety, depression, and isolation. Research by Stonewall shows that concealing one's sexual orientation at work reduces productivity by up to 30%. In turn, this may impact staff morale, result in increased absenteeism, decreased productivity, and retention/recruitment difficulties. It is therefore in **everyone's** best interest to stamp out discrimination.

LGBT+ Health

Members of the LGBT+ community are **three times** more likely to be affected by mental health conditions than those who identify as straight. Fear of coming out and of discrimination or violence, can lead to depression, anxiety, isolation, post-traumatic stress disorder and suicidal thoughts. According to the Centre for Disease Control (CDC), ***"nearly one-third (29%) of LGB youth had attempted suicide at least once in the prior year compared to 6% of heterosexual youth."***

In addition to increased depression and suicide risks in LGBT+ people, substance abuse represents another important concern. Research shows that around **20% to 30%** of the LGBT+ community have



had a substance abuse disorder, compared to **9%** of the general population. The CDC contends “**reaction to homophobia, discrimination, or violence**” can increase alcohol and drug use.

As a friend, family and colleague of the LGBT+ community you can provide care in the following ways:

1. **Be Available:** Make sure your colleague, friend or family member knows you are there to talk and listen when it’s needed most. Keep an open line of communication, so they know there is always someone to talk to and somewhere to turn when things seem bleak.
2. **Be Supportive:** Instead of simply dismissing your friend, family member or colleague’s fears, provide encouragement and positive reinforcement. Recognise and try to relate to their concerns, and remember, you don’t have to find the solution.
3. **Be Proactive:** If you feel someone is drifting towards a mental health disorder, reach out to a support group, doctor, counsellor, or mental health centre. [Racing Welfare](#) is always on hand for you to sign post a member of the racing family to. They have a 24-hour hotline and offer several convenient ways of getting in contact. There are numerous other UK charities: available to you too; [NHS Trusts](#); [Time to Change](#); [Mental Health UK](#); [Mind](#); [Samaritans](#).



LGBT+ LANGUAGE

Many people refrain from talking about **sexual orientation** and **gender identity** or **expression** because it feels taboo, or because they're afraid of saying the wrong thing. This section explains some of the commonly used words to help make conversations easier and more comfortable for everyone.

Language is constantly changing, new words are created or even old words reclaimed, so this is by no means an exhaustive list and there are links at the end of this section if you want to further your knowledge.

Ally – An ally is (typically) a heterosexual person who supports LGBT+ people, amplifies their voices and actively promotes their right to equality.

Bi / Bisexual – Bi is an umbrella term used to describe a romantic and/or sexual orientation towards more than one gender. Bi people may also describe themselves using one or more of a wide variety of terms, including, but not limited to, 'pan' or 'queer'.

Cis/Cisgender – Someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people.

Deadnaming – Calling someone by their birth name after they have changed their name. It is often associated with trans people who have changed their name as part of their transition.

Gay – Refers to a man who has a romantic and/or sexual orientation towards men. Also, a generic term for lesbian and gay sexuality - some women define themselves as gay rather than lesbian. Some non-binary people may also identify with this term.

Gender – Often expressed in terms of masculinity and femininity, gender is largely culturally determined and is assumed from the sex assigned at birth.

Gender Expression – How a person chooses to outwardly express their gender, within the context of societal expectations of gender. A person who does not conform to societal expectations of gender may not, however, identify as trans.

Gender Identity – A person's innate sense of their own gender, whether male, female or something else (see non-binary), which may or may not correspond to sex assigned at birth.

Intersex – A term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female. Intersex people may identify as male, female or non-binary.

Lesbian – Refers to a woman who has a romantic and/or sexual orientation towards women. Some non-binary people may also identify with this term.

LGBT+/LGBTQ+ - The acronym for lesbian, gay, bi and trans. The + demonstrates inclusion of all other sexual orientations and gender expressions. The additional Q sometimes used refers to Queer (see below).

Non-binary – An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely (see identities/pronouns).

Queer – An adjective used by some people, for whom, the terms *lesbian*, *gay*, and *bisexual* are perceived to be too limiting and/or fraught with cultural connotations they feel don't apply to them. Previously a derogatory term, queer has been reclaimed by some LGBT+ people to describe themselves, however, it is not a universally accepted term, even within the LGBT+ community.

Sex – Assigned to a person on the basis of primary sex characteristics (genitalia) and reproductive functions. Sometimes the terms 'sex' and 'gender' are interchanged to mean 'male' or 'female'.

Sexual Orientation - A person's emotional and/or sexual attraction to another person, or lack thereof.

Trans – An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, transsexual, gender-fluid, non-binary, crossdresser, trans man or trans woman.

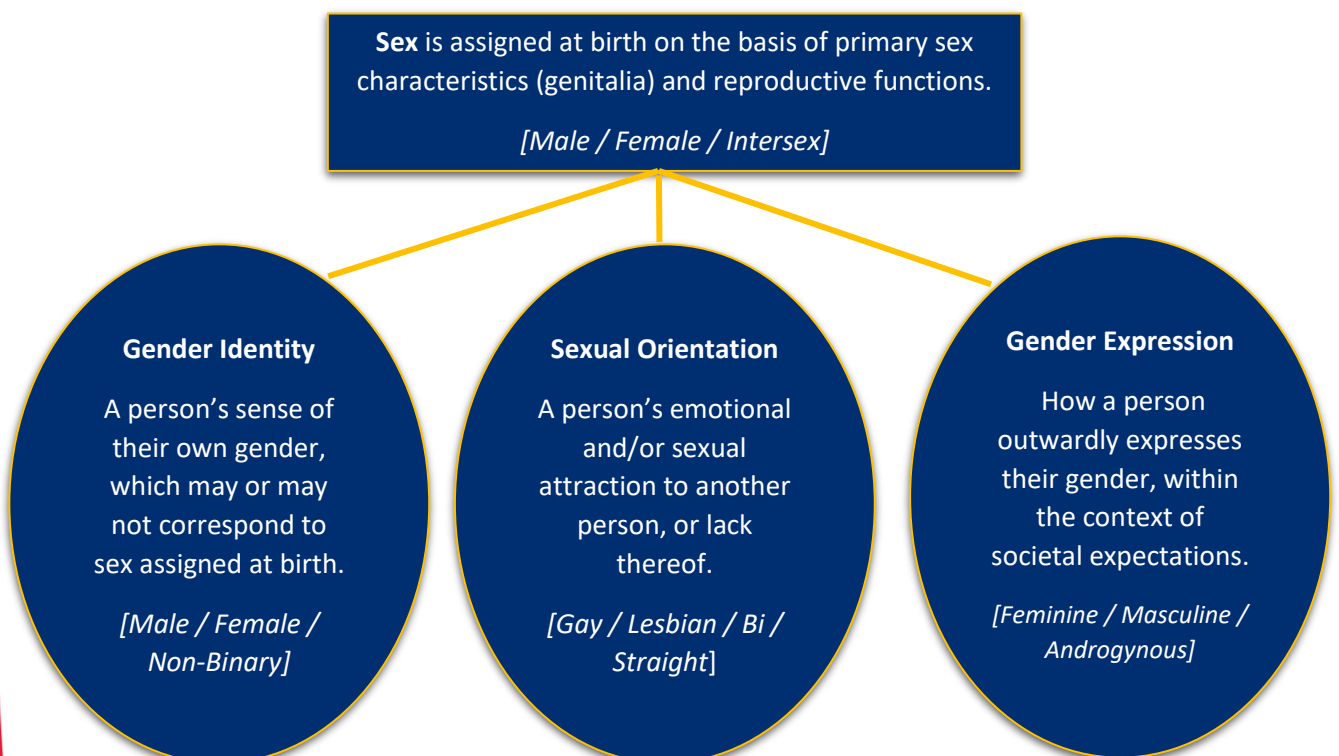
Trans Man / Transgender Man - A term used to describe someone who is assigned female at birth but identifies and lives as a man. Trans Men are men.

Trans Woman / Transgender Woman - A term used to describe someone who is assigned male at birth but identifies and lives as a woman. Trans Women are women.

Check out a [more detailed glossary of terms here](#).

Identities and how terminology is used

At birth everyone is assigned a biological **sex** of either male, female, or **intersex**. Everyone will also have a **gender identity**, **sexual orientation** and **gender expression**, that can change over time and perhaps, even in different situations and environments.



Pronouns

In the past, pronouns were simply 'he/him' and 'she/her', but this left many people feeling isolated and uncomfortable identifying exclusively with either of these gendered terms. Many non-binary individuals choose to use the pronoun 'they/them'. 'They/them' provides the non-binary community a pronoun that comfortably aligns with their identities, as not wholly male or female.

For most, their singular and visible gender identity is a privilege. Not everybody has this privilege and therefore it is important to use the correct pronouns so that people do not feel disrespected, invalidated, and alienated. You can't always tell what someone's gender pronouns are by looking at them, so you may wish to share your own preferred pronouns to encourage others to do the same, this will show you want to get it right.

The impact of language

Language can have a significant impact on the culture created in a given environment, as such it is important that we make sure the language we use is as inclusive as possible. In line with this, try not to make assumptions about someone's sexual orientation or gender identity.

One of the wonderful things about working in racing is the sense of fun and diversity of people we encounter whether it is on the gallops, on the racecourse or in offices around the country. However, we must be cognisant that sometimes what we refer to as banter can be direct harassment and cause offence, not just to LGBT+ individuals as explored here, but more widely too – discrimination or harassment against any protected characteristic is unacceptable, and illegal.

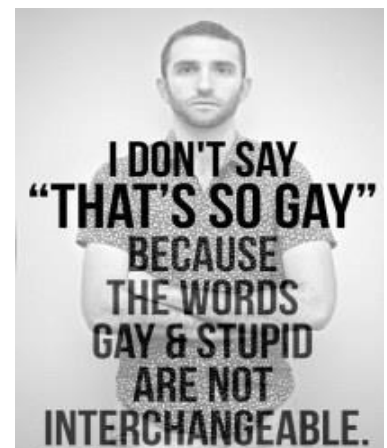
Our slang vocabulary is littered with terminology that can damage our relationships with LGBT+ teammates; be aware of this, and guard against it by familiarising yourself with the correct terminology. When homophobic language goes unchallenged, it can have a negative impact on people's sense of belonging, self-esteem and attainment. Homophobic language doesn't just reinforce negative perceptions of gay people but also leads to a general intolerance of being different; where homophobic language is widespread, people can feel less able to be themselves.

The majority of LGBT+ pupils – **86 per cent** – regularly hear phrases such as "that's so gay" or "you're so gay" in school. (Stonewall 2017)

How many times have you heard or used the following phrases in a derogatory manner?

"Don't be a pussy" "That's so gay" "You look like a dyke"

Some might find it funny but humour at another person's expense always runs the risks of wounding other people.





LGBT+ HISTORY AND PRIDE

There has been considerable progress for the LGBT+ community in recent decades and years, however this progress is not consistent across the world and there is always more to do. A recent [Government report \(2018\)](#) confirmed that;

- hate crimes against lesbian, gay and bisexual people are the second most prevalent hate crime in the UK, even with 91% of respondents saying the most serious incident they had experienced in the preceding 12 months had not been reported
- existing evidence suggests that the discrimination, harassment and bullying that disproportionately affect LGBT+ people in various aspects of their lives continues to be an issue in the workplace.

Timeline – UK

The below timeline explores some of the significant milestones for the LGBT+ community and the impact these have had.

1967: *The Sexual Offences Act 1967* stipulated that private sex acts between consenting men over the age of 21 would no longer be a criminal offence in England and Wales, although Scotland did not follow suit until 1980 and Northern Ireland until 1982. Despite cross-party support for the Act, MPs were hardly lining up to accept homosexuality as a legitimate orientation. Even those supporting decriminalisation called homosexuality 'a disability' and 'a great weight of shame'.

1972: London's first Pride parade included upwards of 2,000 gay men and women.

1988: *Section 28* amendment to Local Government Act 1988 banning state schools from promoting the "acceptability of homosexuality as a pretended family relationship". A catalyst for a surge in gay activism, including the formation of LGBT+ rights group Stonewall UK. Section 28 was repealed in Scottish law in 2000, and from English, Welsh and Northern Irish law in 2003.

1994: *Criminal Justice and Public Order Act 1994* lowered the age of consent for male homosexuality to 18.

2000: *Sexual Offences (Amendment) Act 2000* lowered the age of consent for male homosexuality to 16.

2004: *The Civil Partnership Act* was passed, allowing same-sex couples to enter into same-sex unions with the same rights as married couples.

2010: *The Equality Act* was passed, which legally banned the discrimination of homosexuality.

2013: *The Marriage (Same Sex Couples) Act 2013*, which recognised same sex marriages, was passed. It entered into law in England and Wales in 2014.

Meanwhile, in the USA...

June 1969 – Stonewall Riots, the culmination of previous conflicts regarding LGBT+ rights and an important event for the gay rights movement in USA.

June 1970 - Christopher Street Liberation Day, the first recorded Pride parade.

Importance of Pride

Pride is about communities coming together in celebration, protest, unity and solidarity of LGBT+ equality. As we have explored above, the gay rights movement has won numerous legislative victories in this country in a relatively short space of time. However, while legislation can be passed in a matter of days, the underlying attitudes towards LGBT+ people will take longer to change, with social attitude surveys still demonstrating considerable work to do in this area.

Additionally, progress for LGBT+ has not been consistent across the globe, as such, the Pride movement today is still as important as ever. Here are five reasons for this, as **outlined by Amnesty International**:

1. People are still attacked because of their real or perceived sexual orientation and gender identity
2. Prides are an opportunity to challenge homophobic and transphobic legislation
3. Rights can never be taken for granted
4. Prides contribute to changing hearts and minds
5. Prides are empowering

Pride month is celebrated annually during June, to coincide with the Stonewall Riots and the first Pride, although this is the official Pride month, events take place throughout the summer in Britain.

The Pride flag is a common sight at these events and an important symbol within the LGBT+ community – the flag was designed in 1978 with eight stripes and then altered to the six-stripe design we commonly see today in 1979. Each colour within the flag's design has a specific meaning.





CREATING INCLUSIVE ENVIRONMENTS

This section explores how we can ensure everyone in racing feels welcome, able to be themselves, and able to achieve their potential, whether on a racecourse, in a yard or in an office.

We all have the power to influence change and champion diversity, no matter what our role in racing.

Allyship and Advocacy

What is an ally?

An ally is any person who supports and stands up for the rights of LGBT+ people; allies have been involved in almost all movements for social change, and they can make a significant contribution to the LGBT+ rights movement.

Why be an ally?

People are happier, more productive and more engaged when they are able to be their authentic selves; being a visible ally to the LGBT+ community can help improve the sport's culture and encourage people to bring more of themselves to all environments, including the workplace.

Allies recognise that LGBT+ people perform better if they can be themselves and straight allies use their role within an organisation to create a culture where this can happen.

For further information about being an ally, see [Stonewall](#).

What does advocacy mean?

Advocacy means giving a person support to have their voice heard. It is aimed at helping people understand their rights and being able to express their views. Help your LGBT+ friends, family and colleagues communicate their wants and needs; help them be specific on what they would like to see changed to encourage an inclusive environment; tailor their requests so they are appropriate and presented to the person who can enact the changes needed.

Having the confidence to call out bad behaviour

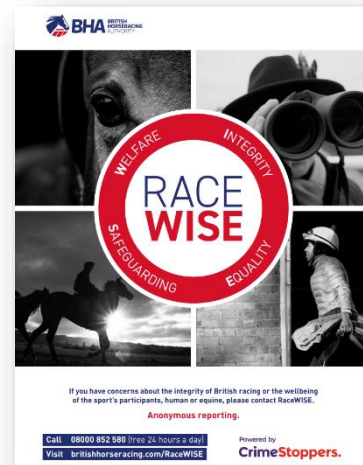
Many people say they want to speak up when they see others stereotyped, disrespected, or demeaned, but they stand by silently because of discomfort or the fear of saying the wrong thing. They turn away thinking, "who am I to get involved, this isn't my business".

However, as a bystander, you **ARE** part of the conversation. You are the audience. Staying silent in the face of bias, stereotypes and demeaning comments or jokes permits these attitudes and behaviours to persist, thereby undermining our ability to create an inclusive community where everyone is welcomed and treated with respect. **Your silence hurts!** If you are concerned, but do not feel confident or safe to call the behaviour out at the time, please contact [RaceWISE](#) where you can anonymously or confidentially report inappropriate behaviour.

Call it out confidentially through RaceWISE (Welfare, Integrity, Safeguarding, Equality)

Racing is everyone's sport. Disrespectful and discriminatory behaviour or unequal treatment is not tolerated. Some comments or behaviour can be hurtful and offensive. However big, small or insignificant you may feel the incident is, we all have a responsibility to call out and report inappropriate behaviour to ensure everyone feels welcome in our sport.

Report anonymous online at www.britishhorseracing.com/RaceWISE or call the freephone number **0800 085 2580**.



Importance of role models

Having openly out role models in sport helps drive home the point that when you're committed and talented, your sexual orientation or gender expression/identity isn't a barrier to progress. Visible role models help show the way for others. It's much harder to be what you can't see. If there are no out lesbian, gay, bisexual or trans role models in your work or sport, how can other LGBT+ people be sure they'll be able to progress? Visible role models demonstrate credibility around diversity.

Keegan Hirst is an openly gay rugby league player who [talks openly about the importance of gay role models](#).

To date, like with many other sports, we have few openly out role models in racing, and hence the need for change. Trainer, [Mick Appleby](#), has both spoken openly about his life in racing and his sexuality, whilst former jockey and LGBT+ role model, Jack Duern, says:

"I'm proud to be a visible role model within the sport because there's nobody out there to turn to if you feel like you're on your own regarding your sexuality and I want people to know that they are not on their own. It's important to have visible role models within the sport because it makes you feel comfortable to be who you are and not worry that you're the only one, which could ultimately affect your self-confidence and career progression.

An open and inclusive sport means a lot to me because your sexuality does not determine your ability or determination to do your job just as well as anybody else."

Racing is one of the few sports where all genders compete on equal terms and [former jockey, Victoria Smith](#), being the first openly trans woman to ride in a race, is a role model to many.

Tops tips for creating inclusive environments

There are many ways to ensure the environments around you, including your workplace, are inclusive. Here are a few suggestions:

- Follow relevant LGBT+ role models and LGBT+ organisations on Twitter to keep abreast of changes and news and continue your learning. Encourage others to do the same, including your workplace.
- Listen to podcasts and read blogs on LGBT+ issues.
- Talk to your LGBT+ friends and colleagues about what challenges they face at work. Don't be afraid of saying the wrong thing, just ask LGBT+ colleagues and friends for advice.
- Speak out about why you are committed to equality. Help colleagues become straight allies by explaining how they can make a difference.
- Make use of the e-learning platform for other courses, such as Mental Health First Aid, and encourage others to do this course.
- Join an LGBT+ forum, like [Racing With Pride](#), and encourage others to as well (when it is launched in Summer 2020).
- Share your story, either as an LGBT+ role model or ally. Real life stories have the biggest impact, so we encourage you to celebrate the successes of staff who have overcome disadvantages and difference. Share stories of other inspirational people in racing.
- Talk openly about your lesbian, gay, bisexual, or trans friends and family.
- Challenge any homophobic comments or 'banter' by explaining the impact it could have. Report it to [RaceWISE](#).
- [Add a poster](#) to your canteen, tack room or staff intranet.
- Join the [rainbow laces](#) movement in sport.
- Be aware of and promote all the services [Racing Welfare](#) so you can signpost. If a colleague wants to come out, be clear you will support them. Remember, you are not a trained counsellor so do not offer advice but only support.
- Put up an annual calendar of LGBT+ events and activities on your staff intranet, in your newsletters, in your tack rooms.
- [Add a Racing is Everyone's Sport poster](#) to the weighing room, your office, the tack room.



The business case for your workplace

Most businesses recognise that their most valuable assets are their people. In racing, these people deliver every day for trainers, owners, breeders, jockeys, racecourses, their customers, suppliers, racing staff and shareholders. Organisations that value the differences of their people understand

that diversity and inclusion are good for business (Fullerton 2013), in the long-term driving better individual, business and industry outcomes.

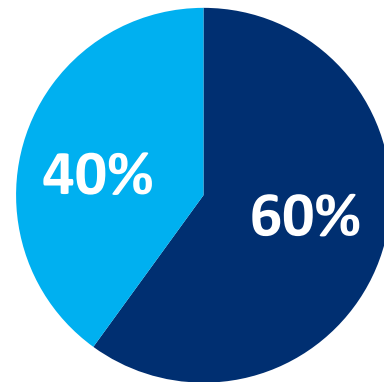
LGBT+ people bring a different set of experiences and perspectives to the workplace, thereby adding tremendous value to organisations and teams. The best organisations understand that everyone should be able to bring their whole self to work; when an organisation is clear and proactive about having an inclusive environment, LGBT+ employees can put all their energy into work tasks (Goldman Sachs report 2013). Given that an estimated 5-10% of any working population is likely to belong to the LGBT+ community, it is increasingly important for racing to demonstrate inclusive practices to attract new audiences, owners and employees.

The importance of being an LGBT+ Friendly Workplace:

60% of LGBT+ individuals say a company's reputation is significant when deciding whether to work there or not.

Millennials and Gen Xers are **1.2 times** more likely than Baby Boomers to find it significant.

Simply, it is good for business, and the right thing to do.



[Source: Imgur]

LGBT+ supportive environments are linked to:

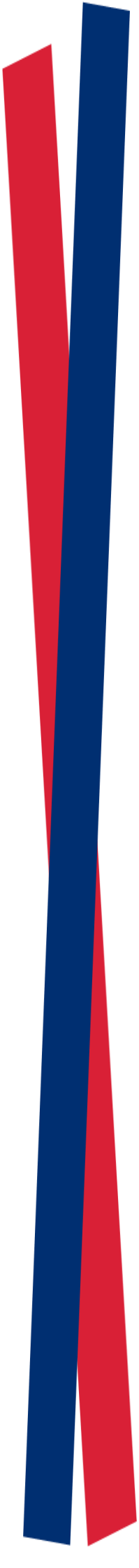
- greater job commitment
- improved relationships
- increased job satisfaction and employee retention
- improved health outcomes among LGBT+ staff
- less discrimination towards LGBT+ employees
- LGBT+ people feeling more comfortable coming out (Badgett et al 2013)

Building a collaborative culture that is unified in its shared values is important for racing. As a unifying set of beliefs, values help set expectations, drive decision-making, and build a culture that inspires our actions. As racing continues to grow, it is increasingly important that everybody understands and acts upon common core values. When these are not embodying best practice, we must be brave and call this out. We need diversity and inclusivity to become racing's cultural norm.

Our workplaces are rich in different cultures, backgrounds and religions which influence the way we may individually consider LGBT+ issues, but to thrive as a community and industry, we should embrace greater tolerance, acceptance and an openness to welcome difference.

How to create inclusive workplaces?

So how do we create an atmosphere of acceptance and inclusion? Policies are the foundation of any workplace, informing key practices and processes. By embedding LGBT+ inclusion across all workplace policies, you will demonstrate your commitment to respecting and celebrating the identities of the LGBT+ community. Stonewall has created a very helpful **Toolkit** to help you do this.



You can send a strong message that you are an inclusive workplace by considering the tone and language used, and by placing the [Diversity in Racing Steering Group](#) and [Racing With Pride](#) logos on your correspondence, social media and marketing materials.

The following can be embraced by everyone in an organisation to help attract and retain the best talent in the industry (this will help trainers with the [Lycetts Team Champion Award](#), whilst racecourses, charities and other racing business will be able to use these measures to demonstrate their inclusivity as an employer when attracting new audiences or applying for grants and funding):

- Renew your policies and processes to reflect an inclusive organisation
- Encourage LGBT+ training
- Join [Racing With Pride](#)
- Recruit LGBT+ allies and advocates as Diversity Champions
- Create an open environment which encourages communication
- Monitor diversity statistics, track your progress and shout about it
- Celebrate LGBT+ history and events



RACING WITH PRIDE

There has been little work to examine the situation for LGBT+ people in racing, however **David Letts** recently undertook research examining the prevalence of sexual minorities within the sport and attitudes relating to the subject.

It was promising that this research demonstrated largely positive attitudes towards sexual minority individuals throughout the sport – 92% of the racing survey and 78% of the jockey survey responded on the positive side of neutral when asked how comfortable they would feel if a colleague ‘came out’ as gay, lesbian or bisexual.

One concern was that many individuals who identified as a sexual minority did not feel comfortable ‘coming out’ at work – of those who identified as a sexual minority, only 36% of the racing survey respondents and 17% of the jockey survey respondents indicated that they were out to colleagues.

This is a common theme in workplaces, with recent showing that over one third of people are not out at work (Stonewall), however that figure is approximately doubled in horseracing and, as such, there is work to do to ensure every individual is able to be out at work, if they choose to do so.

Note: *It is important to remember that ‘coming out’ is a personal decision and must be made by the individual, the aim is to create a welcoming and inclusive culture to make this easier for those who feel they want to do so.*

Racing is driving change

In response to David Lett’s research, the sport’s **Diversity in Racing Steering Group** is working to drive change for the LGBT+ community and is developing Racing With Pride, a national LGBT+ network for British horseracing’s participants, workforce and fans. It will be responsible for:



Support: To provide a safe space for LGBT+ people and allies to connect in person and online, enabling them to share experiences, voice concerns and receive support.



Awareness: To promote a better understanding of LGBT+ inclusion and make LGBT+ experiences more visible; this can empower all to step up as allies and improve the culture for everyone within the sport.



Accountability: To provide a platform for the sport’s LGBT+ community to have a collective voice in shaping the industry’s future strategy and activity regarding LGBT+ inclusion.

Click on the links to see additional resources and support:

