

LGBTQ+ History Month



Tim Brown

As an Equality, Diversity, and Inclusion Lead at MKUH, it is a privilege to be asked by the Pride Staff Network to comment on LGBTQ+ month and what this means to me.

I grew up when using derogatory and discriminatory language about sexuality was socially accepted. In the UK, legislation has helped to improve LGBTQ+ rights, but it is evidently clear from interacting with LGBTQ+ people within and outside the NHS that there remain persistent and deep-rooted inequalities.

The month of February is LGBTQ+ History Month, a period to raise awareness and advance education on matters affecting LGBTQ+ people.

I have enjoyed working with the new Pride Staff Network leadership – Annie and Isaac. We are proactively exploring opportunities to continuously improve LGBTQ+ staff and patient experience at MKUH. Integral to this work is the development of an ally framework.

So what does being an ally actually mean to me?

My definition of being an ally is to proactively seek to promote LGBTQ+ equality at MKUH. As an ally, I will continue to:

- Call out homophobic / transphobic behaviour
- Listen and learn from LGBTQ+ people about the barriers they face and co-produce positive actions to improve LGBTQ+ experience
- Promote that all people, regardless of gender identity and sexual orientation, should be treated with dignity and respect
- Ask and do not make assumption about sex, gender and gender identity
- Add my pronouns to my email signature
- Collaborate with the Trust, Pride Staff Network and Q-Alliance to co-deliver several interactive LGBTQ+ awareness sessions and events throughout 2022.

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