



PRIDE+ Staff Network Bulletin

October-December 2022

News

[Bisexuality more visible but 'work to do' on safety](#)

BBC News, 6th October 2022

More people identify as bisexual than gay or lesbian, a new study suggests. Stonewall, which commissioned the study, said the findings told a "positive story" but said more needed to be done to help bisexual people feel safe.

[Hate crimes recorded by police up by more than a quarter](#)

BBC News, 6th October 2022

The number of hate crimes recorded by police in England and Wales has risen by 26%, Home Office figures show. More than two-thirds were racist hate crimes. But crimes against transgender people saw the biggest rise, up 56% from the previous year. Hate crimes targeting people's sexual orientation also increased - by 42%.

[Two-thirds of LGBT+ staff feel they have to 'act straight'](#)

Personnel Today, 9th November 2022

Almost two-thirds of LGBT+ staff feel they have to tone down their identities or 'act straight' to progress in their careers. Of the 62% of employees who feel they have to 'act straight' in order to progress at their company, this increased significantly for trans employees (85%) and lesbian women (68%). There was also a feeling that managers tended to recruit employees who had more in common with them

Guidelines, Policies and Reports

[Elusive inclusivity](#)

British Medical Association, 2nd November 2022

The BMA's Sexual orientation and gender identity survey has laid bare the extent to which ignorance, prejudice and even hostility towards people with certain sexual orientations and gender identities persist in the NHS.

Read the full report [here](#).

[Transition Access Survey 2022](#)

TransActual, 15th November 2022

There's much more to trans people's lives than medical transition; however, access (or lack of access) to it can make an enormous difference to trans lives. The NHS is failing trans people over access to life-saving healthcare, with over 86 per cent of trans people saying that NHS waiting times have negatively impacted their mental health.



Research briefings

The Mental Elf

[Minority stress and self-esteem: the thoughts of sexual minority young adults](#)

Sexual minority young adults experience greater mental health inequalities compared to their heterosexual counterparts. The minority stress framework which suggests that sexual minorities experience additional LGBTQ+ specific stress could explain this disparity. However, research suggests that there is more to the story. This study suggests various ways in which LGBTQ+ young adults cope with discrimination, stigma, or prejudice and thus, protect their self-esteem.

Published research

[A qualitative analysis of queer strengths](#)

The Humanistic Psychologist, December 1st, 2022

It is important to not just focus on barriers or challenges that LGBT/NB people face, but also to focus on their strengths and sources of pride. These positive aspects can help combat effects of stigma, discrimination, and oppression. The authors encourage therapists to ask clients about their strengths at intake and reflect on their strengths throughout therapy.

[Full article available via [journal article request](#)]

[Association of Affirming Care with Chronic Disease and Preventative Care Outcomes among Lesbian, Gay, Bisexual, Transgender, and Queer Older Adults](#)

American Journal of Preventive Medicine, November 29th, 2022

Experiences of discrimination and bias in healthcare contribute to health disparities for LGBTQ+ populations. To avoid discrimination, many go to great lengths to find healthcare providers who they trust and who are knowledgeable about their health needs. This study examines whether access to an affirming provider improves health outcomes for lesbian, gay, bisexual, transgender, and queer populations across a range of preventive health and chronic disease management outcomes.

[Full article available via [journal article request](#)]

[LGBT+ partner bereavement and appraisal of the Acceptance-Disclosure Model of LGBT+ bereavement: A qualitative interview study](#)

Palliative Medicine, November 25th, 2022

Support from social networks is vital after the death of a partner. LGBT+ people can face disenfranchisement and isolation in bereavement. The Acceptance-Disclosure Model (of LGBT+ bereavement) posits that experiences are shaped by the extent to which individuals feel able to disclose their bereavement to others, and whether that loss is acknowledged appropriately.

[Workplace Experiences of LGBTQIA+ Academics in Psychology, Psychiatry, and Neuroscience](#)

PsyArXiv, November 29th, 2022

People identifying as lesbian, gay, bisexual, transgender, queer, intersex, or asexual (LGBTQIA+) often face workplace bias or discrimination. Unique dynamics in academic neuroscience, psychology, and psychiatry warrant specific investigation.



Blogs / Commentary / Editorials / Opinion Pieces

[LGBTQ Inclusion: Using Pronouns at Work](#)

SHRM, 9th September 2022

Correctly using gender pronouns sets a tone of allyship. It can leave a positive impression on LGBTQ individuals, especially for those who may feel vulnerable in a new environment. Workplaces should have policies around respectful behaviour—including the use of correct names and pronouns—and their workplace culture should be reflective of those inclusive policies.

[Nathan Nalla \(he/him\) Founder/Director at Be The Riot on being Black and LGBTQ in the workplace](#)

Mind Out, 12th October 2022

Many Black people face barriers in the workplace because of their ethnicity/race and many LGBTQ+ people face barriers because of their sexual orientation or gender identity. It's an obvious starting point, but Black LGBTQ+ people are navigating both challenges. Those "barriers" might be overt discrimination, micro-aggressions, being overlooked and being passed over for opportunities.

[The anxieties of growing old when you're LGBTQ](#)

The Washington Post, 23rd October 2022

Who would bring you chicken soup if you were sick? For most people of a certain age, that's easy — a spouse or an adult child would step up. For many LGBTQ people, however, it's not a simple question at all.

[The end of the rainbow? Preserving a symbol of LGBTQ+ allyship in the NHS](#)

The BMJ, 20th October 2022

Efforts to promote a safe and positive healthcare environment for the LGBTQ+ community should be undertaken with renewed focus in the wake of the pandemic, says Nicholas Phillips. As the use of this image as a token of thanks to NHS staff proliferated, the message it initially represented in the NHS—as a symbol of LGBTQ+ allyship—started to blur.

[Why the world of LGBTQ health doesn't fit under a single label](#)

Heart, June 2022

LGBTQ people may celebrate as one during Pride Month. But when the topic is health, experts say it's crucial to acknowledge differences. Too often, LGBTQ people are considered one entity, "as if they all have the same issues, all have the same needs," said Dr. Carl Streed Jr., assistant professor of medicine at Boston University School of Medicine. "But that is not at all the case."

Books / Audiobooks

A selection of newly published books from the LGBTQ+ community. (Please note these are not held by the Library Service but are available from the usual book retailers).

Queer and Trans People of Colour in the UK: Possibilities for Intersectional Richness - Transforming LGBTQ Lives (out 30/12/22) By Stephanie Davis

First book of its kind in the UK developing an intersectional understanding of QTPOC subjectivities and identities.



Library and Knowledge Services

Are Bisexuals Just Greedy?: Animated Answers for all People who Simply Want to Understand the Spectrum of Being LGBTQ+ by Fiona Dawson

How is gender identity different from sexual orientation? Do our genitals predict our gender? Why is it important to use a person's correct pronouns? Fiona Dawson (she/her) answers these questions and more in her candid picture book for people old enough to swear and talk about sex, Are Bisexuals Just Greedy?.

The Queer Advantage: Conversations with LGBTQ+ Leaders on the Power of Identity by Andrew Gelwicks

Meet the LGBTQ+ dealmakers, trailblazers, and glass-ceiling breakers in business, politics, and beyond. The people who are creating national public policy, running billion-dollar tech enterprises, and winning Olympic medals. Andrew Gelwicks interviews the leaders who have forged their own paths and changed the world, showing how you can too.

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We can provide training on how to search healthcare databases and resources as well as showing you how to appraise the information that you find: <https://www.nhslincslibrary.uk/training/>

Online Resources

BMJ Best Practice is a clinical decision support tool that provides step-by-step guidance on diagnosis, prognosis, treatment and prevention of a wide variety of conditions: <https://bestpractice.bmj.com/oafed>

ClinicalKey is a database which supports healthcare professionals by providing access to the latest evidence across specialties: <https://www.clinicalkey.com/>