

Stonewall campaign: coming out for trans equality

Introduction

Stonewall have contacted the Council, inviting it to make a statement of support for trans equality. Originally planned for 1 September, the campaign is now due to be launched on 14 September. Submissions of support need to be received by **noon on Friday 11 September**.

Context

The context of this campaign is the anticipated Government legislation to reform the Gender Recognition Act. Reforms could make daily life easier for trans people, for example by making it less complicated to amend a birth certificate to reflect their gender. However, there are also considerable concerns that the Act could mark a retrograde step, if, for example, it restricts trans people's rights to access single sex spaces.

In response to this, Stonewall, Mermaids, Intermedia and Trans in the City brought together over 40 organisations to sign private and public letters to the Government to voice their concerns and their support for trans equality. (Appendix 1a and 1b – example letters)

Current campaign

Now, Stonewall are inviting a wider range of organisations, including Nottingham City Council, to sign up to the following statement:

Trans rights are human rights: we value trans people as our employees, colleagues and customers.

Names and logos of signatory organisations will be shared on a webpage, via social media, in the press and on public landmarks including potentially Piccadilly Circus.

Further information is included in Appendix 2 – Trans rights are human rights: support pack. This also includes links to campaign materials which can be shared through social media after the launch.

Beyond the campaign

Within the overarching context of the LGBT+ work environment action plan, there is a need to go beyond words of support and to ensure that Nottingham City Council is a welcoming and supportive organisation for trans people in all that it does. It is intended that this should include a review of areas for improvement, led by trans staff.

Recommendation

- That Equalities Board notes its support for this campaign and asks that the following statement of support, together with a copy of the Nottingham City Council logo, should be emailed to memberships@stonewall.org.uk (cc Jaipreet.deo@stonewall.org.uk) by **noon on Friday 11 September**:
“Nottingham City Council supports Stonewall’s message that **trans rights are human rights** and as an organisation **we value trans people as our employees, colleagues and customers.**”

Inferred changes to UK trans people's rights

Dear Prime Minister,

We represent a wide range of businesses operating in Britain and across the world. We value trans people as employees, friends, family, and customers.

As employers we understand the value to business of diversity and we understand the significant benefits, both in performance and innovation, that the inclusion of a diverse workforce brings to us.

Recent press cycles [infer a reduction in trans people's rights](#). We would not support reductions in trans people's rights. These inferred changes would detrimentally impact both the safety and career progression of trans employees across the UK.

We pride ourselves on being welcoming to all. We strongly urge you to ensure all trans people are protected and supported with a legal and policy framework that enables them to live with dignity, privacy and respect, free from fear, isolation, and discrimination.

We would welcome a shared dialogue to build a framework of trans inclusion in our workplaces and across society

<signees redacted>

Appendix 1b

The Rt Hon Boris Johnson MP
Prime Minister
10 Downing St, Westminster,
London, SW1A 2AA



Friday 10 July 2020

Dear Prime Minister,

We, as a collective of organisations from the media and entertainment industry, are writing to express our support of the trans community.

As it stands, the UK is a global leader in LGBTQ+ equality – and the government has been right to work closely with businesses to advance equality on the world stage. We all strive to be trans-inclusive organisations and believe that a diverse workforce, including trans employees, offers greater business success. With this in mind, we would be opposed to any policy or legislation changes that impact the trans community negatively.

Trans people have always been able to use single-sex facilities that match their gender, and the Equality Act 2010 codified this. Additionally, it has been widely reported that the 2018 public consultation on GRA reform shows up to 70% of respondents agreed that it was appropriate to remove additional barriers to trans people being able to identify and live authentically.

Failing to honour the government’s commitment to implement the consultation findings, and even increasing restrictions on trans people’s ability to live authentically, benefits no one. It would mean changes to working environments that would make it hard for trans and non-binary people to focus on their work, preventing them from being able to travel safely, and inhibiting them from operating in society.

We hope that we can continue to be part of discussion about the future of trans equality in the UK, working together to make progress for the trans community and ensure our businesses maintain the diverse perspectives that help make us successful.

Most respectfully,



**TRANS
RIGHTS
ARE
HUMAN
RIGHTS**

**SUPPORT
PACK**

What are we doing and why?

- We are a growing group of leading businesses who are coming together to support trans equality.
- On 14 September we will be launching a public show of support for trans equality. We plan to unite our organisations behind a simple message: **Trans Rights Are Human Rights.**
- **On this day we will launch a new website (www.transrightsarehumanrights.co.uk) featuring our companies' logos, and we will show our support on social media.** The team are aiming to secure advertising that will focus on the key message and linking people to the website.
- Following on from this we hope to encourage more organisations to add their support to the website and to show their support in further ways, including by signing open and private letters to the Prime Minister outlining their support. We plan to secure more advertising to highlight our message of support.

How can you support?

- Agree to join the campaign and add your logo to the website. Please email Naomi.reid@nbcuni.com with your logo.
- Show your support on social media on the day of launch. Read on for more information.
- Donate ad space to share the campaign logo and website with the widest possible audience.

More ways you can support

1

Add your organisation's name to open and private letters from business to the Prime Minister. [Review the letters](#) and confirm your signature [by email](#) if you haven't already signed up.

2

Highlight your existing work to support trans equality with your workforce, offer trans voices a platform and representation in materials, and ensure your policy is trans inclusive.

3

Be ready to sign further private and open letters to highlight companies' support for trans equality.

4

Send a video of support for The Sarah O'Connell Show, who are producing a video of business CEOs expressing their support for trans equality. [Email Sarah](#) for more information.

Social Media Support



- On the day of launch, please use these social media graphics to post your support. Finalised versions will be available [in this drive](#) on 7 September.
- Please use the hashtag **#TransRightsAreHumanRights** while sharing your support, and consider mentioning why trans equality matters to your company.



We value trans people as our employees,
customers and colleagues



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FAQs



What response can my company expect to receive and how should we respond?

The vast majority of the British public support trans equality, but many don't feel confident showing their support. By stepping forward you are making it easier for the silent majority to speak up. As with every other social justice issue there are fringe voices who may respond negatively to your positive posts. Rather than engaging with specific arguments it is most effective to not engage, or simply to re-emphasise your support for trans equality and why it matters to you.

My company is cautious about engaging in political issues – can we still take part?

To say trans rights are human rights is not political – you are showing your support for a marginalised community, and demonstrating to the world that you value the diversity of your employees, customers and clients. None of the messages that you are signing up to are focused on policy or specific political events. By adding your organisation's support to this initiative, you are helping to show the breadth of support in society for trans equality.

I'm worried that my company isn't doing enough to support trans colleagues and customers to join this initiative – what should I do?

Wherever you are on your journey to becoming a trans inclusive organisation, there is always scope to improve. Showing your support for initiatives like this can be a catalyst for change. Make sure you are working with key internal stakeholders and partner organisations like Stonewall, Mermaids, Trans in the City or Gendered Intelligence to ensure you are developing tangible plans that will make a meaningful difference for trans colleagues and customers.

Contact Information

If you have any questions about showing your support, please contact info@transinthecity.co.uk

Organisation names supporting this letter:

1. The Walt Disney Company, EMEA
2. Warner Media
3. NBCUniversal
4. Sky
5. Endemol Shine
6. ViacomCBS
7. AMC Networks International UK
8. Financial Times
9. Discovery
10. Gay Star News
11. Diva Media Group
12. Sports Media LGBT+
13. Film + TV Charity
14. GEEYOU.
15. The Sarah O'Connell Show