



**WORKBOOK**



Welcome to the third annual Manchester Pride Conference. For a second year we will be bringing the conference via an online platform. Last year, with just a week's notice we moved our conference online and with more time to plan this year we're really excited for this opportunity to connect with the various communities of Manchester and have important conversations about the issues facing LGBTQ+ people in Greater Manchester and across the country.

Manchester Pride is one of the UK's leading LGBTQ+ charities. Our vision is a world where LGBTQ+ people are free to live and love without prejudice. We are committed to improving the lives of LGBTQ+ people in Greater Manchester and beyond. We are part of a global Pride movement that celebrates advancements in equality and challenges discrimination faced by LGBTQ+ people.

The theme for the Conference 2021 is Beyond the Rainbow: Driving inclusion and equality all year round. 2020 saw a huge number of conversations about equality and inclusion across society and as an organisation it's vital that we empower LGBTQ+ communities all year round. With that in mind we are committed to achieving this, even in light of the current unpredictable situation we are experiencing.

This virtual conference promises to cover a range of important topics that impact LGBTQ+ people every day through an impressive line-up of highly respected speakers and panels to create an engaging and information event.

I hope you enjoy what this fantastic event and incredible lineup of speakers and panelists have to offer.

**Mark Fletcher**

CEO, Manchester Pride

# Timetable for the Day

|         |  |                |
|---------|--|----------------|
| 10.00am | Welcome:<br>Owain Wyn Evans and Mark Fletcher  | Main Stage     |
| 10.05am | Spotlight: Nathaniel Hall  | Main Stage     |
| 10.10am | Spotlight: Yvy DeLuca  | Main Stage     |
| 10.30am | Discussion: LGBTQ+ and Mental Health   | Main Stage     |
| 10.30am | Workshop:<br>Setting up your own LGBTQ+ Network<br><i>Places are limited and you will be required to have your camera and microphone on to take part in this session</i> | Sessions Stage |
| 11.10am | BREAK  |                |
| 11.15am | Discussion: Creating Inclusive Culture   | Main Stage     |
| 12.00pm | BREAK: Networking  | Networking     |
| 12.00pm | Discussion: The Power of Being an Ally   | Main Stage     |
| 12:30pm | Workshop: Labels and Language<br><i>Places are limited and you will be required to have your camera and microphone on to take part in this session</i>                   | Sessions Stage |

|        |   |            |
|--------|---|------------|
| 1.15pm | Spotlight: Ginny Lemon                                | Main Stage |
| 1.35pm | Spotlight: Bhavik Pancholi                            | Main Stage |
| 1.45pm | Spotlight: Mandla Rae                                 | Main Stage |
| 1.55pm | BREAK   |            |
| 2.00pm | Discussion: Being your Authentic Self                 | Main Stage |
| 2.45pm | Conversation: Living with Disability                  | Main Stage |
| 3.25pm | Round-up of the day: Mark Fletcher                    | Main Stage |
| 3.30pm | Special Guest Interview:<br>Tan France with Reeta Loi | Main Stage |
| 4.10pm | Networking  | Networking |
| 4.30pm | End of the programme                                  | Main Stage |



# All

## EQUALS CHARTER

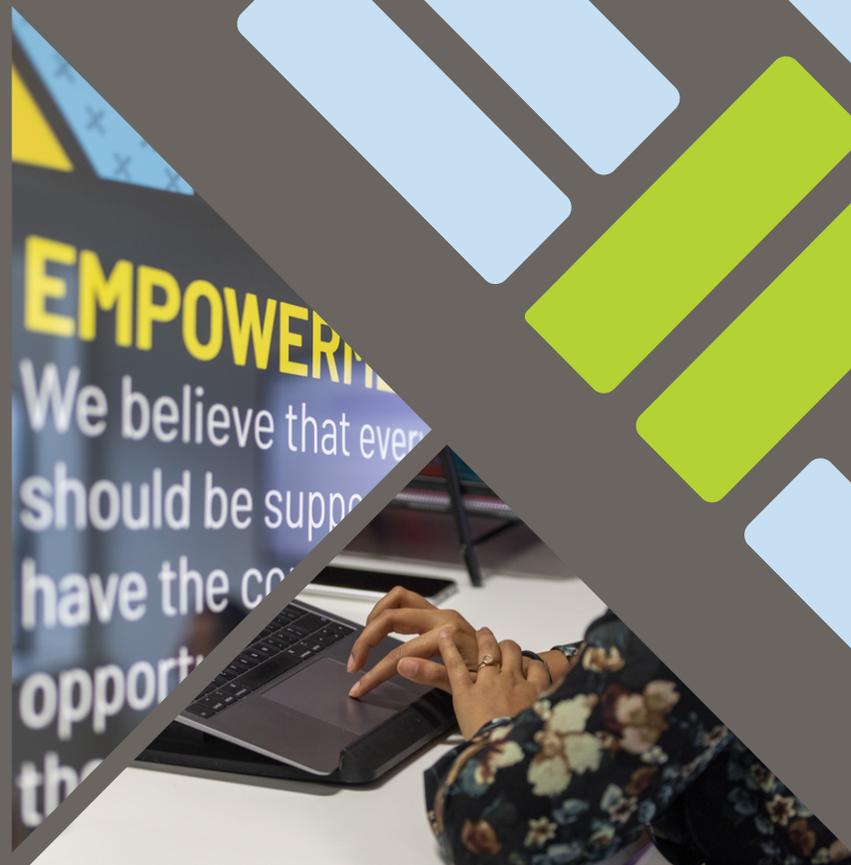
### Working towards an equal world for LGBTQ+ people

Join the All Equals Charter and be at the forefront of change.

Over a third of LGBTQ+ employees have hidden or disguised their LGBTQ+ status at work for fear of being discriminated against. Everyone deserves their whole selves to be accepted without exception.

The All Equals Charter helps businesses and organisations to understand how to recognise and challenge any and all forms of discrimination. It is a thought-through support system guiding you to achieve a truly diverse, inclusive and equal workplace.

Become an All Equals Charter member today and let's work together in creating safe and inclusive spaces for all LGBTQ+ people. The All Equals Charter is a Manchester Pride initiative and any profits from the charter are reinvested into the Manchester Pride Fund to support and enhance the lives of LGBTQ+ communities.



**JOIN TODAY**

[allequalscharter.com](http://allequalscharter.com)

[e: allequals@manchesterpride.com](mailto:allequals@manchesterpride.com)

# Panelists and Speakers



**Amy Redmond** – she/her

**- Being your Authentic Self**

Amy Redmond is director of Margate Pride and POW! Thanet and co-founder of Sink The Pink and Mighty Hoopla. Named one of Time Out's Top 50 Influential Londoners. Amy co-founded Margate Arts Club, Northdown Studios and OUT Margate, an LGBTQ-friendly youth club, and was recognised by Amnesty International for her work.



**Asifa Lahore** – she/her

**- Living with Disability**

Asifa Lahore is Britain's first out Muslim drag queen, pushing the boundaries of what it means to be LGBT, South Asian and Muslim.



**Amy Stanning** – she/her

**- How to Set Up Your Own LGBTQ+ Network**

Amy led Spectrum the Barclays LGBTQ+ colleague network for 3 years, leading on colleague engagement and Pride activation. Since leaving Barclays she speaks regularly on LGBTQ+ inclusion in the workplace and developing ally networks. Amy is now combining her D&I practice with community volunteering & MA study.



**Bhavik Pancholi** – he/him

**- Spotlight presenter**

Over the past few years Bhavik has focused much of his time and efforts supporting organisations to introduce equitable practices to create a more inclusive workplace. His passion and drive comes from the promotion and visibility for the role models he wished he'd had growing up. Bhavik has been recognised as a 'future leader' at the British LGBT Awards and works closely with charity 'Queer Britain' to establish the UK's first national LGBTQ+ museum

# Panelists and Speakers



**Ben Pechey** – they/them

**- Being your Authentic Self**

Ben is a writer, speaker, content creator, LGBTQIA Advocate, and soon to be Author! They have worked with major brands such as Amazon Prime, Oliver Bonas, Matalan and many more. They uplift and educate through media; with their website [benpechey.com](http://benpechey.com), The Happy Place podcast, and legendary Instagram Stories.



**Cheddar Gorgeous** – all/either/or

**- LGBTQ+ and Mental Health**

Cheddar Gorgeous (A.K.A Dr Michael Atkins), is a Drag performer, visual artist and academic. They are the founding member of Manchester drag collective The Family Gorgeous and featured on Channel 4's Drag SOS.



**Cherry Valentine** – she/her

**- LGBTQ+ and Mental Health**

Cherry Valentine - Drag artist, Mental Health Nurse, Musician, among other things! Constantly evolving and growing. Hailing from Darlington, UK, Cherry grew up within the Gypsy community, in a heteronormative world, where she always knew that there was no such thing as normal.



**Chloe Cousins** – she/her

**- Being your Authentic Self**

Chloe Cousins is a youth worker and community organiser based in Manchester. Chloe is the Strategic Lead for Rainbow Noir, a social, peer support and community action group for LGBTQI people of colour and a LGBT youth worker and Co-Director at Colours Youth Network; a UK based organisation supporting QTPOC youth and youth workers. Chloe is passionate about creating spaces for QTPOC to find connections, inner love and joy, she is also a big lover of plants, trainers, livingroom dancing and eating cake.



**Christos Tsaprounis** – he/him

**- Creating Inclusive Culture**

Christos is an organisational culture leader and a diversity & inclusion advocate with a career across different industries ranging from digital to social housing. He leads the D&I and CSR strategies of one of the most admired digital businesses in the UK & Top 50 Inclusive Companies.

# Panelists and Speakers



**Craig Harris** – he/him  
- LGBTQ+ and Mental Health

An NHS Accountable Officer who is proud to be a nurse & a Professor of Nursing. Chairperson of a board of Trustees for a fantastic Charity. A Presiding Justice for GM HMCS. A local business owner. A proud openly gay man & a Papa to my amazing son Cam.



**Gina Battye** – she/her  
- Labels and Language

Gina Battye is a world-renowned Authenticity, Psychological Safety and LGBT+ Inclusion Consultant and Trainer for Multinational Corporations, Fortune 500s, TV, Film and the Global Press. As a media friendly experienced expert, with an acting background, Gina's work has been featured widely in the media, including: Sky News, BBC Radio, Forbes, Psychologies, Cosmopolitan.



**Farhana Hemani** – she/her  
- Creating Inclusive Culture

Farhana is the Senior Engagement Manager at Manchester Pride where she leads on the development and implementation of the charity's engagement strategies. This includes leading on the development of Manchester Pride's All Equals Charter which helps businesses and organisations recognise and challenge all forms of discrimination. She is passionate about pushing the boundaries of current EDI practice and supporting organisations to create inclusive cultures. Farhana's professional background includes extensive work in the charity sector focussing on corporate and community engagement, communications, event management and fundraising.



**Ginny Lemon** – they/she  
- Spotlight presenter

Icon, singer songwriter, improvisational comedian, drag troll, witch, non-bine harvester.



**Jax Effiong** – she/her  
- Creating Inclusive Culture

As Equality, Diversity and Inclusion (EDI) manager for Greater Manchester Fire and Rescue Service (GMFRS). I feel extremely privileged, to utilise this platform, to continually improve our EDI ambitions within GMFRS and beyond. Advising senior leads, increasing the power of our staff network groups, and promoting Active Allyship. #SolidarityInAction

# Panelists and Speakers



**Jill Nalder** – she/her  
- **The Power of Being an Ally**

Jill has been an actress for many years and childhood friend of writer Russell T Davies. His recent success ITS A SIN has a character Jill Baxter who loses three of her closest friends to AIDs in a matter of years is based on Jill herself.



**Kate O'Donnell** – she/her  
- **The Power of Being an Ally**

Kate O'Donnell is a transgender performer, activist and theatre maker. In 2016 she founded Trans Creative arts company with the tagline "telling our own stories". In 2017 she initiated Manchester's first trans arts festival Trans Vegas and in 2020 the festival responded to COVID-19 by going digital.



**Luke Ives** – he/him  
- **How to Set Up Your Own LGBTQ+ Network**

Luke is Inclusion and Diversity Specialist at Jacobs and the Global Communications Lead for their LGBTQ+ Network, as well as Trustee at The Proud Trust. Luke has founded, established and chaired numerous LGBTQ+ Networks; to enable safe spaces; training; mentoring; and fundraising for the LGBTQ+ community.



**Mandla Rae** – they/them  
- **Spotlight presenter**

Mandla Rae is a poet, producer, programmer, facilitator and theatre maker. Born in Zimbabwe, raised in London, Mandla is now based in Manchester. They have performed at venues such as Rich Mix London, Theatre Royal Stratford, HOME, Contact and the Royal Exchange Theatre.



**Mark Fletcher** – he/him  
- **Host**

Mark Fletcher is the CEO of Manchester Pride. Mark began his journey with the LGBTQ+ charity in 2004 taking on the role of freelance sponsorship manager. His passion as an LGBTQ+ activist spurred him on to focus all his energy into the charity and, in 2014, Mark was appointed as the CEO of Manchester Pride. Mark has been responsible for spearheading a programme of change within the LGBTQ+ charity which has springboarded its profile and positioned the Manchester Pride Festival as one of the world's most recognisable pride celebrations.

# Panelists and Speakers



**Nathaniel Hall** – he/him

**- Spotlight presenter**

Nathaniel Hall is an award-winning theatre-maker and HIV activist known for his stigma-smashing solo-show *First Time*. He recently appeared as Donald Bassett in *It's A Sin*, the hit C4 drama about HIV/ AIDs. His community-led activism has been covered extensively by the U.K.'s media. He is Co-Artistic Director of Dibby Theatre.



**Reeta Loi** – she/they

**- Special Guest Interviewer**

Reeta Loi is a Music Artist and Forbes 100 Woman Founder & CEO of Gaysians, Contributing Editor at Gay Times and VICE Documentary Reporter.



**Owain Wyn Evans** – he/him

**- Host**

Owain Wyn Evans is an award winning television presenter, and is known across the UK and beyond as the drumming weatherman. Owain brings a certain level of flamboyance and panache to everything he does. Owain is a proud member and huge supporter of the LGBTQ+ community, and is regularly seen hosting pride events across the UK. In 2018, he produced a series of clips for Netflix alongside Queer Eye's Karamo Brown for the UK Pride Season and is an ambassador for the LGBT Foundation.



**Sadie Sinner** – she/her

**- The Power of Being an Ally**

As a velvet-toned songbird or powerhouse of a host, Sadie Sinner is a creative force! Founder and curator of The Cocoa Butter Club, Sadie is known for creating productions to decolonise performance spaces and showcase and celebrate performers of colour. She also facilitates workshops and university lectures about reclaiming and redistributing the narrative of racially, gender and sexuality othered bodies.

# Panelists and Speakers



**Tan France** – he/him

**- Special Guest**

Tan France has been a successful fashion designer behind-the-scenes for over 15 years, and has recently stepped into the spotlight as the star of Emmy-winning makeover hit, and Netflix re-boot, “Queer Eye”. Surrounded by an all new cast, France is the witty wardrobe wiz leading the charge in the fashion department and is ready to make America fabulous again one makeover at a time. This experience is so much more than just new clothes to the British born fashion advisor however, it’s about real-life issues, changes and acceptance on all sides.

Following the global success of “Queer Eye”, Tan recently released his NY Times best-selling memoir “Naturally Tan” as well as the 1st season of his viral YouTube series “Dressing Funny” that features

him making over his celebrity friends that include; Tina Fey, Amy Poehler, Nick Kroll, Miranda Sings, Pete Davidson, and John Mulaney. Tan also hosts a new global fashion design competition series for Netflix called “Next in Fashion” that is sure to solidify Tan as the one the most influential tastemakers in the world.

Prior to his media career, Tan was the creative mind behind successful brands including the popular ladies clothing lines Kingdom & State and Rachel Parcell, Inc. In Tan’s early years, he spent his summers working in his grandfather’s denim factory while he secretly enrolled in fashion college in preparation to start a new chapter as a fabulous design star.



**Umber Ghauri** – they/them

**- Living with Disability**

Umber Ghauri is an artist, writer, and public speaker with a passion for celebrating marginalised identities. Combining an understanding of historical and current representation within art and media, Umber realised the role of makeup artist was one of great responsibility where LGBTQ people, disabled people and PoC are underserved.



**Yvy DeLuca** – she/her

**- Spotlight presenter**

Yvy DeLuca is a trans writer, performer and activist. Yvy is the author of Tainted Beauty - The Memoir of an Authentic Creation, telling her story as a South Asian trans woman. She also performs as The BollyWitch, incorporating Bollywood culture and Witchcraft to create spellbinding performance art.

## PANELISTS:



**Dr Cheddar  
Gorgeous**



**Cherry  
Valentine**



**Professor  
Craig Harris**

Mental health is the weather of life, sometimes surprising, sometimes devastating but affects us all. Without the rain you won't experience the rainbow!

- Craig Harris

How do you practice self care and personal well-being?

## NOTES

## NOTES

PANELISTS:



**Jill  
Nalder**



**Kate  
O'Donnell**



**Sadie  
Sinner**

Nothing about us,  
without us. If you're  
having a meeting  
then there better be  
someone from the  
community that you're  
hoping to be allies with  
in that room

- Sadie Sinner

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## PANELISTS:



**Amy  
Redmond**



**Ben  
Pechey**



**Chloe  
Cousins**

Authenticity is not something that can be bought, or borrowed, it happens as you develop your sense of self. You're not off-season rhubarb, so don't force this process! - Ben Pechey

Can you think of a time/place where you have felt your most authentic self?

## NOTES

## NOTES

WORKSHOP HOST:



**Gina  
Battye**

What challenges do you face with labels and language?

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## PANELISTS:



**Asifa  
Lahore**



**Umber  
Ghauri**

What would you like to see from a disabled friendly space?

## NOTES

## NOTES

Are there any positive changes for the disabled community you can bring to your workplace?

## NOTES

## PANELISTS:



**Amy  
Stanning**



**Luke  
Ives**

## Top Tips from Amy:

Be Passionate. Be Determined.  
Get a committed band of  
volunteers around you!

## Top Tips from Luke:

Draft and publish the Terms  
of Reference early. This  
document should set out the  
network's purpose: objectives,  
aims, strategy and rules of  
engagement. Individuals  
are more likely to want to  
participate if they understand  
what you're planning to achieve.  
Communication is key to keep  
the momentum going.  
Create an environment where  
people feel valued, where they  
can thrive.

## NOTES

## NOTES

## NOTES

**PANELISTS:**



**Christos  
Tsaprounis**



**Farhana  
Hemani**



**Jax  
Effiong**

An inclusive company culture is what makes a business not just a place to work but a work community to be proud of  
- Christos Tsaprounis

How can you make your workplace more inclusive?

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## Resource Recommendations and Reading List

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We have compiled a resource and reading list for you to delve deeper into today's topics. These resources are available for free any time on the Manchester Pride website so please feel free to share these resources with your colleagues too.

[Activism](#)

[Race Equality](#)

[All Equals Charter](#)

[Trans Resources](#)

[Allyship](#)

[Find out more about Manchester Pride's Year-Round initiatives](#)

[Intersectionality](#)

# Glossary of Terms

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## **A** ACE

Ace is an umbrella term used to describe a variation in levels of romantic and/or sexual attraction, including a lack of attraction. Ace people may describe themselves using one or more of a wide variety of terms, including, but not limited to, asexual, aromantic, demis and grey-As.

## **ALLY**

Individual who actively supports a marginalised group in the fight for equality, despite not being part of that minority themselves

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## **B** BI+

Bi+ can be used to describe a romantic and/or sexual orientation towards more than one gender.

Bi+ people may describe themselves using one or more of a wide variety of terms, including, but not limited to, bisexual, pan, queer, and some other non-monosexual and non-monoromantic identities.

## **BIPHOBIA**

Prejudice against or discrimination of someone who identifies as a part of the Bi+ community.

## **BAME**

A commonly used umbrella term for Black, Asian and Minority Ethnic. This term is becoming increasingly outdated and it is more appropriate to, when speaking about race, use specific racial identity such as Carribean, Pakistani etc.

## **BUTCH**

A term used to describe someone who expresses themselves in a typically masculine way.

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## **C** CISGENDER (CIS)

A person who identifies with the gender they were assigned at birth

## **CISNORMATIVITY/CIS-SEXISM**

Operating under the assumption or prejudice that there are only two genders "binary bathrooms are a relic of Cis-sexist attitudes"

## **COMING OUT**

When a person takes the step of first telling someone about their sexual orientation and/or gender identity

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## **D** DEADNAMING

This term refers to calling someone by their birth name rather than their chosen name

## **DIVERSITY & INCLUSION**

Diversity is about recognising difference. It's acknowledging the benefit of having a range of perspectives in decision-making so that decisions made are representative of everyone. Inclusion is where people's differences are valued and used to enable everyone to thrive

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## **F** FEMME

A term used to describe someone who expresses themselves in a typically feminine way.

## **G** 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 DYSPHORIA**

Used to describe when a person experiences discomfort or distress because there is a mismatch between their sex assigned at birth and their gender identity. This is also the clinical diagnosis for someone who doesn't feel comfortable with the sex they were 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**

Any word(s) used to describe a person's gender. This may include: man, woman, non-binary, genderfluid, agender etc.

# Glossary of Terms

## GENDER REASSIGNMENT

Another way of describing a person's transition. To undergo gender reassignment usually means to undergo some sort of medical intervention, but it can also mean changing names, pronouns, dressing differently and living in their self-identified gender. Gender expansive/Gender variant/Gender minority Useful alternatives to the phrase 'Trans Community' that includes Intersex and Non-Binary identities

## H HETEROSEXUAL / STRAIGHT

Refers to a man who has a romantic and/or sexual orientation towards women or to a woman who has a romantic and/or sexual orientation towards men.

## HOMOSEXUAL

This might be considered a more medical term used to describe someone who has a romantic and/or sexual orientation towards someone of the same gender. The term 'gay' is now more generally used.

## HOMOPHOBIA

The fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Homophobic bullying may be targeted at people who are, or who are perceived to be, lesbian, gay or bi.

## HETERONORMATIVITY/HETEROSEXISM

Operating under the assumption or prejudice that everyone is heterosexual or straight, with emphasis on that being 'thenorm' and a higher valued position in society

## I INTERSEX

Individuals who are born with anatomy or physiology differing from stereo types of what constitute typical 'male' or 'female', this may be apparent at birth or become so during puberty

## INTERSECTIONALITY

Coined by Kimberlé Crenshaw. The complex way in which the effects of multiple forms of discrimination (such as racism, sexism, homophobia and transphobia) intersect for those from marginalized groups, for example LGBTQ+, disabled, older or POC

## L 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.

## LESBOPHOBIA

The fear or dislike of someone because they are or are perceived to be a lesbian.

## LGBTQQIAAP (LGBTQ+)

Often abbreviated acronym used to refer to the collective identities - Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual, Allies, Pansexual

## N NEURODIVERSE

A term which recognises the neurological differences and respects them in the same way as any other difference

## NON-BINARY

An umbrella term for someone whose identity lies outside of the gender binary (Man/Woman), this might mean they experience a fluid or fixed gender, multiple genders, a different gender or no gender

## O ORIENTATION

Orientation is an umbrella term describing a person's attraction to other people. This attraction may be sexual (sexual orientation) and/or romantic (romantic orientation). These terms refers to a person's sense of identity based on their attractions, or lack thereof. Orientations include, but are not limited to, lesbian, gay, bi, ace and straight.

## P POC

Person of Colour - a term sometimes used to describe racial identity

## PAN / PANSEXUAL

Refers to a person whose romantic and/or sexual attraction towards others is not limited by sex or gender.

## PASSING

If someone is regarded, at a glance, to be a cisgender man or cisgender woman. Cisgender refers to someone whose gender identity matches the sex they were 'assigned' at birth. This might include physical gender cues (hair or clothing) and/or behaviour which is historically or culturally associated with a particular gender.

# Glossary of Terms

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## PRONOUNS

The way in which an individual is referred to when being discussed. The most common pronouns are he/him or she/her, however some use neutral pronouns such as they/them. It is good practice to not assume someone's pronouns, or to ask which ones they use

## PREP

PrEP (pre-exposure prophylaxis) is medicine people at risk for HIV take to prevent getting HIV from sex or injection drug use. When taken as prescribed, PrEP is highly effective for preventing HIV.

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## Q QUEER

Queer is a term used by those rejecting specific labels of romantic orientation, sexual orientation and/or gender identity. Although it originated as a slur, it was reclaimed and embraced by the queer community in the late 80's.

## QUESTIONING

The process of exploring your own sexual orientation and/or gender identity.

## QTIPOC

An acronym which stands for Queer, Trans and Intersex People of Colour

## R ROMANTIC ORIENTATION

A person's romantic attraction to other people, or lack thereof. Along with sexual orientation, this forms a person's orientation identity. Stonewall uses the term 'orientation' as an umbrella term covering sexual and romantic orientations.

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## S 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 sexual attraction to other people, or lack thereof.

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## T 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.

## TRANSGENDER MAN

A man who was assigned female at birth

## TRANSGENDER WOMAN

A woman who was assigned male at birth

## TRANSITIONING

Transitioning is the time period during which a person begins to live according to their gender identity, rather than the gender they were thought to be at birth. While not all transgender people transition, a great many do at some point in their lives.

## TRANSPHOBIA

Prejudice against or discrimination of someone based on their trans identity (includes fear of or dislike of). This may include denying their gender identity or refusing to accept it.

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## U UNDETECTABLE=UNTRANSMITTABLE (U=U)

Thanks to scientific and medical advances, people living with HIV who are on effective treatment and have an undetectable viral load cannot pass HIV to sexual partners. This is the scientific fact known as Undetectable Equals Untransmittable.