Someone I liked in a club said they didn't want to talk to me because I was black Homosexuality is a taboo...

THE

I don't talk about sexuality

Generally white lesbians do not see the difference in our needs and so do not cater for us either socially or politically

BLACK LESBIANS, GAY MEN

You are expected to put up with abuse

Mum knows and accepts me for who I am

Most lesbian clubs are geared to white people

AND BISEXUAL PEOPLE TALK ABOUT

DOWN

THEIR EXPERIENCES AND NEEDS

I am not open about my sexuality, as the topic tends to be taboo People feel justified in being racist because they are gay and believe that all Black people are homophobic

When I came out to my friend at college he said God would punish me

It does not fit into our culture... my parents would like me to get married Accessing services is very difficult, in terms of how they advertise...



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1. BACKGROUND

1.1 WHAT IS GALOP?

GALOP is a London based independent voluntary sector organisation, which offers assistance to lesbians, gay men, and bisexual (LGB) people in dealing with homophobic violence and the Police.

GALOP lobbies for changes and improvements in police services and practises relating to LGB people. The project is involved with developing community safety and crime prevention issues through training, consultation and advice to mainstream service providers and the LGB communities. The organisation also contributes a LGB perspective to public debates on policing and community safety issues, co-ordinates community representation to the Police Service and initiates research and projects around policing and community safety issues.

GALOP provides a telephone help line service (SHOUTLINE) for individuals who are experiencing or living with homophobic violence abuse and harassment. Caseworkers advocate on behalf of clients and represent them to service providers.

1.2 GALOP'S BLACK SERVICES DEVELOPMENT PROJECT

GALOP is committed to equal opportunities and providing a culturally sensitive service for all communities wherever possible.

The need for a specific Black Lesbian Gay and Bisexual (BLGB) project focusing on the Asian, African and Caribbean communities

experiences of violence was highlighted when research carried out by Stonewall and GALOP's Youth Project indicated that the BLGB communities were disproportionately affected by homophobic violence, abuse and harassment.

'Telling it like it is' (GALOP, 1998) found that Black and Asian young people were more likely to experience homophobic physical abuse. 57% of Black and Asian young people had experienced physical abuse compared to 47% of respondents overall.

'Queer Bashing' (Stonewall, 1996) found 40% of Asian respondents and 45% of Black respondents had experienced homophobic violence compared to 32% of respondents overall.

Previous to this research, public forums held by GALOP in 1995, had highlighted the need for a targeted Black project within GALOP. Annual reviews of the GALOP SHOUTLINE service indicated that few callers were from the BLGB communities: in 1999 only 9.8% of callers were from the BLGB communities.

The Black Services Development (BSD) Project was set up in December 1999 and is targeted at people of Asian, African and Caribbean descent. The Project was established to ensure that existing GALOP services were made more accessible and relevant to the BLGB communities and that additional services were developed for this client group. Over the last two years the project has focused on working with the LGB communities and mainstream agencies to highlight the multiple discrimination faced by the BLGB communities. The Project Worker has worked with the police at a local and strategic level and has provided training for a wide variety of agencies including local Police and Community Liaison groups.

Targeted publicity has been produced to raise awareness of the Black Services Project and to promote GALOP's work within the BLGB communities.

1.3 THE NEEDS ASSESSMENT

Research on the needs of BLGB communities was undertaken in the summer of 2001. It provided the BLGB communities with the opportunity to directly inform the future of both the BSD Project and GALOP over the coming years. The research also had a wider remit to inform mainstream services of the needs and wants of the BLGB communities

The main issues discussed in the needs assessment were:

- Identity and Coming Out
- Experiences of being Lesbian, Gay or Bisexual
- Service Provision
- Policing/Reporting Crime
- Homophobic/Racial Violence

IDENTITY AND EXPERIENCES

The research addressed people's identity and experiences of being lesbian, gay or bisexual. Issues were raised about coming out, experiences of racism within the LGB community and homophobia within the Asian, African and Caribbean communities.

SERVICE PROVISION

The survey aimed to identify the services used by the BLGB communities: what their expectations were, if these expectations were being met and how these services could be improved. GALOP also wanted to identify which services needed to be established to better meet the needs of the BLGB communities.

POLICING/REPORTING CRIME

The research aimed to identify the policing concerns of the BLGB communities. It was also designed to gain information about the experiences of the BLGB communities in dealing with the Metropolitan Police Service (MPS). Information gathered from the needs assessment will be used to influence the level and quality of services available to the BLGB communities in dealing with the MPS.

Respondents were also asked about their experiences of using other reporting and anti-violence services, such as those provided by GALOP.

HOMOPHOBIC/RACIAL VIOLENCE

The extent and impact of homophobic/racial violence on the BLGB communities was a further objective of the survey.

1.4 THE METHODOLOGY

GALOP wanted consistent responses from participants and also hoped to gather in-depth information. Face-to-face interviews were the primary method used to collect this information. Eight volunteer interviewers were recruited from partner agencies and through other contacts. Volunteers were provided with an induction into GALOP's work, the BSD Project and the needs assessment survey.

A total of 145 questionnaires were successfully completed.

Over the seven-month life span of the needs assessment, the survey was publicised in a variety of ways through:

- Mail out to group e-mails
- Mail out to support groups
- Black Londoners Forum mail out

- Letters/phone calls to partner agencies
- Visits to support/youth groups
- Flyers at the London Lesbian Gay Film Festival
- Word of mouth
- Volunteers/Management Committee/GALOP staff
- Mardi Gras 2001 and the Respect Festival
- Visits to commercial venues

The participants are not a representative or a random sample of the target communities. However, 'snowballing' or the outreach technique as a research method is particularly suitable to gain access to hard-to-reach communities and provided many research participants.

There are some omissions in the sample, the three largest being disabled people, older BLGBs and SE Asians: only five respondents had a disability, 2% of respondents were 50+ and only 5 respondents were SE Asian. More research needs to be done to identify the needs of these target groups.

PRESENTATION OF RESULTS

Percentages are either based on the complete sample (all respondents) or on a sub-sample. The number of respondents for each column is given at the foot of the column (termed base). In some cases columns do not sum to 100%, this could be due to computer rounding errors (which mean any sum between 98 and 102 should be considered as 100%), cases where respondents could give more than one response or cases where don't know responses, have been omitted. The focus of the report was to ascertain the needs of LGB people of Asian, African and Caribbean descent. Therefore those respondents that did not state their ethnic origin or are not from the target communities have not been included in this report. However, they are included in the main findings.

1.5 THE PROFILE OF THE SAMPLE

The survey was undertaken in the summer of 2001.

55% men 45% women

47% gay men 39% lesbians

10% bisexuals

3% gave other definitions for their sexuality, e.g.: 'free' and 'searching.'

9% under 20 2% aged 50-59

There were no respondents over 60.

43% Black

39% Asian

14% Mixed heritage background

3% Other minority ethnic groups.

Five respondents said they had a disability with two respondents saying they were HIV positive and one having mobility problems.

Respondents came from all parts of London, but Islington, Hackney, Haringey and Lambeth were particularly well represented.

2. SUMMARY OF RECOMMENDATIONS

2.1 SUPPORTING PEOPLE TO COME OUT

- Black Minority Ethnic (BME), Black Lesbian Gay and Bisexual (BLGB) and Lesbian Gay and Bisexual (LGB) organisations need to consider developing support groups for the BLGB communities.
- Links between schools and LGB youth workers/ organisations need to be developed. All teachers need to be committed to tackling homophobia in schools.
- LGB agencies/Schools need to explore how the Citizenship Curriculum can be used to explore homophobia and sexuality issues in schools.

2.2 CHALLENGING RACISM

■ LGB projects and venues should address racism through training and awareness raising of both staff and users.

2.3 CHALLENGING HOMOPHOBIA

Schools need to address homophobic bullying in their anti-bullying policies/schemes. The links between different types of discrimination need to be highlighted to young people. ■ In order to break down barriers, BLGB workers need to build links with sympathetic individuals in religious communities so that they can raise awareness of the specific needs of the BLGB communities and the discrimination that they encounter.

2.4 USE OF SERVICES

- Services need to be made more accessible and appropriate to the needs of the BLGB communities. This should be done in several ways:
 - Developing a stronger sector which specifically targets BLGB communities;
 - Developing BLGB services within LGB agencies;
 - Appointing BLGB workers within mainstream services

Developing any of these options will require adequate resources. They will also require consultation with BLGB people on what the want.

■ There is a need for LGB/BLGB services to be better publicised. The LGB media is an effective way of disseminating information and raising awareness of services available, (79% of the sample found the LGB media useful). Services also need to be publicised in the Black and Minority Ethnic community papers, such as The Voice and Eastern Eye.

2.5 POLICING

The Metropolitan Police Service commitment to tackling homophobic crime and working with the LGB communities needs to be filtered down to the communities.

- The purpose of Community Safety Units and the work they carry out need to be publicised in BME community news papers and within the LGB press.
- Lesbian Gay Bisexual Transgender Liaison Officers (LGBT LO) need to have a more public profile and should develop links with their local LGB communities.
- There is a need for all frontline police officers to receive training on sexuality issues. This training should be carried out by LGB agencies, which are best suited to highlight the concerns of their communities.

2.6 CRIME AND HARASSMENT

- It is vital that Local Authorities consult with the LGB communities during the next Crime Audit to ensure that service providers address the needs of these communities.
- LGB counselling and advice projects should be more aware of the race dimension when working with BLGB victims of violence. LGB advice and counselling services may need to be provided with race and cultural awareness training.
- Commercial venues and work places need to develop anti-racist and anti-homophobic policies and to make a public commitment to these policies. Policies should also be backed by guidelines, which need to be understood and implemented by all members of staff. All staff need to be provided with diversity and equal opportunity training which should take into account that BLGB communities can face a variety of different forms of discrimination.

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- Employers should implement adequate equal opportunity and anti-harassment policies.
- Housing Departments/Associations have a duty of care to their tenants. Tenants experiencing homophobic harassment should be given the same priority as a tenant experiencing others forms of crime/hate crime. There is a need for Housing Officers to be provided training on LGB issues and on how to implement the Housing Department/ Association's equal opportunity and anti harassment policies.
- The MPS should use the LGB and Community Press to highlight the initiatives they have developed to tackle homophobic/racist hate crimes. Lesbian Gay Bisexual Transgender Liaison Officers need to build relationships with their local LGB communities and borough police stations need to develop ways of working more closely with local LGB communities (such as developing Police and LGB community consultative groups).
- GALOP should carry out an intense outreach campaign to publicise their services to the BLGB communities. For example it could:
 - Publicise its services through the LGB media, the BME community papers and by consulting and working directly with the BLGB communities;
 - Build links with other Victim Support agencies to ensure that these agencies are aware of its services and should consider developing reciprocal referral systems with them.
- GALOP needs to increase its BLGB membership base and ensure that its staff team are reflective of the community for whom it is providing a service. GALOP should:

2. SUMMARY OF RECOMMENDATIONS

- Invite all interested participants to upcoming GALOP events and use them for future consultation on GALOP projects;
- Approach interested participants with membership and Management Committee packs;
- Send additional information to respondents who have expressed an interest in becoming members of the Advisory Group on the role that they will be expected to play.

3. IDENTITY AND COMING OUT

3.1 INTRODUCTION

This section covers how open people were about their sexuality and how easy it was to come out to family, friends and colleagues.

3.2 ETHNIC ORIGIN

Asian people were far less likely than those from other ethnic groups to be open about their sexuality to anyone but their close friends. For instance, only 27% of Asian respondents were open to their mothers about their sexuality compared to 61% of Black respondents and 60% of mixed heritage respondents. This reluctance to reveal their sexuality includes not only parents and siblings, but also work colleagues.

The data illustrates that the reasons why some Asian respondents may be less likely to come out to families are because of religious and cultural traditions and a fear that coming out will lead to rejection and ostracism. As some respondents said:

Indian Lesbian, 20-29 years

It does not fit into our culture... parents would like me to get married.

Indian Gay man, 20-29 years

I am not open about my sexuality at home with my parents or other members of my family, as the topic tends to be taboo, something that is not spoken of. Although I have come out to my parents, they seem to be in denial.

Asian respondents also cited a lack of parental understanding of sexuality issues in general, as a reason for not coming out to their families.

Indian Lesbian, 20-29 years

My parents would not understand. I think they may know but I would not explicitly tell them, unless I had too.

3.3 YOUNG PEOPLE

The survey found that young people under 20 were less likely than older people to be open about their sexuality. This is not surprising, given that young people experience homophobia from peers at school. For example, 'Queer Bashing' (Stonewall 1996) found that 48% of under 18s had experienced a homophobic attack and that 40% of violent attacks had taken place at school.

3.4 GENDER

Women are more likely than men to come out to family, friends and work colleagues with 63% of female respondents saying they were open to their mothers compared to 35% of men. GALOP's findings mirror the results of the study, 'Lesbians' experiences of violence and harassment'. (Greater Manchester Lesbian and Gay Policing Initiative in partnership with Manchester City Council,

Greater Manchester Police & GMPA 1999.) The Manchester study found that just over half the female respondents identified themselves as out. There is a need for more detailed research on why women are more likely to come out then men.

3.5 REACTIONS TO COMING OUT

Those respondents that did come out to family, friends and colleagues generally found the reaction to be positive or neutral, but this was mainly because respondents tended to be open to people whom they judged would react in this way.

Caribbean Asian Lesbian, 30-39 years

When I came out to my parents there was lots of disbelief. Dad always thought I would get married, but is now resigned to it. Mum knows and accepts me for whom I am.

Gay man of mixed heritage, 20-29 years

I tell people if I feel comfortable with them and if it is relevant to our acquaintance. I've never told anybody who reacted in a very negative way but I basically know how they will react before I tell them.

African man, sexuality not specified, under 20 years

I don't talk about sexuality. In past my mother used to pray for me – now she is happier because I am less flamboyant about my sexuality.

3.6 RECOMMENDATIONS

There is a need to set up external support mechanisms for the BLGB communities. The Naz Project co-ordinates a support group, KISS, for South Asian and Middle Eastern, lesbian and bisexual women. The group ran in Hammersmith and Fulham for a year before it went London wide in March 1999. The group has over 140 women on its mailing list and the monthly KISS meetings held at The Glass Bar attract on average between 35/40 women.

Asian female respondents spoke about why they enjoyed attending the KISS group, the benefits they received from attending and how the group could be developed further.

Pakistani Lesbian 20-29 years

It is comforting to know that KISS exists.

Caribbean Asian Lesbian, 30-39 years

KISS is brilliant for meeting Asian women, feeling safe. It's not cruisey/scene based and I can talk about issues.

Indian female, sexuality not specified, 20-29 years

The KISS group is very important. But it is not funded; volunteers run it. It could do with telephone/volunteer led counselling. Financial and formal support would help so that Asian women coming out could talk to Asian female counsellors.

The above responses point to a need for support groups to be set up where BLGB people can explore and address the coming out experience and begin to come to terms with sexuality issues in relation to their families and friends.

For young people little will be achieved without the support of teachers. In September 2002, the Citizenship Curriculum is due to be launched in schools. This will encompass issues such as developing good relationships, respecting differences, developing confidence and responsibility. This agenda could be used by teachers to raise the awareness of all young people about choices to do with sexuality. Its operation needs to be closely monitored. Research should be undertaken to evaluate its impact.

Black Minority Ethnic (BME), BLGB and LGB organisations need to consider developing support groups for the BLGB communities.

Links between schools and LGB youth workers/ organisations need to be developed. All senior teachers need to be committed to tackling homophobia in schools.

LGB agencies/Schools need to look at how the Citizenship Curriculum can be used to explore homophobia and sexuality issues in schools.

4. DISCRIMINATION

4.1 INTRODUCTION

Respondents were questioned about their experiences of different types of discrimination: racism, sexism or homophobia.

4.2 RACISM

44% of the participants felt that racism was a more significant form of discrimination, with Black respondents (52%) more likely to say this than Asian respondents (34%) and respondents of mixed heritage backgrounds (40%).

Although the study 'Ethnic Minorities, Victimisation and Racial Harassment' (Home Office, 1996) indicated that Asian people are more likely to experience racially motivated crimes than Black people, Black people are more likely to be discriminated against in terms of employment, housing allocation and other service provision. For example, the overall rate of unemployment amongst Black people is twice that for White people and in London six out of 10 young Black men are out of work. (Black Labour Market News Black Employment initiative 1998)

4.3 RACISM IN THE LESBIAN, GAY AND BISEXUAL COMMUNITIES

More than half the sample, 57%, said that they had experienced racism from the white LGB communities. A number of respondents said that the LGB community was no different from mainstream communities when it came to racism. The types of experiences varied

from the subtle, treated coolly, treated stereotypically to more direct forms of discrimination such as not getting served in clubs, being ignored and being treated as an exotic sex object. A number of Asian people said that people (from both the LGB and mainstream communities) assumed they were straight simply because they were Asian. A lack of targeted facilities, was seen to be a form of discrimination by some respondents.

FACED WITH INDIFFERENCE OR AN UNWELCOMING RESPONSE:

African Caribbean Lesbian, 30-39 years

We went to a women's holiday centre in Yorkshire. I thought it would be welcoming but the reception was cool. I felt that only white check shirt wearing lesbians were really welcome – the whole weekend felt more of a toleration of us rather than the warm welcome we had expected.

African man, sexuality not specified, 20-29 years People have the tendency to make you feel 'outside', when the community should be inclusive.

BEING DEALT WITH IN A STEREOTYPICAL WAY:

African Caribbean Gay man, 40-49 years

I have been sought out in a club and asked where drugs are available.

4. DISCRIMINATION

Mauritius Lesbian, 30-39 years

Most lesbian clubs are geared to white people. If there are more than 10 black lesbians the security becomes more visible. Certain music is not played, as they don't want to attract black lesbians. Went to one bar near closing time, a member of staff said the bar was closed but they had just let some other people in.

NAME-CALLING AND VERBAL ABUSE:

Black Gay man, 20-29 years

Someone I liked in a club said they didn't want to talk to me because I was black.

Indian Lesbian, 20-29 years

At LGB conferences/workshops someone always brings up how homophobic Islam is. People feel justified in being racist because they are gay and believe that all black people are homophobic.

BEING TREATED AS A SEX OBJECT OR EXOTICALLY:

African Gay man, 30-39 years

White gay men treat me with contempt, I'm either a sex object or I'm invisible.

LACK OF AWARENESS OF BLGB NEEDS:

Lesbian of mixed heritage, 30-39 years

Lack of facilities/entertainment venues/acknowledgement of our differences - assumptions that we are all the same.

African Caribbean Lesbian 40-49 years

Generally white lesbians do not see a difference in our needs and so do not cater for us either socially (venues, music, food, events) or politically (need for our own spaces, support groups etc)

4.4 RECOMMENDATIONS

LGB projects and venues should address racism through training and awareness raising of both staff and users.

Issues such as the following need to be challenged and addressed:

- **Cultural/Religious Traditions/Islamaphobia**
- Racism/Discrimination
- Assumptions and Stereotyping
- The history of the Asian, African and Caribbean communities in the United Kingdom

4.5 HOMOPHOBIA IN THE ASIAN, AFRICAN AND CARIBBEAN COMMUNITIES

Men were more likely than women to cite homophobia as the main type of discrimination that they had experienced (29% of men compared to 17% of women), whereas women were more likely to cite racism (55% of women compared to 35% of men). This links up with an earlier point that male respondents are less likely to come out to families, friends and work colleagues, which may be due to a fear of experiencing further homophobia.

Young people were more likely to cite homophobia with 30% of those under 30 saying this compared to 18% of those over 30. 'Queer Bashing' (Stonewall 1996) found that one in two LGB young people under the age of 18 had experienced a physical attack on account of their sexuality.

More than half the sample, 57%, had experienced homophobia from the Asian African and Caribbean communities. People of mixed heritage backgrounds (80%) and Black respondents (61%) were more likely than Asian people (48%) to say this. This ties in with the fact that Black and mixed heritage respondents were also more likely to be open about their sexuality.

Most of the experiences included name-calling, verbal abuse and general homophobic comments. A significant proportion (19% of those experiencing homophobia from the Asian African and Caribbean communities) said that homosexuality was taboo in their communities. Some people mentioned that there was an ongoing ignorance within the communities that Asian African and Caribbean people could be gay, but, as indicated in the previous section this ignorance is demonstrated by white LGB communities and mainstream society too.

NAME-CALLING/VERBAL ABUSE:

Lesbian of mixed heritage, 30-39 years

When I came out to my friend at college he said God would punish me. I have also been spat at by a stranger whilst walking with my girlfriend.

Caribbean Gay man, 30-39 years

I could write a book. Names like battyman and faggot have been shouted at me in the streets. In face-to-face settings, it's a lot more middle class and insidious, 'Are you married yet? Look at my sons wedding pictures, he has a baby daughter now you know!'

HOMOSEXUALITY IS UNMENTIONABLE:

African Gay man, 20-29 years

Homosexuality is a taboo... I am always ostracised as soon as people from Asian, African and Caribbean backgrounds know about my sexuality.

Caribbean Bisexual female, 20-29 years

They tell you it is wrong from a Biblical perspective.

4.6 RECOMMENDATIONS

Younger respondents were more likely to cite homophobia as the most significant form of discrimination. Therefore there is clearly a need for work within schools to address homophobia. 'Playing it Safe', a survey of more than 300 schools in England and Wales (Terence Higgins Trust and Stonewall, 1998) found that 82% of schools were aware of homophobic bullying taking place in their schools. 99% of schools had anti-bullying schemes in place but only 6% specifically recognised homophobic bullying within their policies.

Schools need to address Homophobic bullying in their anti-bullying policies/schemes. The links between different types of discrimination need to be highlighted to young people.

Respondents' comments support a need to address homophobia in Asian African and Caribbean communities. However, any campaign would also need to address that white heterosexuals can be homophobic too - and that homophobia is not just a problem within the Asian African and Caribbean communities. However these communities have traditionally been faith-based and religion still plays a large part in their lives. Many religions, including Islam and Christianity consider homosexuality taboo.

In order to break down barriers, BLGB workers need to build links with sympathetic individuals in religious communities so that they can raise awareness of the specific needs of the BLGB communities and the discrimination that they encounter. In doing this they could:

- Address why Asian African and Caribbean communities consider homosexuality a taboo and how this belief has developed;
- Highlight the varied and rich histories of the BLGB communities:
- Build links with the discrimination faced by Asian African and Caribbean communities and the BLGB experience of homophobia.

5. USE OF SERVICES

5.1 RESPONDENTS WERE ASKED ABOUT THEIR EXPERIENCES OF USING A WIDE RANGE OF SERVICES:

- Mainstream services
- Lesbian Gay and Bisexual services
- Black Lesbian Gay and Bisexual services.

5.2 USE OF SERVICES

The majority of respondents had used mainstream services, including health services, counselling, and advice services.

Most of the respondents did not use services targeted at the LGB community, (or those targeted specifically at BLGB people), preferring to use mainstream ones. The majority of those that had, had found the services useful, and in some cases more useful than mainstream services. For example, the majority of respondents that had used LGB housing services had found them to be useful (84%). There was a much higher proportion of dissatisfaction amongst respondents with mainstream housing services. Respondents using LGB youth groups found them slightly more useful (84%) than those using mainstream youth projects (81%).

The LGB media (such as The Pink, Diva, G3 and internet services such as Queercompany and Gingerbeer) were used by 34% of the respondents, with 79% finding them useful.

5. USE OF SERVICES **USE OF SERVICES** Have used was useful Have not used Would not use Have used was not useful Mainstream counselling 59% 4% 32% 4% Mainstream health services 1% 57% 34% 9% Mainstream advice services 1% 68% 28% 5% Mainstream housing services 1% 68% 22% 9% Mainstream youth groups 77% 8% 12% 3% LGB Counselling 72% 5% 18% 4% LGB health services 71% 5% 21% 3% LGB advice services 74% 4% 18% 3% LGB housing services 79% 3% 14% 3% LGB youth groups 73% 6% 18% 3% LGB 'other' services (mainly media) 66% 1% 28% 8% THE LOW DOWN 26

USE OF SERVICES (Cont'd)

Have not used Would not use	Have used was useful Have used was not useful
BLGB counselling	
92%	3%
BLGB health services	
91%	4%
BLGB advice services	
77%	19%
BLGB housing services	
96%	1%
BLGB youth groups	
90%	6%

5.3 USE OF SERVICES TARGETED AT BLGB COMMUNITIES

There was a high degree of satisfaction amongst respondents using BLGB targeted services; very few respondents said that they had not found the provision useful.

- One in five respondents had used BLGB advice services with 93% saying these were helpful. Asian respondents were slightly more likely than others to have used BLGB advice services.
- A total of five respondents (3%) had used BLGB counselling services. All five had found these services helpful.

5. USE OF SERVICES

- Six respondents had used BLGB health services with all saying these were helpful.
- One respondent had used a *BLGB housing service*.
- Nine respondents had used **BLGB youth groups**, 88% of whom had found it useful.

5.4 PREFERENCE FOR BLGB SERVICES

Views were split on whether respondents would prefer services specifically designed for BLGB people. Overall, 41% said they would prefer services specifically targeted at BLGB people but 48% said they would not. Black respondents (48%) were more likely than others to prefer targeted services. Women (48%) were also more likely than men (36%) to say they preferred targeted services.

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PREFERENCE FOR BLGB OR MAINSTREAM SERVICES

Yes No

Not sure

Total

41% 11%

Black

48%

Asian

34% 50%

Mixed heritage

25% 20%

Male

36% 4%

Female

48%

Base: complete sample (145)

5. USE OF SERVICES

People stated why they already prefer to use BLGB services or would use BLGB services if they were available:

BECAUSE IT GIVES ONE A SENSE OF COMMUNITY:

Indian Gay man, 20-29 years

It is useful to share thoughts with other like-minded individuals. The Asian community not only has the social phobia associated with being gay but I also have to deal with peer pressure, which in most cases is harder to deal with. Some other communities may not understand what kind of pressure it is.

BECAUSE IT SUPPORTS ONES SENSE OF IDENTITY:

Indian Bisexual man, under 20 years

Because you feel you are not the only one with the same problem

African Caribbean Lesbian, 40-49 years

I feel more comfortable with a group or service that understands my sexuality and my culture/colour

BECAUSE OF RACISM/DISCRIMINATION:

Lesbian, ethnicity not specified, 40-49 years

Because I don't have to explain obvious things and I don't have to deal with racism.

Lesbian of mixed heritage, 30-39 years

Black Lesbians and Gay men's needs are distinct from their white counterparts as we suffer discrimination in a twofold manner (homophobia/racism).

5.5 PREFERENCE FOR MAINSTREAM SERVICES

Those respondents who said they would not prefer specific services emphasised a need for current services to be made more accessible and appropriate to the needs of the BLGB communities.

Lesbian of mixed heritage, 30-39 years

I would like to use any and every service available comfortably.

African Gay man, under 20 years

Don't mind as long as the environment and service provided is inclusive.

5.6 REASONS FOR NOT USING BLGB SERVICES

This section has highlighted some preference for services targeted specifically for BLGB communities. One of the reasons for not using specifically targeted services is because they are poorly resourced.

Lesbian of mixed heritage, 30-39 years

Having worked for a Black LGB organisation, my experience suggests such services may be more badly resourced than mainstream LGB ones.

Lesbian, ethnicity not specified, 40-49 years

The Black Lesbian and Gay Centre is unfortunately poorly funded. Therefore they were unable to provide a quality service to the Black Lesbian and Gay community.

A few respondents commented on how they were unaware of which services, LGB or BLGB, were available for them.

African Caribbean Bisexual female, 30-39 years

Accessing services is very difficult, in terms of how they advertise, I seemed to have to do a lot of research to find a LGB housing service. A lot of people would not realise that services are targeted at them.

Indian female, sexuality not specified, 20-29 years

I am not even sure which services exist. A lot of the services that I have used have been through word of mouth.

African Caribbean Lesbian, 30-39 years

I have not made a conscious decision not to use services for BLGB people but completing this questionnaire brought home the fact that I am not really aware of what these are.

5.7 RECOMMENDATIONS

There is a high degree of support for services targeted at the BLGB communities. Respondents commented on how they felt more comfortable with people/agencies who understood all their issues. However, there are issues of quality and under resourcing in the sector. There is also a degree of support for both mainstream services

and LBG services to deliver more appropriate and effective services to the BLGB communities.

Services need to be made more accessible and appropriate to the needs of the BLGB communities. This should be done in several ways:

- Developing a stronger sector which specifically targets BLGB communities;
- Developing BLGB services within LGB agencies;
- Appointing BLGB workers within mainstream services

Developing any of these options will require adequate resources. It will also require consultation with BLGB people on what they need.

There is a need for LGB/BLGB services to be better publicised. The LGB media is an effective way of disseminating information and raising awareness of services available, (79% of the sample found the LGB media useful). Services also need to be publicised in the Black Minority Ethnic (BME) community papers, such as The Voice and Eastern Eye.

6. POLICING

6.1 EXPERIENCES WITH THE POLICE

Respondents were asked of their experiences with the police. Three out of four respondents had been in contact with the police in some way, of whom the majority had been reporting a crime or asking for assistance.

The police had questioned almost one in three respondents, one in five had experienced stop and search, and one in ten had been arrested. Black and mixed heritage respondents were much more likely to have had unwanted contact (arrested, stopped etc) with the police than people from other ethnic backgrounds. Women were slightly less likely than men to have had unwelcome contact with the police.

The experience with the police was understandably more positive if respondents had approached them to ask for help e.g. reporting a crime or asking for assistance. It was also clear, that where racism or homophobia was not involved, the response tended to be more positive.

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EVDEDIENCES WITH TH	E DOLLCE		
EXPERIENCES WITH TH	E POLICE		
Total N	Male F	emale	
Reported a crime			
58%	50%	68%	
Asked for assistance			
45%	41%	49%	
Gave evidence as a wit	ness		
19%	19%	20%	
Made a complaint abo	ut the police		
9%	9%	9%	
Was involved in an inci	ident		
27%	26%	28%	
Questioned by police			
30%	34%	26%	
Arrested			
10%	11%	9%	
Stop and search			
19%	23%	15%	
Immigration			
7%	8%	6%	
Other			
7%	5%	9%	
None of these			
23%	29%	15%	
No reply			
1%	3%	-	
Base: complete sample			
145	80	65	

6.2 REPORTING A CRIMINAL ACT OR HOMOPHOBIC INCIDENT

Respondents were asked if they had ever chosen not to report a crime or homophobic incident. 26% of respondents had chosen not to report an incident mainly because they thought that the police would not do anything, or that they would not take it seriously.

Respondents were asked what would make them more comfortable about reporting incidents. The most frequently made suggestions were that the police should be more understanding or sympathetic to racial or homophobic crime. Some people thought there should be more LGB officers or that those that were, could be more open about their sexuality. Others suggested that there would like to see more Black officers. Another popular suggestion was that the police needed a clear anti-homophobic stance and that they needed training on race and homophobia.

6.3 RECOMMENDATIONS

Recent developments in policing have not filtered down to the BLGB communities. Respondents spoke about the need for specific units to deal with homophobic crimes. In fact Community Safety Units (CSUs) were developed over two years ago to tackle all forms of Hate Crimes. Likewise, respondents spoke about the need for Special Liaison Officers. Most London boroughs have Lesbian Gay Bisexual Transgender Liaison Officers (LGBT LO), trained to work especially with the LGBT communities. Although, according to recent research carried out by the Diversity Directorate at New Scotland Yard into Lesbian Gay Bisexual Transgender (LGBT) issues, of the 24 boroughs that responded to the postal survey, only seven boroughs reported that police and civilian staff in their borough had received training on LGBT issues.

The Metropolitan Police Service (MPS) is clear that it is committed to tackling homophobic crime and working with the LGB communities, yet respondents seemed to be unaware of this. It is apparent that there is a general lack of awareness amongst the BLGB communities of the specialist units and officers who are trained to tackle homophobic crime. It is also clear that non-specialist police officers and civilian staff may not have not received training on LGB issues.

The MPS commitment to tackling homophobic crime and working with the LGB communities needs to be filtered down to the LGB communities.

The purpose of Community Safety Units and the work they carry out needs to be publicised in BME community newspapers and within the LGB press.

The LGBT LO need to have a more public profile and should develop links with their local LGB communities and agencies.

There is a need for all frontline police officers and civilian staff to receive training on sexuality issues. This training should be carried out by LGB agencies, which are best suited to highlight the concerns of their communities.

7.1 EXPERIENCE OF CRIME AND HARASSMENT

Society may appear to be getting more tolerant but this is not reflected in the crime and harassment findings.

EXPERIENCE OF CRIME AND HARASSMENT

Homophobic abuse (verbal)

68%

Racist abuse (verbal)

81%

Homophobic abuse/violence (physical)

10%

Homophobic abuse/violence (sexual)

4%

Racist abuse/violence (physical)

24%

Racist abuse/violence (sexual)

6%

Homophobic harassment (phonecalls, damage to property etc)

23%

Racist harassment (phonecalls, damage to property etc)

31%

None of these

12%

One in ten respondents had been subject to homophobic physical abuse, and 4% had also experienced sexual homophobic abuse or violence.

Almost a quarter of the sample had experienced physical racist abuse (24%) and 6% had been subjected to sexual racist abuse.

Almost a quarter of the respondents said they had experienced homophobic harassment such as malicious phone calls or damage to property, and one in three said they had been subjected to racist harassment.

EXPERIENCE OF CRIME AND HARASSMENT, BY GENDER AND ETHNIC ORIGIN - see table overpage

The vast majority of the respondents (88%) had experienced racist or homophobic abuse. The majority of this abuse was verbal. 30% of respondents said they had experienced homophobic verbal abuse on more than five occasions, and 48% had experienced racist verbal abuse on more than five occasions.

Women and black respondents were more likely to have experienced verbal abuse on more than five occasions. All ethnic groups said they had experienced racist verbal abuse, with women more likely to say this than men.

The majority of incidents took place on the streets, but a significant proportion had occurred at work or at a venue demonstrating the need for workplaces and venues to have clear and implemental anti-racist, anti-homophobic policies.

EXPERIENCE OF CRIME AND HARASSMENT, BY GENDER AND ETHNIC ORIGIN

Total	Male	Female
Black	Asian	Mixed heritage

Homophobic abuse (verbal)

68%	56%	83%	74%	59%	80%	

79%

84%

1/10/

80%

Racist abuse (verbal) 81% 76%

Homophob	ic abuse/violer	ice (physic	cal)		
10%	13%	8%	10%	9%	15%

86%

Homophobic abuse/violence (sexual)

100/

4%	5%	3%	6%	2%	5%

Racist abuse/violence (physical)

Racist abuse/violence (sexual)

Homophobic harassment (phone calls, damage to property etc.)

25 % 25 % 25 % 25 %	23%	24%	22%	29%	13%	25%
---------------------	-----	-----	-----	-----	-----	-----

Racist harassment (phone calls, damage to property etc.)

31%	30%	32%	32%	27%	35%
None of these					

120/

12%	19%	5%	10%	14%	10%

Base: complete sample

LOCATION WHERE RESPONDENTS HAVE EXPERIENCED CRIME AND HARASSMENT

No of respondents At home Work/college
On the street At a venue Other

Experienced homophobic abuse – verbal

 84%
 17%

 62%
 12%

Experienced racist abuse - verbal

 82%
 7%

 29%
 54%

 18%

Experienced homophobic abuse/violence- physical

6% - 83% - -

Experienced homophobic abuse/violence- sexual

5% - 40% - 60%

Experienced racist violence- physical

 20%
 10%
 75%
 5%

Experienced racist violence - sexual

3% 67% 33%

Experienced homophobic harassment

24% 33% 21% 42% 8% -

Experienced racist harassment

 28%
 21%

 54%
 25%

 14%

Base: number of respondents giving details on that type of crime and harassment

7.2 RECOMMENDATIONS

Every three years London Boroughs carry out Crime Audits. The purpose of these Audits is to identify the most common types of crimes carried out in each borough. During the last Crime Audit carried out in 1998, many Local Authorities failed to consult with the LGB communities. At this time GALOP contacted all 32 London Boroughs reminding them of the Governments recommendation to consult with the LGB communities. Previous to this GALOP had provided support to Local Authorities on how to consult effectively with the LGB communities.

The findings indicate that racism contributes to more abuse than homophobia. It is essential that services provided to the BLGB communities do not compartmentalize the discrimination faced by these communities. Training and awareness raising often addresses race issues separately to other forms of discrimination, whereas it is important to remember that BLGB communities can face a variety of different forms of discrimination.

A significant number of incidences occurred at work or at venues. There is a need for workplaces and venues to implement antiracist and anti-homophobic policies.

It is vital that Local Authorities consult with the LGB communities during the next Crime Audit to ensure that service providers address the needs of these communities.

LGB counselling and advice projects should be more aware of the race dimension when working with BLGB victims of violence. LGB advice and counselling services may need to be provided with race and cultural awareness training.

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Commercial venues and work places need to develop antiracist and anti-homophobic policies and should make a public commitment to these policies. Policies should also be backed up by guidelines, which need to be understood and implemented by all members of staff. All staff need to be provided with diversity and equal opportunity training which should take into account that BLGB communities can face a variety of different forms of discrimination.

7.3 PERPETRATORS OF CRIME AND HARASSMENT

Respondents were asked for details about the perpetrators of the most recent incident they had experienced.

The majority of the perpetrators (70%) were not known to the victims. However a significant proportion (17%) were work colleagues, and 13% were neighbours or acquaintances.

The number of incidents involving partners or family were too few for any analysis to be made, but one respondent had suffered abuse from an ex-partner of the opposite sex, three from ex-partners of the same sex, one from current partner of the same sex, one from current partner of the opposite sex and one from a foster family.

MOST RECENT PERPETRATORS OF CRIME AND HARASSMENT - See over page

The majority of the perpetrators were male 71%, 7% female and 19% were in mixed gender groups. Although the full age range was represented, there was a concentration in the 15-30-age range. This is a slightly older age range than perpetrators of crime in general. Perpetrators tended to be white 58%, 21% were black.

Over half of the respondents describing their most recent incident cited sexuality as a motive (57%) with a similar proportion (51%) saying that the most recent incident was a result of racism. 10% said it was a result of their gender. One in five respondents ascribed more than one motivation to the abuse they had experienced. Asian respondents were slightly more likely to ascribe a racial motive whist Black respondents were more likely to cite sexuality.

MOST RECENT PERPETRATORS OF CRIME AND HARASSMENT

Not known to me

70%

Neighbours/acquaintances

13%

Work colleagues

17%

Friends

5%

Family

5%

7. 4 REPORTING INCIDENTS

Only 12% (14 people) of those describing their most recent incident had reported it to the police.

A quarter of those not reporting their latest incident did not think it was important enough, and 15% did not believe the police could do anything. 12% of respondents believed that the police would not do anything and more disturbingly, 10% said that they believed that the police would not take the incident seriously.

Fourteen respondents had reported the incident mainly because they believed that action would be taken. Some people commented that they believed that the incident should be logged so that at least the statistics are recorded.

Of the respondents who had reported the incident, four said that they received a satisfactory result, five had not, and five respondents said that they had received a mixed response. Six people had been referred onto other agencies for support, including the London Lesbian and Gay Switchboard, a Lesbian Gay Bisexual Transgender Liaison Officer, Victim Support, Alert and a crime help line. Two of the fourteen had reported the incident to GALOP; one respondent had been referred onto GALOP by another agency.

7.5 SUPPORT RECEIVED

Respondents were asked whether they had reported the incident to GALOP and only two had been in touch with the project. Most respondents did not report the incident to GALOP, as they were unaware of GALOP, either now or at the time of the incident. Some respondents said that as their incident was racial rather than homophobic, they felt it was not relevant to report it to GALOP. Comments included:

Gay Asian male, 20-29 years I did not know about GALOP

Indian Lesbian, 20-29 years

It never occurred to me. You are expected to put up with abuse. It does sound lame because you shouldn't have to.

Lesbian of mixed heritage, 30-39 years I am not aware of what GALOP does.

Over half the people who had been victims of a racial or homophobic incidences had received support from friends (59%), but a third of respondents had not received any support at all. Only 5% had received support from mainstream support services and 3% from LGB services.

7.6 INTEREST IN INVOLVEMENT IN GALOP

There was an interest in being contacted and being involved in GALOP's Black Services Development Project (BSD), with one third of the respondents (34%) interested in being informed about future events and a similar number, 30% expressing an interest in being on the mailing list. 26% of respondents said that they would be interested in being part of the BSD advisory group.

7.7 RECOMMENDATIONS

There is a need for actions that serve to reduce crime and harassment, for example awareness raising in the workplace or with housing tenants on the consequences of harassment. There is also a need to make BLGB victims of crime and harassment aware of the types of support available and to ensure that it will be sensitive to their needs. For example, respondents seem to be unaware that the Metropolitan Police Service (MPS) has made a commitment to tackling homophobic/racist violence. However,

this could be for a number of reasons: that their perception is that very little has changed or that for a number of reasons this message is not coming through at a grass roots level. There is a need, therefore, for the MPS to demonstrate exactly what they have done in practice to combat homophobic and racist violence.

Furthermore, and most importantly for GALOP, many respondents were not aware of the support GALOP offers. A third of the respondents had not received any support from anyone after an incident. It is important that victims have the opportunity to talk about their experiences. By expressing and addressing such incidents individuals can get sense of empowerment and may be able to regain some of their confidence. If victims are not given the opportunity to talk about their experiences they can be left feeling isolated and alone which may result in long-term psychological damage.

A number of respondents were keen to get involved in developing GALOP's Black Services Development Project. This should be acted upon.

Employers should implement adequate equal opportunity and anti-harassment policies.

Housing Departments/Associations have a duty of care to their tenants. Tenants experiencing homophobic harassment should be given the same priority as a tenant experiencing others forms of crime/hate crime. There is a need for Housing Officers to be provided training on LGB issues and on how to implement the Housing Department/ Association's equal opportunity and anti-harassment policies.

The MPS should use the LGB and Community Press to highlight the initiatives they have developed to tackle homophobic/ racist hate crimes. Lesbian Gay Bisexual Transgender Liaison Officers (LGBT LO) need to build relationships with their local LGB communities and borough police stations need to develop ways of working more closely with local LGB communities, (such as developing Police and LGB community consultative groups).

GALOP should carry out an intense outreach campaign to publicise their services to the BLGB communities. This is also a key recommendation from GALOP's strategic plan.

For example it could:

- Publicise its services through the LGB media, the Black and Minority Ethnic community papers and by consulting and working directly with the BLGB communities;
- Build links with other Victim Support agencies to ensure that they are aware of GALOP's services and investigate possibilities of setting up reciprocal referral systems with them.

GALOP needs to increase its BLGB membership base and ensure that its staff team are reflective of the community for whom it is providing a service. GALOP should:

- Invite all interested participants to upcoming GALOP events and use them for future consultation on GALOP projects;
- Approach interested participants with membership and Management Committee packs;
- Send additional information to respondents who have expressed an interest in becoming members of the Advisory Group on the role that they will be expected to play.

NEEDS ASSESSMENT QUESTIONNAIRE

General information **MONITORING DETAILS** Age Under 20 □ 20-29 □ 30-39 □ 40-49 □ 50-59 □ Over 60 □ Gender Male Female Transgender: Male to Female Transgender: Female to Male How do you define your sexuality? How do you define your racial or ethnic origin? Are you disabled? Yes No 🗆 Please specify Which London borough do you live in? If you do not live in London can you please state which county you live in

FAMILY AND FRIENDS

1. For each statement below can you please tick the boxes which apply

	I am open about my sexuality	Their reaction is positive	Their reaction is negative	Their reaction is neither positive or negative
Mother				
Father				
Carer/Guardian				
Foster parents				
Siblings				
Close friends				
Other friends				
Neighbours/				
Acquaintances				
Flat -mates				
Local				
Community				
	ot open about y	our sexuality pl	ease explain wh	ny or, give
At Work 2. If you are n details of a	particular reacti	IDENTITY	ct it had on you	
At Work 2. If you are n details of a	particular reacti	ion and the effe	ct it had on you	
At Work 2. If you are n details of a 3. What do you	particular reacti	IDENTITY	ct it had on you	
2. If you are n details of a 3. What do you Please tick (particular reaction in the particular reaction r	IDENTITY ne biggest overa	Il impact on you	ır life? n not say □

4 a.	. If yes, please giv	e details				
5.	Have you ever ex	-	-	ia from the	Asian, Afric	an
	Yes 🗆 Ans	swer Q5a	Ne	o 🗌 Go	to Q6	
5a.	. If yes, please giv	e details				
			SERVI	CES		
	For each of the s appropriate box. Tick which boxes (LGB: Lesbian Gay Bise and not targeted serv	apply exual. BLGB:		, .		ral
		Have not used	Would not use	Have used was useful		
Ma	ainstream counselling					
Ma	ainstream health services					
Ma	ainstream advice services					
Ma	ainstream housing services					
Ma	ainstream youth groups					
	B counselling					
LG	B health services					

	Have not used	Would not use		Have used not useful	
LGB advice					
services					
LGB housing services					
LGB youth					
groups					
BLGB					
counselling					
BLGB health					
services					
BLGB advice					
services					
BLGB housing					
services					
BLGB youth					
groups					
Other services					
e.g. LGB media					
7. If you have any you used them, below. Please m	or did not,	or why the	y were usef	ul or not, p	lease write in
8. Do you prefer to people rather th Bisexual Services	an mainsti	-	-		y and Bisexual
Yes ☐ If so, why	No □				

POLICING

9. What experience have YOU had of the Police? Please tick whether or not YOU have been involved with any of the actions listed below and if so whether the experience was positive or negative overall. Tick which boxes apply								
	Yes	Positive Overall	Negative Overall	Neither negative or positive				
Reported a crime Asked for assistance Gave evidence as a witness Made a complaint about the Police Was involved in an incident Questioned by the Police Arrested Stop and search Immigration Other- please specify None of these								
10. Please give more details of 11. Have you ever decided not the Police? Yes Answer O11a			al act/homo					

11a. If yes, please explain why.

12. What would make you feel more comfortable with reporting incidents to the Police?

VIOLENCE, ABUSE AND HARASSMENT

13. Have you ever ex	operienced any	y of the	following?			
				Never O	nce 2	2+ 5+
Homophobic abuse (verbal)					
Racist abuse (verbal)						
Homophobic abuse/violence (physical)						
Homophobic abuse/violence (sexual)						
Racist abuse/violence (physical)						
Racist abuse/violence (sexual)						
Homophobic harassment						
(i.e. abusive phone	calls, damage	e to prop	perty)			
Racist harassment						
(i.e. abusive phone	calls, damage	e to prop	perty)			
14. Questions 14 to 2 Using the list bel Please tick appro	ow, where did			•	xperienc	ed.
	Never experienced	Home	At work/ Place of study	On the streets	At a venue	Other (please specify)
Homophobic abuse (verbal)						
Racist abuse						
(verbal)						
Homophobic						
violence (physical)						

	Never experienced	Home	At work/ Place of study	On the streets	At a venue	Other (please specify)
Homophobic violence (sexual)						
Racist violence (physical)						
Racist violence (sexual)						
Homophobic harassment						
(i.e. abusive phone calls, damage to property)						
Racist harassment						
(i.e. abusive phone						
calls, damage						
to property)						
15. Again thinking o to you? Were the Family \(\subseteq \) Neighbours/Acquain	ey:	ent incid Friend ot know	ds 🗌 🛚 W	the perpe		(nown
16. Were these perp	etrators:					
	osite sex \square	same se same se				

3. For this mo	ost recent incid	ent, were the pe	rpetrators	
Male \square	Female□	Mix of male	es and females \Box	
	•	e perpetrators?		
Tick all wh	ich apply			
Under 10		26-30 🗌		Over 60 □
11-14		31-40	Adults, not	sure of age \Box
15-20		41-50		
21-25		51-60		
	Black ost recent incidithe attack? Race	Asian ent, which of the Sexuality	Mixed group ☐ e following factors of Disability ☐	Not sure ☐ do you think Other ☐
•				
	REPO	ORTING IN	CIDENTS	
2. Thinking o	f the most rece	ent incident did y	ou report it to the I	Police?
Yes 🗌	No 🗆			
Voc 🗆	No □			
res 🗀				

Satisfactor Please exp	•	tory Mixed response
4. Did the Po	lice refer you to other	agencies for support?
Yes Please spe		
5. Did you re	port the incident to G	ALOP?
	Answer Q26 ou report the incident	
6. Why did y	ou report the incident	to GALOP?
6. Why did y	ou report the incident	to GALOP?
6. Why did y 7. Why did y 8. After the i No one Family	ou report the incident	to GALOP?
6. Why did y 7. Why did y 8. After the i No one Family Friends	ou report the incident ou not report the incident	to GALOP? dent to GALOP? u receive your support?
6. Why did y 7. Why did y 8. After the i No one Family Friends A Lesbian,	ou report the incident ou not report the incident ncident where did you	to GALOP? dent to GALOP? u receive your support?
6. Why did y 7. Why did y 8. After the i No one Family Friends	ou report the incident ou not report the incident ncident where did you Gay and Bisexual Proj	to GALOP? dent to GALOP? u receive your support?

o. Ale you w	illing to be interviewed about the incident by GALOPs
Black Servi	ces Worker?
Yes 🗌	No □
If Yes, plea	se give contact details:
Name:	
Address:	
Tel:	
e-mail:	
31. Would you	be interested in being contacted by GALOP about any
future BSD	events?
Yes \square	No 🗆
2. Are you in	terested in being placed on the BSD mailing list?
Yes 🗌	No 🗆
The BSD ac	be interested in being part of the BSD Advisory Group? dvisory group will action the issues identified in the needs t questionnaire. The group will be made up of practitioners and of the BLGB communities.
members o	

Thank you for taking part in this questionnaire



