

## Delivering Equally Safe Fund 2021 – 2024: Lesbian, bisexual, trans and intersex Inclusion Plan

All applicants to the Delivering Equally Safe Fund must ensure that the service is inclusive to lesbian, bisexual, trans and intersex (LBTI) women. An inclusion plan for LBTI women should be submitted along with your application. This plan does not impact on the ability of organisations to utilise the single sex exceptions in the Equality Act where that is a proportionate approach to achieving a legitimate aim.

A list of good practice and resources to assist you with the completion of the LBTI Inclusion Plan is as follows:

<https://www.lgbtyouth.org.uk/resources/?topic=Domestic>

Link to the video of a group of trans people being interviewed about their identities:

<https://www.youtube.com/watch?v=wHYmnLeeFpI>

Link to the video of a group of young intersex people talking about what being intersex means:

<https://www.youtube.com/watch?v=I6gQDXsnjM&t=2s>

Link to the video about a group of trans people's experiences in Scotland: [https://www.youtube.com/watch?v=rOO56FUhx\\_Y](https://www.youtube.com/watch?v=rOO56FUhx_Y)

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| <b>Organisation</b> | <b>Engender</b> |
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Please use this box to outline what steps you currently have in place to ensure that your service is inclusive for LGBTI women.

Engender is not a service-delivery organisation and does not offer a direct service to women. We are however, an inclusive organisation: we welcome all women who identify as feminist as members and our engagement, analysis, and advocacy integrates consideration of different ways that lesbian, bisexual, and trans women experience sexism

We have had enjoyed many years of collaboration with Equality Network, Stonewall, and LGBTY Scotland, as well as Scottish Trans Alliance, with a particular focus on our shared work to mainstream equality and rights. We have a long history of intersectional work that addresses overlapping and mutually constituting inequality experienced by lesbian, bisexual, and trans women. For example, we were involved in the 'T in Feminist' campaign that brought women's organisations together to highlight our trans-inclusive feminism, and have undertaken action research projects to identify barriers to service delivery for trans women.

Please use this box to describe what steps you will take over the duration of the Fund to improve your service for LGBTI women.

The overall aim of the project is to improve the position of all women and girls in Scotland and recognises that these are not homogenous groups. The particular experiences of lesbian, bisexual, and trans women will be critical to our engagement work, and reflected in the policy interventions we develop to reduce the enablers of men's violence against women.

We know that regression on human rights and equality is happening even as we see progress in other areas and we have

ambitions for policy development that will prevent men from perpetrating against lesbian, bisexual, and trans.

Both RCS and SWA include lesbian, bisexual, and trans women in their services and advocacy