

National Ambulance  
LGBT Network



Supporting Lesbian, Gay,  
Bisexual, Trans staff,  
patients and communities

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# The LGBT Calendar

A guide to LGBT events  
that staff networks can  
acknowledge and celebrate

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# Introduction



Throughout the year there are a number of events that can be used to raise awareness of, and celebrate, the lives of LGBT people. We have put this pack together to tell you more about them in the hope that our Trusts can start to co-ordinate the messages to our workforce and patients.

Where resources already exist we will signpost you to them, and many have been created by the National Ambulance LGBT Network specifically for ambulance services. We have included links to useful websites.

In the months where there are no specific events, we have suggested other activities that can help to progress and promote LGBT staff network. We hope you enjoy using this resource.

In some parts of the resource you will see different versions of the star of life used to denote particular elements of LGBT. These different versions have been created from flags linked to each.



As well as being the logo of the National Ambulance LGBT Network (since 2016), the rainbow star of life symbol actually combines the star of life with the rainbow flag most commonly used to denote LGBT venues and services.



The bi-star of life combines the bisexual flag with the internationally recognised symbol of pre-hospital emergency care, the star of life.



And finally, the trans star of life, created in 2018, combines the trans flag with the star of life. This logo is used on a number of resources created by the National Ambulance LGBT Network to support working with trans people.

® Please note the rainbow and trans star of life logos are registered trade marks of the National Ambulance LGBT Network.





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## Holocaust Memorial Day

Although not specifically LGBT related, Holocaust Memorial Day remembers the millions of people murdered by the Nazi regime between 1939 and 1945.


It is believed around six million Jews were slaughtered during this period. In addition it is also suggested between 50,000 and 100,000 gay men were also killed. The exact figures are difficult to establish because many of the records were destroyed before concentration camps were liberated.

Gay men, or 'degenerates' as they were called, were often subjected to the harshest conditions. They were identified by pink triangles sewn on to their shirts.

The 27 January marks the anniversary of the liberation of Auschwitz-Birkenau, the largest Nazi death camp.



The famous gates of Auschwitz-Birkenau (top) and a concentration camp prison with the pink triangle.

  
**HOLOCAUST**  
 MEMORIAL DAY





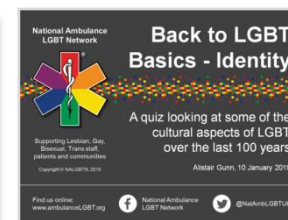
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## LGBT History Month

LGBT History Month has been celebrated in the UK since 2005 and was originally a response to the abolition of Section 28, the legislation that prevented educators discussing homosexuality in schools. The idea was to encourage schools to discuss the subject and raise awareness of LGBT issues and provide positive role models.

This event has now become well established and is endorsed by the Department for Education. Many other fields now celebrate LGBT History Month and it is not unusual to see rainbow flags flying above town halls, hospitals, sports stadiums and many other buildings across the country.

The National Ambulance LGBT Network encourages local networks to hold awareness events in February and a number of resources have been created to support this.



Some of the resources currently available at [www.ambulanceLGBT.org](http://www.ambulanceLGBT.org)

**LGBT**  
history month





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## International Women's Day

The first National Woman's Day was held across the United States on 28 February 1909. Charlotte Perkins Gilman addressed a crowd in New York City, proclaiming, *'It is true that a woman's duty is centered in her home and motherhood but home should mean the whole country and not be confined to three or four rooms of a city or a state'*.

Some sources say that the day was inspired by a female textile workers' strike for shorter hours, better pay and voting rights in 1907. The global event that we now celebrate was first proposed by German socialists at the Socialist Second International in Copenhagen in 1910, as a way to campaign for equal rights for women internationally.

The United Nations began celebrating International Women's Day in the 'International Women's Year' which was 1975 and this has gone on to become an annual event.



The assertion that ambulance work is 'no job for a woman' has no place in today's world, but it is fascinating to think that people's opinions and attitudes don't always advance as quickly. Look out for more new resources.



International Women's Day





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## Transgender Day of Visibility

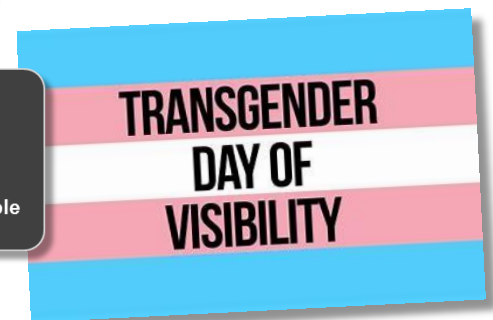
Transgender Day of Visibility takes place on 31 March each year and aims to raise the profile of transgender people and dispel some of the many myths and false assumptions held by people in general.

The day itself was founded by US-based transgender activist Rachel Crandall in 2009 as a reaction to the lack of recognition of transgender people. She cited the frustration that the only well-known transgender-centred event was the Transgender Day of Remembrance which mourned the murders of transgender people, but did not acknowledge and celebrate living members of the transgender community.

The National Ambulance LGBT Network has worked hard over the last few years to help services provide a better response to transgender patients. In 2018 we launched the z-card leaflet that provides guidance to ambulance staff.



The National Ambulance LGBT Network is leading the health field in developing resources to ensure a better service is provided to transgender people.





# April



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## Lesbian Visibility Week

This event is a relatively new fixture in the calendar, evolved from Lesbian Visibility Day. We are keen to embrace the idea, and it has made us reflect on our own network and committee.

Like many facilities and organisations, women are pretty under-represented on the national committee and this is something we are acutely aware of and working to do something about. We talk about LGBT like everything is equal but even within these four letters there is work to do to tackle inequality.

A great way to celebrate this event is to look at the stories of people in your organisation. We did this in an article in April 2020, in which all four 'L' representatives on the committee talked about their challenges and hopes for the future.



The above article featured in the April 2020 edition of the 15 Minute Read. Check out: [www.ambulancelgbt.org/resources/15-minute-read/](http://www.ambulancelgbt.org/resources/15-minute-read/)



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## Develop Your Network

Whilst there are no specific events in April, being the start of new financial years means it is a good time to take stock and make plans for the next year. Usually budgets run from start of April to the end of March so you might also want to consider how to make the most from your finances.

The National Ambulance LGBT Network has produced resources to support the development of LGBT Networks and this includes the ten-point LGBT ‘Let’s Get Better Together’ Programme. More information is available on the Network’s website at [www.ambulanceLGBT.org](http://www.ambulanceLGBT.org).

The National Day for Staff Networks usually takes place at the beginning of May and this may be the perfect time to outline you plans to the wider workforce. If you would like some further ideas, check out the resources shown here.



Two of the resources available at [www.ambulancelgbt.org/resources/lgbt-lets-get-better-together/](http://www.ambulancelgbt.org/resources/lgbt-lets-get-better-together/).







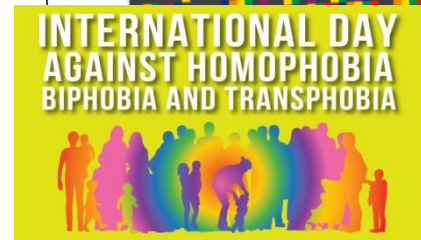
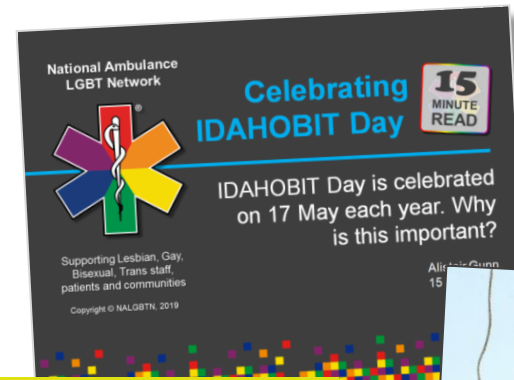
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## IDAHOBIT Day

The founders of the International Day Against Homophobia, as it was originally known, established the IDAHO Committee and a decision was made to centre international campaigning activities around a single day. The first IDAHO Day was held in 2005 and organised by LGBT supporting organisations from around the world. This included the UK based International Lesbian and Gay Association (ILGA).

In 2009, transphobia was added to the name and biphobia was added in 2015 making the title IDAHOBIT Day. It recognises that the lives of LGBT people in some parts of the world are very different from the freedoms and equal rights we enjoy today in the UK.

The 17 May was chosen as it commemorates the decision to remove homosexuality from the International Classification of Diseases of the World Health Organisation in 1990.



An information resource (top) is available providing more information about IDAHOBIT Day. The photograph of the public hanging of two young men in Iran in 2005 provides a chilling reminder that the lives of LGBT people in some parts of the world are not safe.



# June, July and August



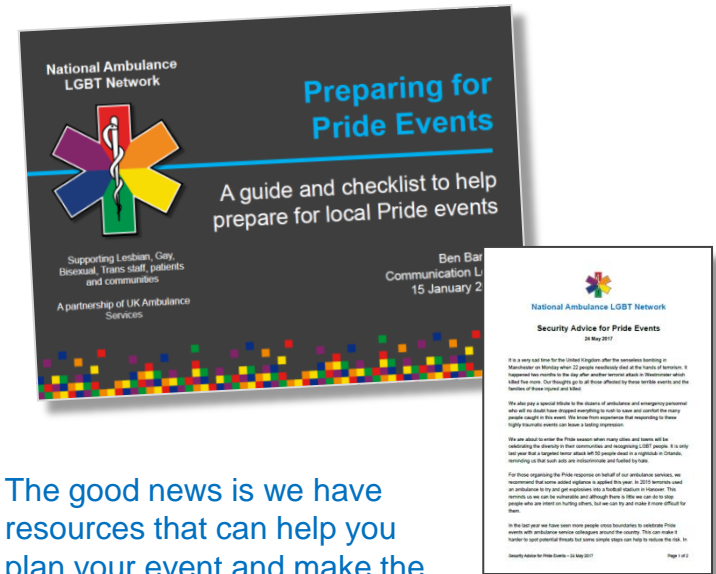
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## Pride Season

Pride events now take place in most cities and an increasing number of towns around the United Kingdom. Pride events usually begin at the end of May and carry on well into September. Some places are now introducing Winter Pride events just to complicate things even further.

To plan your entry into a Pride event usually takes some preparation and planning. It is best to start three or four months in advance and advertise it early so that operational people stand a chance of being able to swap shifts.

Remember there are often costs involved in taking part in Pride events which can include participations charge for the parade, littering charges and additional costs for stalls. Making early contact with organisers will mean you are informed and can plan your budget accordingly.



The good news is we have resources that can help you plan your event and make the most from the day. Check out [www.ambulancelgbt.org/resources/being-visible-in-our-communities/](http://www.ambulancelgbt.org/resources/being-visible-in-our-communities/). We have included a supplier guide for all the things you might need and there is even security advice to keep everyone safe.





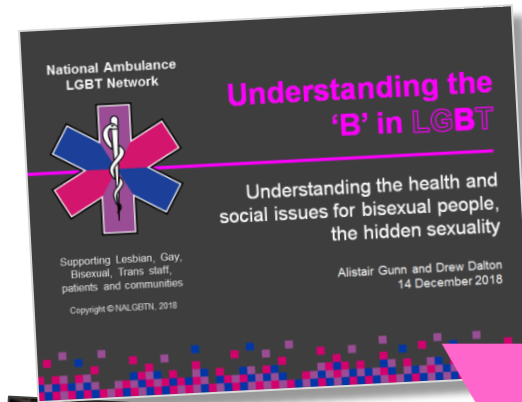
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## Bisexuality Day

Bisexuality day recognises the fact that, even within the LGBT acronym, things aren't equal. Many bisexual people talk about the 'double discrimination originating from the lack of understanding from the population as a whole, and additional alienation from the lesbian and gay community.

This day is the perfect time to focus attention on the actual issues faced by bisexual people and try and increase understanding and tolerance in the workforce.

In 2018 the National Ambulance LGBT Network produced the first resource specifically looking at the issues faced by bisexual people. It also explores the meaning of the bisexual flag, revisits the Kinsey scale and the complex nature of sexuality and even debates the true meaning of the celebrated film Brokeback Mountain. There is sure to be something to help you run an awareness event.





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## National Coming Out Day

National Coming Out Day is an annual LGBT awareness day observed on 11 October. The original idea, founded in the United States in 1988, is that homophobia thrives in an atmosphere of silence and ignorance, and that once people know that they have loved ones who are lesbian or gay, they are less likely to maintain homophobic or oppressive views.

In more recent years, with the creation of the more inclusive LGBT community, the idea of 'coming out' has expanded to include the voluntary self-disclosure transgender, genderqueer, or other non-mainstream gender identity.

This event has attracted criticism from some people who see it as advocating that people 'should' come out rather than having the freedom to express how they want to express this. Others believe it is an important day to show empathy and understanding with colleagues.



The official logo for National Coming Out Day (above) was designed by Keith Haring. Others have taken an alternative approach and reinvented October as 'OUTober'.





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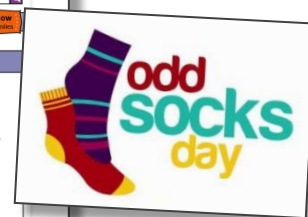
## Anti-Bullying Week

Anti-Bullying Week is an annual UK event held in the third week in November which aims to raise awareness of bullying of children and young people, in schools and elsewhere, and to highlight ways of preventing and responding to it. Anti-Bullying Week is organised by the Anti-Bullying Alliance in England, which is made up of about 140 member organisations.

In Northern Ireland the event is coordinated by the Northern Ireland Anti-Bullying Forum, made up of 25 member organisations from the voluntary and statutory sectors.

Some organisations have developed unusual ways of recognising this event. Odd-sock days seems to be one that is gaining momentum and those with more of an LGBT focus run with the rainbow laces ideas. In recent times an increasing number of football clubs have recognised this.

The dates of this awareness week differs from year to year. Check online for the exact dates.



The very comprehensive [www.bullying.co.uk](http://www.bullying.co.uk) (above) website contains a wealth of different resources. These are mainly school and youth focused but could easily be adapted for different audiences.







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## Trans Day of Remembrance

Trans Day of Remembrance usually takes place on 20 November and was started in 1999 by transgender advocate Gwendolyn Ann Smith as a vigil to honour the memory of Rita Hester, a transgender woman who was killed in 1998. The vigil commemorated all the transgender people lost to violence since Rita Hester's death, and began an important tradition that has become the annual Transgender Day of Remembrance.

The number of transgender people who are murdered each year runs into the dozens, if not hundreds. The numbers vary depending where you look for information, but 2018 saw the deaths of well over 100 people worldwide.

Around the same time is Transgender Awareness Week which has a much more general focus on awareness raising and providing better support and services to trans people.

### The Story of Tyra Hunter

Tyra (pictured right) was injured in a car crash in Washington in 1995. Emergency Medical Technicians abused Tyra and withdrew care after realising she was trans. She was taken to DC General Hospital, where she died of untreated internal bleeding.

She was later judged to have had a 90% chance of survival with appropriate treatment, and her mother was awarded \$2.9 million in compensation. None of the Emergency Medical Technicians involved were ever disciplined.



This must never be allowed to happen again.





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## World AIDS Day

World AIDS Day is recognised every 1 December and reminds us of the many people who have died of AIDS over the past 38 years and the many thousands who are currently living with HIV.

In 2018 the National Ambulance LGBT Network was delighted to join forces with the National AIDS Trust to create a resource updating ambulance staff about current treatments and to help people provide the right care. The resource is available from [www.ambulanceLGBT.org](http://www.ambulanceLGBT.org).

The red ribbon campaign continues to raise much needed money to continue research and help those affected by the HIV and AIDS. You can find out more information about the red ribbon campaign and order a fundraising pack by visiting the excellent website at [www.nat.org.uk](http://www.nat.org.uk).

