



**BRITISH
VETERINARY
LGBT+**

History

Reason d'être

Future

**Tom Doyle MRCVS
President**

History

- **No Veterinary Presence at London Pride**
- **Worked with the British Veterinary Association (BVA)**
- **Began with a meeting open to all – what would BVLGBT+ be for?**



Challenges facing LGBT+ People in the UK

- **Increased incidence of suicide and self harm – 5.5 times higher for gay and bisexual men**
- **One in three trans people has attempted suicide**
- **More likely to experience drug and alcohol misuse**



Stonewall Workplace Report 2018

In the previous year:

- **18% LGBT+ people experienced negative comments or behaviour from colleagues**
- **35% LGBT+ people hid their LGBT+ status at work**
- **12% of trans people were physically attacked by colleagues or customers**



Discrimination in the Vet Workplace

BVA Report on Discrimination 2019:

A quarter of vets responding experienced or witnessed discrimination (all types) in the workplace.



LGBT+ Discrimination in the Vet Workplace

BVLGBT+ Members Survey 2017

- 40% were not completely out at work
- 22% had experienced discrimination based on their sexuality or gender identity in the workplace or place of study



LGBT+ Discrimination

“On farm EMS [student placement] and some farmers start liberally using ‘faggot’ around me, starts doing the same thing to the vet and the vet just casually joins in, meanwhile I'm stood there silently watching.....”



Aims of BVLGBT+

- **Build a community of LGBT+ vets and vet nurses**
- **Provide support to individuals**
- **Campaign and educate on LGBT+ rights**



BVLGBT+ Membership and Finance

- **Open to LGBT+ members of the professions and their allies**
- **Corporate sponsorship**
- **Membership is free**

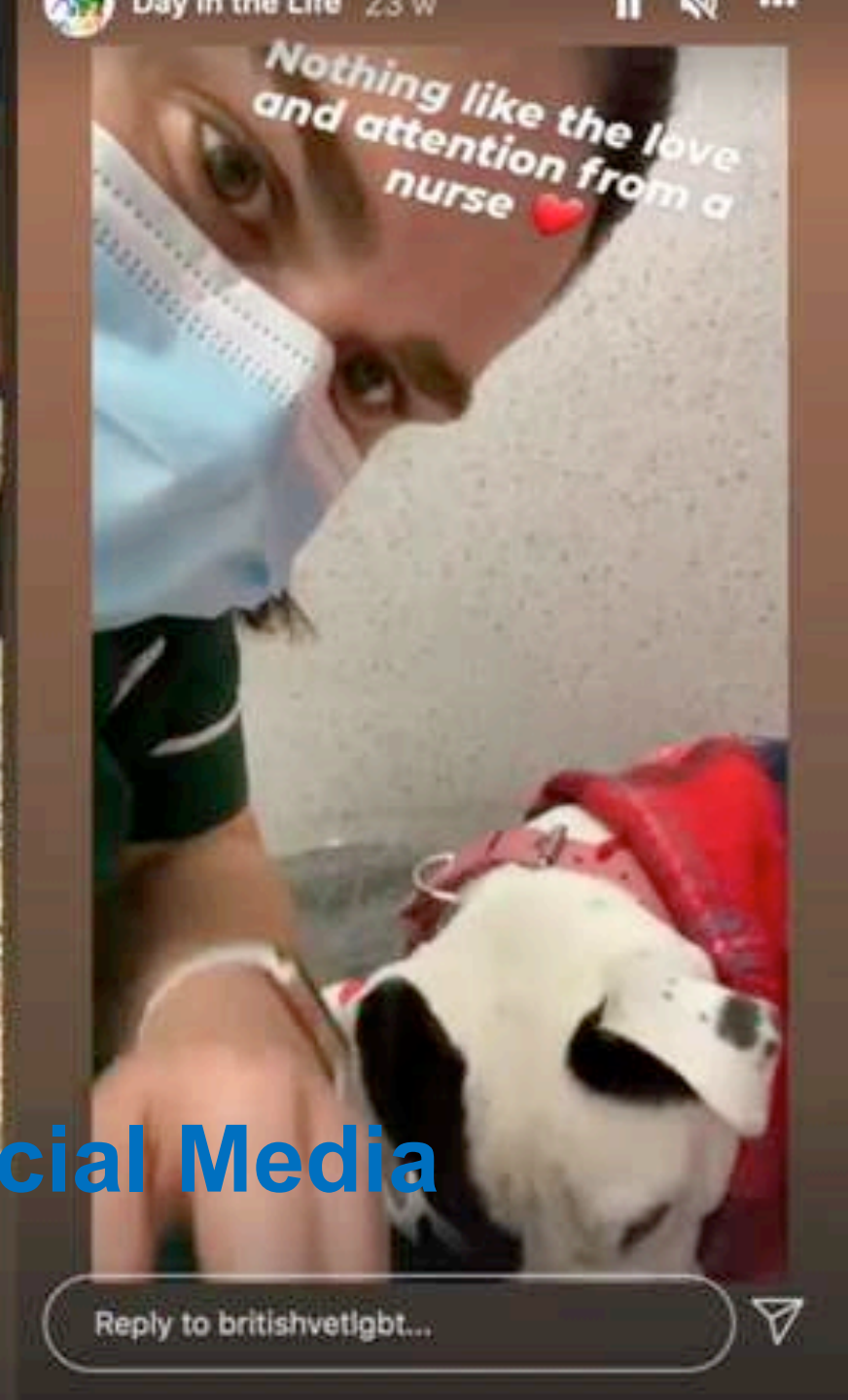




Building a Community – Marching Together



Building a Community – Members' Weekend



Building a Community – Social Media



Building a Community – Student Groups

Building a Community...

- **Socials at Veterinary Congresses**
- **Online Events – including Eurovision!**



Supporting Individuals

- **Wellbeing training, yoga, workshops on discrimination**
- **COVID online drop in sessions, quizzes, Pride**
- **Student Travel Grants for Pride and Members' Day**





Supporting Individuals - Friendship

BVNA President

“Don’t get overwhelmed by peoples opinions of you; do not change yourself to suit others. As long as you live your life with integrity and are true to yourself you should be proud.”

LGBT 2017
LESBIAN GAY BISEXUAL TRANS
HISTORY MONTH





Dr Vim Kumaratunga
BVSc CertVOphthal MRCVS
(RCVS Advanced Practitioner in Veterinary Ophthalmology),
ECVO Resident, University of Bristol – He/Him

tried to mentor others that your gender, sexuality, the colour of your skin and your background don’t need to be barriers to achieving professional excellence. Once you realise that, a whole new world of opportunities opens up to you.





“People who discriminate lack understanding. Don’t allow this lack of understanding to make you feel bad about yourself.”






“Be proud of who you are and hold your head high while achieving change in your life.”






Educating – Vet LGBT+ Role Model Campaign

CONGRESS 2020

mind matters

Educating – Representing LGBT+ at Vet Events



Campaigning and Educating...

- **Working with professional bodies: RVCS, BVA, SPVS**
- **Working with nurse educators**
- **Educating our members: trans history, wider D and I**





BRITISH VETERINARY
ETHNICITY AND
DIVERSITY SOCIETY



British Veterinary
Chronic Illness Support

Joint Response to *The Raptured Spleen* Microaggression Post

We were deeply disappointed to see that the veterinary “satire” group *The Raptured Spleen* chose to post a wholly unsupportive response to the launch of BVA Microaggressions awareness campaign.

Recent research has shown that one in six vets surveyed have experienced discrimination in their workplace. Those who are subject to discrimination, including microaggressions, experience a significant negative effect on their mental health as a result, as well as the practical effects of the discrimination.

Educating – Working with our Allies

Ironically, this post is itself example of a microaggression. Many people who saw it simply saw a post referencing stereotypical chihuahua behaviour, but for those in affected groups, the implication was clear: your experiences are worth mocking.

Success as an LGBT+ Group - Diversity

- **LGBT+ groups are themselves diverse**
- **Leadership should represent this diversity**
- **Recognise relative privilege of some members**



Success as an LGBT+ Group

- **Focus on the most marginalised within our community**
- **Work with allies: BVEDS and BCVIS**
- **Support from the leaders of the profession**



Challenges for BVLGBT+

- **Voluntary organisations struggle to maintain momentum**
- **Over ambition**
- **Reaching out to students**
- **Reaching out to vet nurses**



Challenges for BVLGBT+

- **Online abuse – how do we respond?**
- **Push back from within the profession**



What's the outcome for LGBT+ Vets and VNs?

- **Friendship and new support networks**
- **Role models for our professional and personal lives**
- **A sense of belonging to the profession**





Outcome - fun!

Thank you!

@britishvetlgbt

www.bvlgbt.org

bvlgbt@gmail.com

