

## WHAT'S INSIDE

### TEAM

Our CILIA-LGBTQI+ England Team consists of Professor Andrew King (lead), Matthew Hall, Dr Jo Smith, Dr Sait Bayrakdar, Dr Pete Barbrook-Johnson and Louise Jones.

### EMERGING FINDINGS FROM OUR RESEARCH

These are findings from our work on existing surveys, our newly collected qualitative interviews and our preliminary work on an agent-based model.

### NEWS & EVENTS

Presentations we've made so far during the project. Publication, working papers and plans for future events.

### NEXT STEPS

Our CILIA-LGBTQI+ England project plans for 2021.



## WELCOME

Hello and welcome to the Autumn 2020 newsletter of the CILIA-LGBTQI+ (England) project. We hope you are keeping well in these difficult and troubling times. We have certainly had to adapt how we are working on the project over the past 7 months but are pleased to report that we are maintaining progress on the project and meeting its key objectives.

## ABOUT THE PROJECT

Our 3 year project (2018-2021) – entitled ‘CILIA-LGBTQI+: Comparing Intersectional Lifecourse Inequalities among LGBTQI+ Citizens in four European Countries’ – is a partnership between research teams based in Scotland, England, Portugal and Germany, part of the Dynamics of Inequalities Across the Life Course (DIAL) programme which is funded by NORFACE.

### A NOTE ON TERMS

We use the acronym ‘LGBTQI+’ to denote lesbian, gay, bisexual, trans, queer and intersex people and identities; the ‘+’ denotes the broader range of minoritised sexualities, genders, and variations in sex characteristics.

## THE CILIA-LGBTQI+ ENGLAND TEAM



**PROFESSOR ANDREW KING**  
**Project Lead**

Andrew is Professor of Sociology at the University of Surrey and is the Project Lead for the CILIA-LGBTQI+ project. He has been researching LGBT+ lives for over 15 years and in recent years has had a focus on later life and housing.

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**MATTHEW HALL**  
**Research Fellow**

Matthew is a Research Fellow on the CILIA-LGBTQI+ England project, joining the team in May 2020. Matthew is responsible for leading on the agent-based model and helping with the knowledge exchange events. Matthew is writing up his PhD in the Dept of Sociology, University of Surrey about social identity and the emergence of extremist groups.



**DR SAIT BAYRAKDAR**  
**Research Fellow**

Sait is a Research Associate at Kings College, London and was a Research Fellow on CILIA-LGBTQI+ England between March 2018 and May 2019, where he retains a Visiting Researcher status on the CILIA project. Sait lead on literature reviewing, survey and policy mapping and statistical analysis.



**DR JO SMITH**  
**Research Associate**

Jo is a Lecturer at the University of Brighton and worked as a Research Associate on the CILIA-LGBTQI+ England project in 2019-2020. Jo conducted many of the interviews with LGBTQI+ people and she retains Visiting Researcher status on the project.



**DR PETE BARBROOK-JOHNSON**  
**Consultant**

Pete is a Senior Research Fellow and UKRI Innovation Fellow in the Dept of Sociology, Surrey. Pete is a consultant on the CILIA-LGBTQI+ England project, initially building and supporting development on the agent-based model.



**LOUISE JONES**  
**Project Administrator**

Louise is the CILIA-LGBTQI+ project administrator, providing administrative support to the whole project and working with Andrew to ensure that projects reports, meetings and timelines are organised and completed. Louise is also the Dept administrator in the Sociology Dept at Surrey and PA to the Head of Dept.

## EMERGING FINDINGS FROM OUR RESEARCH

Since the project commenced in February 2018 we've been busy on many different types of research activity.

### Existing survey mapping

**We've mapped existing surveys that are useful for understanding in/equalities amongst LGBTQI+ people in England.**

We found that data sources are very variable in terms of LGBTQI+ inclusion and that there are significant gaps – particularly in relation to trans, intersex and + lives. Following on from this we undertook new statistical analysis of the Workplace and Employment Relations Survey (WERS) to look at job satisfaction and sexual orientation in Britain. We found that bisexual men, in particular, report lower levels of job satisfaction. A journal article reporting on these findings will soon be published in the academic journal *Work, Employment and Society*.

### Statistical analysis

**We have also undertaken statistical analysis of the European Union Agency for Fundamental Rights (FRA) LGBT survey** to compare levels of harassment, discrimination and violence that LGBT people face in different countries relevant to the whole CILIA project: UK, Germany and Portugal. We found that trans people are more at risk of experiencing discrimination, harassment and violence compared to gay,

lesbian and bisexual individuals. Moreover, characteristics such as socio-economic resources are among prominent factors affecting the experience of such incidents. The three countries represented in our analysis show similar patterns albeit with some nuanced differences in the likelihood levels of experiencing discrimination, harassment and violence according to different categories of sexual orientation and gender identity. Again, we found that intersex and + people are not adequately represented in the FRA survey and make recommendations for better data collection. We plan to publish these findings in 2021.

### Current policy

**We've looked at the current policy landscape about LGBTQI+ people in England,** identifying some key examples of recent government policy that have affected the legislative landscape surrounding LGBTQI+ lives. We are currently reviewing a discourse analysis of three of these documents undertaken by our German CILIA-LGBTQI+ colleagues.

It's worth reminding ourselves that it is:

- 17 years since the repeal of Section 28 in England
- 40 years since the partial

decriminalisation of sex between men in England

- 10 years since the Equality Act 2010 was introduced (UK)
- 16 years since the Gender Recognition Act 2004 was introduced (UK)

### EU policy

**We contributed to an EU Policy Brief,** with our other CILIA-LGBTQI+ colleagues in Scotland, Germany and Portugal. We presented evidence from across our projects demonstrating how claims that life has got better for LGBTQI+ people do not always hold up to scrutiny nor match the lived experiences of individuals. A link to the full policy brief can be found [here](#)

Overall, we suggested that policymakers should take note that, despite social and political progress towards recognition, protection and valuing diversity and equality for LGBTQI+ citizens in Europe, the implementation of policy at national and local levels is uneven and lacks monitoring, consolidation and mainstreaming. The importance of differences and diversity within LGBTQI+ communities and how these map onto a range of other inequalities across the life course needs to become a priority.



### Agent-based model (ABM)

#### Finally, we've been building an agent-based model.

This part of our project is quite unique as far as LGBTQI research goes. It is a computer simulation of LGBTQI citizens and workplaces – each citizen has their own characteristics, such as a sexual/gender identity, ethnicity, ability levels and social resources. We then programme rules of how they interact with each other and with their workplaces, based on social theories we've derived from existing literature

and findings from the CILIA-LGBTQI+ project. As well as being really interesting to build, this model provides us with some innovative ways of exploring ideas and theories about workplace discrimination and inequality. We can use the model to run 'virtual experiments' and improve our understanding of the social processes that we've represented within it. We can also explore the impact of different workplace policy interventions on inequality

and career progression. An early prototype of this model was produced during the first 8 months of the project. However, we are now working on refining the model and adding more realistic dynamics to it that we've been busy extracting from our LGBTQI+ Lives England interviews and in collaboration with our CILIA-LGBTQI+ colleagues in Portugal, Germany and Scotland.



### COVID-19 and the CILIA-LGBTQI+ Lives England project

Most of our data collection was conducted before the current pandemic really began to affect the lives of LGBTQI+ people in England. Whilst it hasn't been a central focus of the project, we cannot ignore evidence from other sources which suggests that LGBTQI+ people have been particularly affected by lockdown measures and other

anxieties it has produced. For instance, a report by the LGBT Foundation in Manchester, titled 'Hidden Figures' found that issues relating to loneliness, lack of support, concerns about mental health and well-being were particularly prevalent. It is too early yet to get a clear picture of how LGBTQI+ people in England have been

affected by COVID-19. We plan to re-connect with many of our interview participants in 2021 to assess how they feel the pandemic has affected them. In this way, we hope that the CILIA-LGBTQI+ England team will contribute towards the emerging understandings around the pandemic.

## Focus on Interviews with LGBTQI+ People Living in England

Between June 2019 and March 2020 we conducted 48 in-depth interviews with LGBTQI+ people in England. We conducted the interviews both in person and online. Participants lived in a range of locations across England. The interviews were conducted by Jo and Andrew. Interviews generally lasted between 1.5 and 2 hours, and although quite

free-flowing, we used an Interview Guide to direct the discussions and questions we asked. Once transcribed, we uploaded the interview transcripts to NVivo, a qualitative data analysis software which we have used to help us undertake thematic coding. It is from this initial analysis that we are drawing out some emerging data for this newsletter.

## Who has participated in our interviews and where were they from in England?

### LOCATION

We interviewed people living in Birmingham, Bristol, East Midlands, Essex, Greater London, Greater Manchester, Hampshire, Kent, Lancashire, Leicestershire, Merseyside, Northamptonshire, Shropshire, Staffordshire, Surrey, East Sussex, West Midlands, West Sussex, Tyne and Wear, Yorkshire and West Yorkshire.

### AGE

We spoke to a wide age range of people between 18 and 84. Although the majority fell with the 25-34 age bracket, we have representation across all areas of the life course of interest to our project: school to work transitions, mid-life and transitions into retirement.

### DISABILITY & HEALTH

- Nearly half of participants (n=23) declared a long-term health condition.
- Nearly a third of participants (n=15) self-identified as disabled.

### SEXUALITIES

- Lesbian and Gay Women: 12 includes 1 woman who also describes themselves as Queer
- Gay Men: 12 includes 2 men who also describes themselves as Queer
- Bisexual: 8 includes 1 agender person who also describes themselves as asexual
- Queer: 10
- Pansexual: 1
- Queer Bisexual: 3
- 2 participants did not disclose their current sexuality

### GENDER

plus trans and intersex status

- Women: 20 includes 2 trans women
- Men: 20 includes 3 trans men and 1 intersex man
- Non-binary, genderqueer, queer, gender diverse people: 8 [A third of participants were trans, non-binary or gender diverse]

### ETHNICITY AND NATIONALITY

- 41 participants self-identified as white, some included national identifiers too, including England and the UK, European and American. The majority described themselves as English or as being from the United Kingdom.
- 7 participants were of Asian, Black and other minoritised ethnic backgrounds, including African, Asian, Latin American and 'mixed' or dual heritages. The majority described themselves as English or as being from the United Kingdom.

### RELIGION, FAITH & BELIEF

- None: 26
- Agnostic: 1
- Atheist: 2
- Buddhist: 1
- Christian: 11 (includes 1 non-practicing Christian)
- Hindu: 1
- Humanist: 1
- Jewish: 2 (includes 2 non-practicing Jews)
- Muslim: 1
- Pagan: 2 (includes 1 Witch and 1 Gaiaist).



### What has emerged from the interviews?

Since late Summer 2020 we have been busy analysing our qualitative data from the interviews we conducted across England.

These in-depth conversations with LGBTQI+ people covered their lives, identities, past experiences and thoughts about the future. As such, the interviews generated thousands of pages of transcripts which we began ‘coding’ to understand the key issues people were experiencing in their lives. As the data covered such a wide range of topics and each personal story was so unique – conveying the diverse contexts of each respondents’ lives and often intersectional experiences – we initially took the approach of grouping these into general themes (e.g. ‘Education’, ‘Health’, ‘Employment’, ‘Family’). Then, as we applied a closer lens to each theme, we began to identify more refined themes and patterns emerging from the data itself (e.g. ‘generational identification’, ‘identity management practices’). Keeping these themes fully embedded within people’s life contexts and stories also allowed us to explore any shared experiences between respondents, whilst also paying close attention to

the rich variety of LGBTQI+ experiences across (and within) generations, ethnicities and other social strata.

Our respondents all perceived improvements in cultural and media representations of LGBTQI+ lives, although this was not always reflected in their experiences of social and legal progress. This was particularly clear when respondents spoke about the rights of trans people. Likewise, whilst most respondents described things as generally ‘getting better’ for LGBTQI+ individuals, there was a sense of more progress to be made, alongside a shared growing concern about slippage in rights, backlashes to existing rights and the current trend towards populism in international politics.

The interview data has also been particularly useful for informing our LGBTQI+ workplace discrimination model – another key area of the CLIA-LGBTQI+ project. As such, a significant focus of our analysis to date has been around workplace stories and the wider ‘Employment’ theme. All our respondents provided accounts of managing their identity in their workplaces and the impact this has had on their careers and working relationships – continually assessing the risks

of how and when to disclose, and to whom. Whilst a few spoke of hiding their identities at various points in their careers and avoiding discussions of gender, sexuality or partners in their workplaces altogether, many respondents were also increasingly disclosing their identities to colleagues and/or their service users. In some cases, even allowing their identity to feature prominently in their working lives – facilitated mainly by affirmative workplace policies and a personal sense of responsibility to further improve their workplace’s culture and services.

We have also been analysing numerous other emergent themes in light of our CLIA-LGBTQI+ project aims, existing research and the current policy landscape in the UK. This has included participating in workshops and discussions with scholars in other fields (see, the News and Events section below for a summary of our contribution to the Wellcome Trust Generations Network workshop in September) to further make sense of some of these themes – an endeavour that has led to the starting of a new working paper and future possible collaborations.



## NEWS & EVENTS



### DIAL workshop on labour market inequalities, Turku

We were delighted to present at the DIAL workshop on labour market inequalities at the University of Turku, Finland. Andrew, Pete and Sait, from the LGBTQI+ Lives in England team, outlined how agent-based modelling is currently being used on the CILIA-LGBTQI+ project to think about the relationship between different levels of LGBTQI+ workplace inclusivity and career progression. Cristina and Rita, from the CILIA-LGBTQI+ Portugal team, also provided a thought-provoking presentation on the heterocisnormative glass ceiling, using studies they'd identified from their literature and survey reviews.

### East Midlands Housing LIN, Birmingham

Andrew was invited to give a talk to health, housing and social care providers about the challenges faced by LGBTQI people in relation to housing. Andrew spoke about the CILIA-LGBTQI+ project too, asking people to help spread the call for participants and why taking an intersectional life course approach to LGBTQI+ research is important.

### Thanet 50+ LGBT Group, Kent

Andrew was invited to give a talk about Older LGBT people and their concerns about housing. Andrew also spoke about the CILIA-LGBTQI+ project and asked if anyone would like to participate.

### Focus on LGBTIQ Seniors Conference, Amsterdam

Andrew was invited to give a keynote talk at the pan-European 'Focus on LGBTIQ Seniors' conference in Amsterdam. Andrew talked about the unique challenges faced by older LGBTQI+ people as they get older. The conference was attended by an international audience of over 150 LGBTQI+ people and community organisations, plus a few academics. Andrew was able to share some of the initial findings of the literature and survey mapping undertaken by the CILIA-LGBTQI+ England team,

especially the lack of studies about ageing and intersex people. A video about the conference is available [here](#)

*Andrew's reflections: this was a really great conference, in the year before COVID-19 impacted on our ability to attend such events. It was attended by LGBTQI people, organisations and activists from all over Europe. It was really a celebration of LGBTQI older people, albeit one that discussed the many challenges they face as they age. I had the privilege of being a keynote speaker and I*



*used the platform to highlight some of the research that has been emanating from the UK over the past decade and the challenges and gaps in the knowledge that still exist. I also explained what the CILIA-LGBTQI+ project is all about and its aims and objectives.*

## NEWS & EVENTS continued

### DIAL Summer School, Turku (online)

Sait gave a presentation based on the soon to be published article 'Job Satisfaction and Sexual Orientation in Britain'.



*Sait's reflections: I attended the DIAL summerschool which took place online in August 2020 to present a piece of*

*work from the CILIA-LGBTQI+ England project and to meet other researchers from the DIAL projects. The three-day event brought together the researchers interested in life-course approaches from different disciplines. A very interesting mix of papers were presented and discussed, and I am very happy to have had the chance of being part of this conversation. The work I presented was a collaborative paper with Andrew King on the job satisfaction levels of lesbian, gay and bisexual employees across Britain. It was the first time I presented this work and*

*it was very important for me to receive constructive and critical feedback. Discussions on our piece were given by Prof Rolf van der Velden and Nathalie Tamayo Martinez to whom I am truly grateful. I think our work was improved greatly by their detailed discussion as well as the other participants' comments and questions. Overall, it was a great event thanks to the proactive involvements of all the participants. I would like to thank Dr Elina Kilpi-Jakonen for organising the event and the opportunity to be part of this very interesting and multi-disciplinary conversation.*

### Framing Ageing Webinar – Workshop 1

Andrew gave a presentation at this online workshop entitled "Coming far, getting somewhere? The current concerns and future challenges facing older LGBTB+ people". The presentation drew on work Andrew had co-authored with Professor Kathryn Almack, University of Hertfordshire, but also included his reflections on more recent themes emerging from the findings of the CILIA-LGBTQI+ England project.

### Covid-19 - Framing Ageing (online webinar)

Andrew spoke at this online event attended by an international audience of over 120 people. Andrew's presentation focused on how contemporary representations of COVID-19 in the UK have side-lined older LGBTB+ people, reproducing cisheteronormative tropes around ageing and instituting a chrononormative view of the life course. A link to the webinar can be found [here](#)



### Wellcome Trust Generations Network (online)

Matthew and Andrew gave a presentation at this interdisciplinary network of academics entitled, "Queering Generations - Observations from LGBTQI+ Lives England interviews". A response to the paper by the organisers can be found [here](#)



Matthew's reflections: We presented some preliminary observations from our qualitative interviews – sharing our thoughts on how LGBTQI+ lives challenge traditional and normative ways of thinking about generations (e.g. Gen Xers, Boomers, Millennials) and the historical events understood to define each of

these cohorts. Using insights from both queer theory and our interviews, our presentation explored the idea of 'queer generations' and how different significant historical events (e.g. the decriminalisation of homosexuality, Section 28, Gender Recognition Act, and the introduction of civil partnerships / marriage equality) can shape queer generational experiences that are distinct from their cisgender and heterosexual peers. And, likewise, how different generations of LGBTQI+ people can experience and relate to these same historical events in different ways. In doing so, we also began

reflecting on how the fluidity of sexual and gender identity over an individual's lifecourse presents issues with defining queer generations simply by birth cohort and transition into adolescence. Instead, we consider drawing upon more relevant transitions in the queer lifecourse, such as 'coming out' to self or others, as one such alternative approach. The positive reception of this presentation, and the useful feedback from experts in generational research, has spurred us on to pursue the idea of 'queer generations' further and we hope to have a working paper completed within the coming months.

## NEXT STEPS

### Data analysis and publication of key findings.

We will continue to analyse the interview data and write up our findings. We will then produce a user-friendly public report of our key findings, alongside writing articles for academic journals.

### Working paper and podcast.

Following our successful talk to the Wellcome Trust Generations network we are now writing a DIAL Working paper based on the presentation. This will be published in Winter 2020/21 with an accompanying podcast.

### Conference papers.

With the pandemic affecting travel and face to face conferencing we will be participating in a number of online conferences in 2021. These will include the British Sociological Association (April 2021), the European Sociological Association conference (Aug 2021) and the final DIAL Conference (Sept 2021)



## KNOWLEDGE-EXCHANGE WEBINARS 2021

In spring 2021, we will host three knowledge-exchange webinars to share our findings from the CILIA-LGBTQI+ research in England and to engage with policy-makers, practitioners, researchers and LGBTQI+ individuals on key issues for LGBTQI+ people and equalities in England.

## KEEP IN TOUCH

Project e-mail: [cilia@surrey.ac.uk](mailto:cilia@surrey.ac.uk)

Project Twitter: [@LGBTQILives](https://twitter.com/LGBTQILives) Project Facebook: [facebook.com/LGBTQILives](https://facebook.com/LGBTQILives)

To stay up to date on CILIA-LGBTQI+ England news and activities, visit our project website: [cilia.surrey.ac.uk](https://cilia.surrey.ac.uk)



For more info, please visit: [cilia.surrey.ac.uk](https://cilia.surrey.ac.uk)

