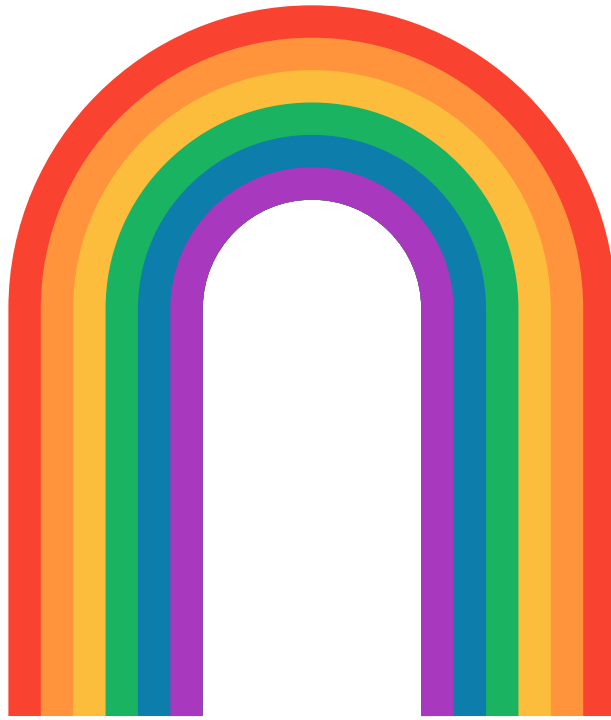


PRIDE GUIDE





KEY FACTS

Understanding Pride and its purpose is important for everyone so we've pulled together some key facts to provide a basic overview of what Pride is and the flags and terms you may come across this month.

Pride Month is celebrated each June to honour the Stonewall Uprising in 1969 and encompasses a variety of events and celebrations including parades, parties and concerts with millions of people around the world taking part. One of the most important parts of Pride is recognising the impact of LGBTQ+ people across the globe and celebrating acceptance and equality. The first Pride march in the UK occurred in 1972, which paved the way for change for LGBTQ+ people.

Along with the celebrations, there are a variety of other aspects that make up Pride month. Two key aspects are the flags and the terms that they represent. There are over 50 flags recognised by the LGBTQ+ community and they are used to signify different sexual orientations and gender identities. It's likely that you've seen the rainbow flag but there are so many more that identify individual orientations and identities. We've highlighted some of the most common individual flags and terms below but we've also included a link to an amazing article by Queer In The World which goes into detail about all the individual flags currently recognised by the LGBTQ+ community.



FLAGS



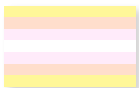
The Traditional Gay Pride Flag: This flag represents lesbian, gay, bisexual, transgender and queer pride.



Bisexual Pride Flag: Bisexual (Bi) means someone who is sexually attracted to both men and women.



Pansexual Pride Flag: Pansexual (Pan) means someone who is not concerned with biological sex, gender or gender identity when experiencing sexual attraction to another person.



Pangender Pride Flag: Pangender (Pan) is a term used to describe someone who is comfortable with various gender labels. Their identity is not restricted to one gender or may include all genders at once.



Asexual Pride Flag: An asexual (Ace) person is someone who is not sexually attracted to anyone or who has no sexual desires and feelings.



Transgender Pride Flag: Transgender (Trans) refers to someone who has a different gender identity to the gender they were thought to be at birth.



Aromantic Pride Flag: Aromantic (Aro) means they have no desire or interest in romantic relationships.



Gay Men's Pride Flag: A lesser-known pride flag that includes a broad spectrum of colours in order to promote inclusivity across LGBTQ+ men including transgender, intersex and gender-nonconforming males.



Genderfluid Pride Flag: Genderfluid means someone who does not identify as having a fixed gender.



Genderqueer Pride Flag: Genderqueer means someone who doesn't conform to conventional gender distinctions and can identify with neither, both or a combination of male and female genders.



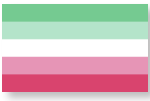
Lesbian Pride Flag: A lesbian is someone who has romantic or sexual attraction to other women; this term normally applies to women however some nonbinary people may use this term as well.



Nonbinary Pride Flag: Nonbinary or enby is a term used to describe someone who doesn't identify as exclusively male or female.



Agender Pride Flag: An agender person does not identify themselves as having a particular gender.



Abrosexual Pride Flag: An abrosexual (abro) person is one who has a fluid sexual orientation and their sexual orientations may change over time.



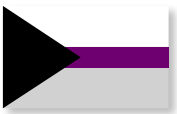
Intersex Pride Flag: Intersex means a person who is born with both male and female sex characteristics.



Intersex-Inclusive Pride Flag: This flag is a revision of the traditional LGBTQ+ pride flag, as well as an adaptation of the Progress Pride flag created by Daniel Quasar. The addition of the intersex element aims to bring further inclusivity to the LGBTQ+ community.



Progress Pride Flag: Created by Daniel Quasar, the Pride Progress flag aims to be inclusive of marginalized communities within the LGBTQ+ movement including black and brown stripes to portray communities of colour and the colours from the trans flag to also incorporate the trans community.



Demisexual Pride Flag: A demisexual (demi) person only experiences sexual attraction with someone they have formed a close emotion connection with and sexual attraction only comes after an emotional relationship has been formed.





OTHER KEY TERMS



Cisgender: Cisgender (Cis) is a term used to refer to those whose gender identity is the same as the sex they were assigned at birth.

LGBTQ+: LGBTQ+ is an acronym for lesbian, gay, bi, trans, queer, questioning and ace.

Ally: Refers to someone who is (typically) cis and/or straight who supports the LGBTQ+ community and its members

Biphobia: Biphobia refers to a fear or dislike of those who identify as bisexual based on negative beliefs, views and attitudes or prejudice towards bisexual people.

Coming Out: The first time a person tells others about their gender identity or orientation.

Deadname/deadnaming: A deadname is the birth name of someone who has since changed their name and deadnaming is referring to calling someone by their deadname once they have changed their name.

Heterosexual/straight: Referring to a woman who has a romantic/sexual orientation towards men or a man who has a sexual/romantic orientation towards women.

Homosexual: A medical term used to describe a person who experiences sexual/romantic orientation towards someone of the same gender.

Homophobia: Homophobia refers to a fear or dislike of those who identify as homosexual based on negative beliefs, views and attitudes or prejudice towards homosexual people.

Passing: Passing means someone who, at a glance, appears to be a cisgender man or woman

Pronoun: A pronoun is the word we use to refer to someone's gender in a conversation, for example he/she/they.

Transitioning: Transitioning refers to the steps taken by a trans person to live as their identified gender and may include things such as hormone therapy, surgeries, dressing differently, telling friends and family or changing official documents.

Transphobia: Transphobia refers to a fear or dislike of those who identify as transexual based on negative beliefs, views and attitudes or prejudice towards transexual people and can include denying or refusing to accept their gender identity.

You can also find a further list of terms [here](#).



A GUIDE TO PRONOUNS



Why Are They Important?

A pronoun is the word we use to refer to someone's gender in conversation; understanding and correctly using someone's pronouns is incredibly important not just during Pride month but all year round. Just like our names, choices of clothing and other forms of personal expression, pronouns are another way we identify ourselves and present ourselves to the world.

Why are pronouns so important?

Imagine it this way: if someone calls you by the wrong name it can feel horrible, especially if you've told them your name previously or if you know they've done it deliberately. The same is true for pronouns; they are a method of self-expression and a personal choice for individuals and just as you wouldn't deliberately call someone by the wrong name, you should never deliberately call someone by the wrong pronouns. Similarly, if you don't know someone's name, you would normally ask them for it at the earliest opportunity during a conversation so you have a way to refer to them; this also rings true for pronouns. If you are unsure, haven't been told or need a reminder, the best course of action is to simply ask someone what their pronouns are. If you don't feel comfortable asking outright, one of the best solutions is to introduce yourself first, making sure to include your pronouns, and people will often respond in kind and tell you their pronouns too.

Misgendering or misnaming can cause people to feel invalidated and can in turn have a negative effect on their mental health so ensuring you use their correct pronouns is just as important as it would be to get someone's name right.

How do I make sure I get their pronouns right?

There are a whole range of pronouns that can now be used to identify oneself and we've included some of the most common ones below. The most important things to remember are to never assume someone's pronouns

and never deliberately use the incorrect pronouns. Asking for someone's pronouns, and sharing your own as well, takes less than thirty seconds out of your day but can make the world of difference to someone else. If you do accidentally use the wrong pronouns, apologise as soon as you realise and continue by using the correct pronouns; by extension, if you hear someone use the incorrect pronouns for someone else, or yourself, correct them and, if needed, explain why it is important to use the right pronouns.

Finally, if you want to ensure you don't accidentally cause someone to feel uncomfortable or ostracized, try to avoid gendered language such as 'boys and girls' or 'ladies and gentlemen'. Instead, try replacing these with 'everyone' or 'everybody'. This can be particularly relevant within the workplace as you may not know everyone you'll be talking to so using gender-neutral language is the best way to avoid any uncomfortable situations. You may find that some workplaces ask their staff to display their pronouns in their email signature or on their ID badge; this twofold approach means that staff are given the opportunity to express themselves and it also means that other people are comfortable knowing how to refer to their colleagues.

Common Pronouns

He/him/his/his/himself

She/her/her/hers/herself

They/them/their/theirs/themself

e/ey/em/eir/eirs/eirself

ve/ver/vis/vis/verself

xe/xem/xyr/xyrs/xemself

ze/zie/hir/hir/hirs/hirself

Be mindful that there are lots of variations of pronouns, including many more than we've listed here, and being considerate of any and all pronouns is a crucial part of fostering an inclusive environment.

BEING AN LGBTQ+ ALLY: THE IMPORTANCE OF POSITIVE ALLYSHIP



Allies are an important element in fostering change and support within the LGBTQ+ but it can be all too easy for allyship to become a trend for social recognition rather than an effective method of support and assistance that actually bolsters and uplifts LGBTQ+ people and communities. Here are a few ways allies can show their support without stealing the spotlight.

Don't seek recognition and validation for being an ally: As we mentioned above, it can be all too easy for being an LGBTQ+ ally, especially during pride month, to become part of a trend and a method to lift the individual up rather than actually providing support and assistance to the LGBTQ+ community. Ensuring you don't seek recognition or validation for anything you do as an ally is an important factor of being a true LGBTQ+ ally rather than using it as an opportunity to follow a trend. Examples of seeking recognition or validation could be telling your LGBTQ+ friends all about everything you do as an ally which can not only bring your friends down but can also shift the focus from supporting LGBTQ+ communities to you and only your relationship with them.

Support and encourage LGBTQ+ positive visibility: It can be as simple as making sure you display your pronouns, for example using a badge or pin, or including them when introducing yourself to someone. Visible support in spaces that may not always feel safe for LGBTQ+ people, such as workplaces or any space that has a larger proportion of cisgendered people, is one way to show your support for the community.

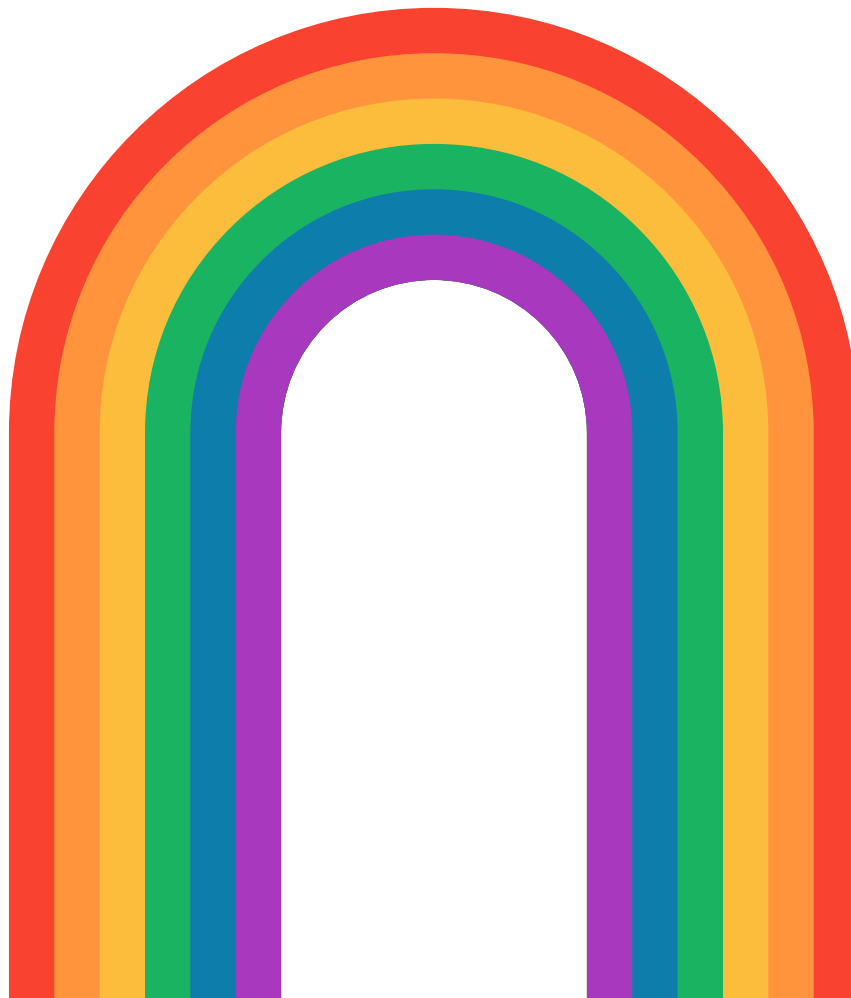
Be open, learn and diversify: One key factor to being a good ally is actively being open to learning and diversifying your own knowledge. Learn about how Pride started, the history behind the movement, as well as the prejudice LGBTQ+ communities have faced. Find books and media created by LGBTQ+ creators, support LGBTQ+ businesses and creators. Try to make yourself aware of any changes in language and terminology, especially if someone you know lets you know they've changed their name or pronouns, and embrace it. It may not be an overtly explicit method of support but it's important just the same to ensuring you know what, who and why you're supporting the community. It should be noted however you are not expected to know everything and not make any mistakes; mistakes happen and there is always the option to learn more but making the effort makes a big difference.

Don't assume: Assuming everyone is the same as you can be incredibly harmful, especially when it comes to gender identity and sexuality. Making the assumption can mean your friends, family and colleagues won't feel comfortable expressing themselves to you and can cause them stress and negatively affect their mental health. Being an ally means staying open, non-assuming and non-judgemental.

Make room for LGBTQ+ communities and people: In a world often dominated by straight spaces, it can be difficult for LGBTQ+ people to find their own spaces, meet up and socialize and, most importantly, feel safe. As an ally, helping ensure there are LGBTQ+ safe spaces, for all of the marginalized identities, is a powerful form of allyship; this could be supporting LGBTQ+ creators, setting up or making physical spaces for LGBTQ+ communities to meet or ensuring inclusion in all aspects of life. Within this guide you can find a list of LGBTQ+ groups and organisations both nationwide and in the locations of each of our centres.

Confront your own prejudices: As an ally, you may not realise the stereotypes and prejudices you have internalized that could be affecting how you view the LGBTQ+ community; an example of this can be assuming someone's sex or gender because of how they act. Being willing to acknowledge, confront and work on these biases is a huge part of allyship. This can be true within the community too, such as with transphobia and biphobia and bi-erasure; everyone, regardless of their gender or sexuality should be able to exist free from judgement and stereotyping.

Finally, it's also important to show your support, not just during Pride month. Show up to events, lend your support to overturning unjust policies and make sure to place LGBTQ+ voices at the centre of the movement; lending allyship where asked, without judgement or the expectation for recognition allows for support that will actually make a difference.





LGBTQ+ SUPPORT AND RESOURCES



At The College of Animal Welfare we believe that education is an entitlement for all and we want to support you and help you be yourself while you're part of the CAW family and beyond. We have a range of resources available to provide you with support but we always welcome opportunities to do more; if you have any suggestions, we want to hear them! You can get in touch at edi@caw.ac.uk

Support At CAW

- We have a dedicated Equality, Diversity and Inclusion page which pulls together how we as the College support you as well as further reading and resources. You can find our EDI page, which also includes our EDI Policy and Statement, [here](#).
- We want to constantly strive to nurture togetherness and to enable all without exception which is why we have our Student Equality and Diversity Champions! They are your voice for everything to do with EDI and if you want to be involved, you can be; just email edi@caw.ac.uk to find out more.
- Wellbeing is a foundation of supporting all of our staff and students. Not only do we have a dedicated wellbeing page with loads of resources and information regarding our safeguarding team, which can be found [here](#), we also have [counselling services](#) available to all students and staff at no cost.

Support Outside of CAW

We want you to be able to find the support you need both in and outside of College. That's why we've also put together LGBTQ+ support services and resources, including LGBTQ+ owned businesses and podcasts, that can be found outside of CAW.

National Organisations

[Mind Out](#) – LGBTQ+ mental health service.

[BVLGBT+](#) – a community of LGBTQ+ people and their allies working in the veterinary professions.

[VetLife](#) – independent, confidential and free help for everyone in the veterinary community.

[Stonewall](#) – covering a range of issues, Stonewall provides information and advice for LGBTQ+ people.

[Albert Kennedy Trust](#) – support for LGBTQ+ people aged 16-25 who are living in a hostile environment or who are homeless.

[Being Gay Is Okay](#) – BGIOK is an organisation that provides information and practical advice for LGBTQ+ people under 25 in the UK.

[Galop](#) – Galop supports LGBTQ+ people who have experienced violence and abuse.

[Gendered Intelligence](#) – a registered charity aiming to increase the understanding of gender diversity and improve trans people's quality of life.

[LGBT Foundation](#) – a national charity delivering information, advice and support to LGBTQ+ communities.

[Beaumont Society](#) – the longest running and largest transgender support group in the UK.

[KENRIC Lesbian Social Group](#) – the UK's longest running social group for women identifying as lesbian.

London Organisations and Groups

[London Friend](#) – the UK's oldest LGBT charity, London Friend aims to support the health and mental wellbeing of the LGBTQ+ community in and around London. Their services include counselling, antidote drug and alcohol support, social and support groups, volunteering opportunities and resources and training for professionals.

[London LGBTQ+ Community Centre](#) – a pop up community centre and café started due to the isolation and loneliness LGBTQ+ groups have felt since lockdown began.

[Meetup](#) – a collection of LGBTQ+ groups in London

[North West London Lesbian and Gay Group](#) – an all inclusive and friendly gay and lesbian social group meeting weekly in Harrow.

[Bi Pride UK](#) – an online and in person (based in London) event celebrating the diversity of bisexual communities.

[Mosaic Trust](#) – London based support and social group for LGBTQ+ people 18 and under.

[Gays The Word](#) – London-based bookshop, the oldest LGBTQ+ bookshop in the UK, which serves as a community space for the broader LGBTQ+ community and hosts many support groups and events.

[Rainbow Mind](#) – a branch of Mind UK that has a list of London LGBTQ+ Resources

[Families Together London](#) – a London-based support group for parents, families and friends of LGBTQ+ people.

Leeds and The North Organisations and Groups

[Meetup](#) – a collection of LGBTQ+ groups in Leeds

[The Proud Trust](#) – a home for LGBTQ+ youth based in the North West

[Yorkshire MESMAC](#) – one of the oldest and largest sexual health organisations in the country who run a number of LGBTQ+ groups across the Yorkshire region.

[Sage](#) – a Yorkshire MESMAC run support group for older LGBTQ+ communities.

[Action For Trans Health](#) – a group campaigning for democratic healthcare for trans communities.

[Angels of Freedom](#) – a Leeds community based initiative organized by volunteers with the aim of providing visible support for the LGBTQ+ community.

[The Bad Mittens](#) – an LGBTQ+ inclusive badminton group based in Leeds.

[The Bayard Project](#) – a social support group based in Leeds interested in the issues of people of colour and other marginalized races who belong to LGBTQ+ communities.

[Leeds Gay Community](#) – founded in 1982, this community run group aims to provide a hassle-free space where gay and bisexual men can meet and make new friends.

[Live Well Leeds](#) – a group for LGBTQ+ adults who want to meet other people and improve their mental wellbeing.

[Non-Binary Leeds](#) – a peer-led support and social group for non-binary people in Leeds.

[Strike Back](#) – LGBTQ+ Kickboxing and Self-Defence community run group.

[Leeds LGBT+ Lit Fest](#) – a group working to celebrate and promote a diverse range of LGBTQ+ stories and literature based content.

[Visit Leeds](#) – the Visit Leeds LGBT page has a huge collection of Leeds based bars, restaurants and events.

[Leeds Pride](#) – Yorkshire's biggest celebration of LGBTQ+ life.

Cambridgeshire Organisations and Groups

[Cambridge LGBTQ+ Group](#) – a community group intended to provide space for LGBTQ+ people in or around Cambridgeshire.

[Gay Outdoor Club Cambridgeshire](#) – a Cambridgeshire based group focusing on meeting like-minded people while going for walks in Cambridgeshire or the neighbouring counties.

[The Kite Trust](#) – an organisation aiming to support the wellbeing and creativity of LGBTQ+ young people in Cambridgeshire, Peterborough and the surrounding areas through information, support and groups.

[2byou](#) – 2byou run a number of LGBT groups throughout Cambridgeshire for LGBTQ+ people aged 14-24.

[Cambridge LGBTQ+ Book Club](#) – a book club that meets once a month to discuss queer books and celebrate LGBTQ+ heritage and history.

[Diamonds](#) – friendly and information transgender and non-binary support and social group based in Cambridge.

Podcasts and Businesses

[LGBTQ+A](#) – hosted and created by Jeffrey Masters, this podcast interviews a wide range of LGBTQ+ people such as Laverne Cox, Hayley Kiyoko, Billie Jean King and more.

[Gender Reveal](#) looks at ‘the vast diversity of trans experiences through interviews with a wide array of trans, nonbinary and two-spirit people’ and can also be used as an educational tool for anyone wanting to expand their understanding of gender.

[Making Gay History](#) is a podcast that explores the hidden history of LGBTQ+ people and the civil rights movement.

[QueerAF](#) is a podcast all about LGBTQ+ stories and the inspiring people behind them.

[Positively UK](#) – a podcast dedicated to connection, support and information for people living with HIV in the LGBTQ+ community.

[The Log Books](#) features untold stories from Britains LGBTQ+ history.

[Two Twos Podcast](#) is a podcast created by two black lesbians living in London who want to create a safe place for people like themselves and also bridge the gap between LGBTQ+ and cis gendered people.

[Pink Pages Online](#) – The UK’s leading online LGBTQ+ business directory.

