

## **Consultation questions**

The Action Plan has six main themes: Human Rights and Recognition; Safety; Home and Communities; Health and Social Care; Education; and the Workplace. We would like your thoughts on the proposed actions within each theme. You may want to comment on one or all of these areas.

Please use the following questions as the basis of your response. You are welcome to add additional comments or information if you wish.

### **Question 1**

Do you think the Action Plan will increase equality for LGBTQ+ people and what do you think the priorities should be?

### **Question 2**

Do you agree with the overarching aims? What would you add or take away in relation the overarching aims?

### **Question 3**

Do you agree with the proposed actions? What would you add or take away in relation the actions?

## **Question 4**

What are the key challenges that could stop the aims and actions being achieved?

## **Question 5**

What resources (this could include funding, staff time, training, access to support or advocacy services among other things) do you think will be necessary in achieving the aims and actions outlined?

## **Question 6**

Do you feel the LGBTQ+ Action Plan adequately covers the intersection of LGBTQ+ with other protected characteristics, such as race, religion or belief, disability, age, sex, and marriage and civil partnership? If not, how can we improve this?

## **Question 7**

We would like to know your views on the effects that these proposals would have on the Welsh language, specifically on opportunities for people to use Welsh and on treating the Welsh language no less favourably than English.

What effects do you think there would be? How could positive effects be increased, or negative effects be mitigated?

The action plan emphasizes the intersectional experiences of LGBTQ+ people, which is to be welcomed. The Welsh language is not a protected characteristic, and it is not possible to discuss the experiences of Welsh speakers in the same way as people with protected

characteristics. However, it is important to recognise the intersectional identity and experiences of Welsh speaking LGBTQ+ people throughout the action plan. In this respect we welcome the recognition in action 18 of the action plan that ‘targeted intervention is also needed to increase the Welsh medium support services available to LGBTQ+ people’. This of course reflects the recommendations of the Independent LGBTQ+ Expert Panel<sup>1</sup> that stated that ‘targeted intervention is also needed to increase the Welsh medium support services available to LGBTQ+ people’ and ‘the stark difference reported between being LGBTQ+ in rural Welsh communities compared to living in larger urban areas’. We believe however that more consideration should be given to these matters in other areas of the action plan as well as the need to provide support and services through the medium of Welsh. Action 53 for example states the intention to ‘consider options for the targeted funding of research into the experiences of the LGBTQ+ population of Wales’. It would be worthwhile to research the experiences of Welsh speaking LGBTQ+ people as well as LGBTQ+ people in rural areas where there is a higher percentage of Welsh speakers in many areas. This in turn could contribute to strengthening the action plan in terms of ensuring that it meets the needs of Welsh speaking LGBTQ+ people in all parts of Wales.

Another area where we believe that further consideration should be given to the experiences of Welsh speakers is the section on health and well-being. We are aware, for example, that there is a lack of mental health services for children and young people as well as adults through the medium of Welsh in many parts of Wales. This is of concern to us as the action plan states that LGBTQ+ people are more likely than their heterosexual counterparts to suffer from poor mental health. One of the essential elements of mental health services is the communication between individuals, and one of the fundamental elements of communication is language. If mental health services are not available in Welsh for LGBTQ+ people we are very concerned that people are not getting the right support. In this respect we therefore believe that the provision of services in Welsh needs to be central to the plan's actions relating to health and care services, and mental health in particular. This includes for example action 36 that the Welsh Government should ‘undertake targeted public health work to combat issues where LGBTQ+ people are disproportionately at risk, including substance use, sexual health and mental health’ and action 40 ‘ensure any future review of mental health services takes account of the focus on and efficacy for LGBTQ+ people including young people.’

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<sup>1</sup> [Recommendations of the Independent LGBTQ+ Expert Panel \(gov.wales\)](https://gov.wales/recommendations-of-the-independent-lgbtq-expert-panel)

## Question 8

Please also explain how you believe the proposed policy approach could be formulated or changed so as to have positive effects or increased positive effects on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language, and no adverse effects on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language.

Please see above.

## Question 9

This plan has been developed in co-construction, and discussions around language and identity have shown that the acronym LGBTQ+ should be used. This stands for lesbian, gay, bisexual, transgender and queer/questioning people, with the + representing other sexual identities. As a result we refer to LGBTQ+ people in the Plan.

What are your views on this term and is there an alternative you would prefer? Welsh speakers may wish to consider suitable terminology in both languages.

The Welsh Government's draft race equality action plan<sup>2</sup> refers to a Welsh terminology group set up by Bangor University to ensure that the terminology used to address anti-racism issues is current. In its work the group engages with representatives of Welsh speakers from Black and Minority Ethnic communities. In our response to the consultation on the draft scheme we suggested that it would be useful for that group to discuss terminology associated with anti-racism in both the languages of Wales. We are aware that there is uncertainty about the terms suitable for use in Welsh in the LGBTQ + field and this question in itself underlines that uncertainty in both Welsh and English. We would therefore like suggest that a terminology group be established which would agree terms for Wales relating to LGBTQ + identity in Welsh and English, and engage with representatives from the field in a similar way to the group set up to discuss race equality.

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<sup>2</sup> [41912 An Anti-Racist Wales - Race Equality Action Plan for Wales \(gov.wales\)](#)

## **Question 10**

We have asked a number of specific questions. If you have any related issues which we have not specifically addressed, please use this space to report them:

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**Responses to consultations may be made public. To keep your response anonymous (including email addresses) tick the box.**

