



Army Briefing Note

Serial No: 83/13
Source: DM(A)
Date: 27 August 2013

ARMY LESBIAN, GAY, BISEXUAL AND TRANSGENDER FORUM

ISSUE

1. The purpose of this ABN is to highlight the role of the Army Lesbian, Gay, Bisexual and Transgender (LGBT) Forum, and to draw attention to resources available to the Chain of Command. It applies to all Regular and Reserve personnel.

TARGET AUDIENCE

2. Commanders at all levels, Equality & Diversity Advisors (EDAs), all Regular and Reserve Personnel.

KEY POINTS

- The Army LGBT Forum exists to provide support to the Chain of Command, LGBT personnel, veterans and potential recruits.
- The Forum Patron is Lt Gen Everard CBE.
- The Forum is led by volunteers from the across the Army and Army Reserve.
- The Forum website, Facebook page and Twitter account provide resources and contact details for confidential advice.

EXTRACTION FOR UNIT ROUTINE ORDERS

3. The following is to be repeated in Unit Routine Orders:

Army LGBT Forum

The Army Lesbian, Gay, Bisexual and Transgender (LGBT) Forum supports LGBT personnel and their Commanders. It offers peer support, mentoring, and networking opportunities and provides Commanders with resources on inclusive leadership and implicit bias. Further information about the Forum is available at www.armylgbt.org.uk, on Facebook <https://www.facebook.com/ArmyLGBT>, and on twitter @ArmyLGBT.

BACKGROUND

4. The Army LGBT Forum supports lesbian, gay, bisexual and transgender personnel. It achieves this by supporting LGBT individuals, their Commanders, and by providing focused advice to DM(A) Employment Branch.

5. The Forum supports LGBT personnel by:

- Providing confidential advice and rank-ranged peer support;

- Enabling mentoring of LGBT soldiers in support of the 'Soldier First' ideal;
- Hosting networking events to introduce military role models and to gauge the effects of Army policies on LGBT personnel;
- Providing general advice on military policy and career opportunities;
- Maintaining a website with advice on careers, health, networking events, and bullying and harassment;
- Hosting a private, members only Facebook group for peer support;
- Running a Twitter feed with information and news;
- Organising Army representation at approved Pride marches;
- Providing encouragement and advice about Army life to potential recruits.

6. The Forum supports the Chain of Command by:

- Advising DM(A) Employment Branch about the effects of policy on LGBT personnel;
- Working with AMC and DMC to foster a positive media image of inclusion within the Army;
- Providing confidential advice to Commanders and EDAs about LGBT issues;
- Hosting website information about implicit (unconscious) bias and inclusive leadership;
- Organising an annual Army LGBT Conference to promote LGBT inclusivity, and to offer training and updates on diversity information to Commanders, RCMOs and EDAs;
- Identifying expert speakers for Army training events and opportunities for external community engagement.

7. The Forum is led by volunteers serving in the Regular and Reserve Army, and draws its members from across all ranks.

8. The Forum Patron is Lt Gen J Everard CBE. He meets regularly with Forum members to assess the lived experience of LGBT personnel.

9. Further information on Forum work and contact details are available at;

- www: [www: www.armylgbt.org.uk](http://www.armylgbt.org.uk) and www.proud2serve.net
- Facebook: <http://www.facebook.com/ArmyLGBT>
- Twitter: @ArmyLGBT

10. **Point of Contact.** Requests for policy advice should be directed to SO1 Equality & Diversity (Lt Col C MacDonald) Mil: 94391 7734 Civ: 01264 381734 DII: Army Manning-EmpI-E&D-SO1 and advice on the Forum to the Chair (Maj Damian Jenkins) Email: chair@armylgbt.org.uk