



### **QTPOC Factsheet Allyship**

OTIPOC is an acronym that stands for Queer, Intersex People of

often experience intersecting oppressions on the basis of race, gender, sexual orientation and other factors.

acronym that stands for Transgender and Colour. QTPOC

No one label can be universally accepted by a broad group of people representing the majority of the world’s population. Therefore, it is important to note terminology that we use may not represent how someone defines themselves and so we should always ask and be open to learning.

### **What is intersectionality?**

The concept of intersectionality is central to understanding the importance of the term QTPOC.

Intersectionality, first coined in the late 1980s by the academic and civil rights advocate Kimberlé Crenshaw, is the idea that we have many different identities – such as gender, race and faith – which are all interconnected.

It is often used to discuss the systematic oppression of different groups of people and how these oppressions link together – such as racism, sexism, homophobia, biphobia, transphobia, ableism, classism and xenophobia.

Intersectionality is the concept that all these issues are connected and often occur in tandem with one another. For example, a gay white women is aware of how their gender and sexual orientation intersect, however, we must note that race is yet another intersectional, and not a negligible one. In most cases, race is highly visible, apparent from birth, and connected to cultural identity and family affiliation.

### **The impact of tokenism**

Tokenism is when you make a symbolic effort to include an under-represented group, but rather supporting individuals, you create racialised props.

Common examples in everyday life include phrases such as ‘I’m not racist, my best friend is black’. i.e. assuming you’re immune to racism because you have friends of colour, recruiting a person of colour in the workplace into a leadership role but retain authority, or asking a person of colour to speak on a decision around a contentious race issue, to excuse an organisation’s racist and discriminatory behaviour.

The tokensim of QTPOC is a form of racism. It allows people in power to seem inclusive and that they’re insuring diversity, while still maintaining their power and priviledge by keeping people from marginalised groups in a marginalised position.

### **Racism within the LGBTQ+ community**

Racism of all kinds is always despicable but experiencing it from within the LGBTQ+ community can have a particularly negative impact on QTIPOC. In a world still often not accepting of LGBTQ+ people, QTIPOC also have to deal with discrimination in the community that should be there to support them.

This can lead to isolation, loneliness and poor mental health, on top of the direct impact of the racism, discrimination and violence they may experience. This is why it's so key that white people are more vocal about challenging racist behaviour within the LGBTQ+ community, even when QTIPOC aren't around and when they do not feel able or safe to challenge it themselves.

### **QTIPOC Experiences**

QTIPOC are too often overlooked in surveys about the LGBTQ+ experience. In 2021, UK Black Pride undertook a survey of QTIPOC experiences:

- In the past 12 months, nearly half of all respondents (47%) have been insulted, pestered, intimidated or harassed in person
- Respondents who had experienced violence or harassment, over half (56%) felt that it had been motivated by their race or ethnicity. Just under half (47%) felt that it had been motivated by their sexuality.
- A third of respondents (33%) had experienced discrimination or harassment in an LGBTQ+ space due to their race or ethnic origin.
- Only 61% were open with work colleagues about their sexuality and 54% about their gender identity.

### **Common Microaggressions**

Microaggressions are the subtle everyday brief acts of discrimination that communicate hostile negative racial slights and usually rely on negative stereotypes. QTIPOC are subject to not only microaggressions linked to racism but also linked to heterosexism.

Common examples of microaggressions QTIPOC face include:

- Are you actually queer?
- So your family must be really homophobic/biphobic/transphobic right?
- You don't act like a normal QTIPOC
- You speak so articulately
- So what are you? Where you really from?

### **Being an ally**

**Listen** – to QTIPOC with openness and a willingness to feel uncomfortable about the realities of your own power and privilege

**Support** – find ways to support QTIPOC, from facilitating a discussion in your teams about being QTIPOC, to simply donating to QTIPOC-focused charities and initiatives.

**Showcase** – it's important that, wherever possible, QTIPOC role models are given an appropriate platform to be seen, heard and meaningfully celebrated.

Often, when QTIPOC speak up about their experiences, they are met with doubts, challenges and defensiveness. It cannot always be the responsibility of QTIPOC to educate others, so it's important that allies educate themselves, by doing research and listening to QTIPOC voices whenever possible.

When someone tries to explain why something is racist, it's crucial not to become defensive – own your mistakes, biases and privileges, and believe us when we say that it impacts us.

**Some famous QTIPOC include:**



**Gok Wan**

**Sara Ramirez**

**Tessa Thompson**

**Laverne Cox**

**Lil Nas X**

### **QTIPOC groups and organisations**

All over the UK and the world there are religious, faith and belief groups, congregations and communities who are LGBTQ+ welcoming and inclusive. Some of these are LGBTQ+ specific and some are open and welcoming to everyone, no matter what your identity is.

[Bi's of Colour](#) – a national group for bi people of colour. The group organises meet ups, gives talks and collects writings on bi's of colour throughout the UK.

[Purple Rain Collective](#) – a collective for QTIPOC in the UK. It is a collective space for QTIPOC in the UK to mobilise, converse on their experiences and develop strategies for safety, resistance and liberation.

[UK Black Pride](#) – UK Black Pride is Europe's largest celebration for LGBTQ+ people of African, Asian, Caribbean, Middle Eastern and Latin American descent.

[Kiki Bristol](#) – the collective creates a space for LGBTQ+ people of colour in Bristol.

[Glitter Cymru](#) – a social group for BAME LGBTQ+ people in Wales. They also host Glitter Pride in August each year in Cardiff to celebrate BAME LGBTQ+ people.

### **Resources**

Skill Boosters – [An introduction to intersectionality](#)

Skill Boosters – [Alex's lived experience](#), a British Indian lesbian who is a practicing Catholic

Skill Boosters – [Mia's lived experience](#), a British lesbian with Hindu and Muslim parents



UK Black Pride – [We Will Be Heard Survey](#)

Stonewall – [15 things LGBTQ+ people of colour want you to know](#)

Stonewall – [QTIPOC organisations](#)

Pink News – [What Does QTIPOC Stand For?](#)

## **Glossary**

**LGBTQ+** - acronym for lesbian, gay, bi, trans, queer, questioning and ace.

**QTIPOC** – an acronym that stands for Queer, Trans and Intersex People of Colour. Here’s what this term means and why it’s important.

**Queer** – a term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity or expression. It can also be a way of rejecting the perceived norms of the LGBTQ+ community (racism, sizism, ableism etc). Although some LGBTQ+ people view the word as a slur, it was reclaimed in the late 80s by the queer community who embraced it

**Trans** – an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

**Intersex** – a term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female. Intersex people may identify as female, male or non-binary.

Stonewall Glossary of terms can be found [here](#)