LGBTQIA+ Oxfordshire Report

tartproductions.co.uk

Contents

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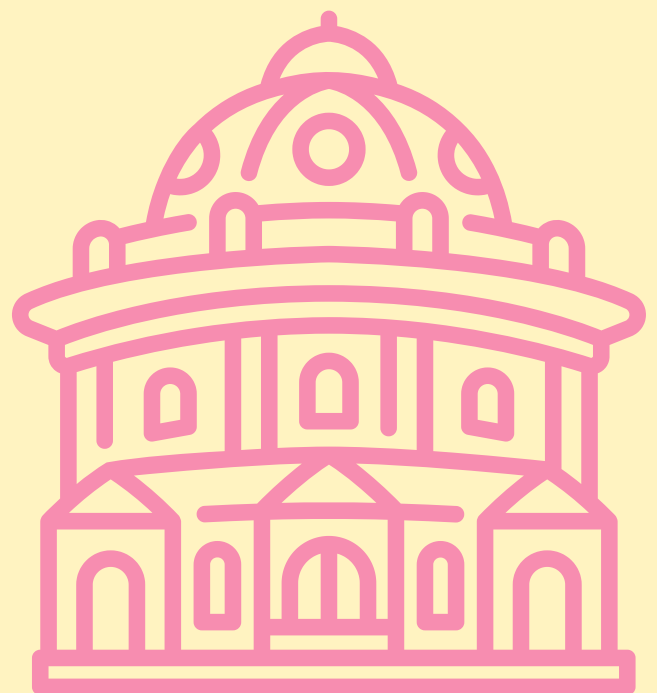
About this report

We received funding from Oxford City Council Community Impact Fund to consult and research the local LGBTQIA+* community, to better understand their demographics and needs.

This data has informed this report, allowing us to share best practices around LGBTQIA+ inclusion and accessibility with other organisations in Oxfordshire, as well as being better equipped to advocate for our community and developing local training programs.

We specifically surveyed LGBTQIA+ people aged 18+ who live in Oxfordshire, but also LGBTQIA+ people who regularly visit Oxford (e.g. for work or events). Parents, Carers and Guardians of LGBTQIA+ young people were also invited to complete this survey from their perspective.

Data was collected anonymously, and participants were welcome to skip any questions.

We would like to extend a big **thank you** to all the individuals who took part in the survey, as well as those who shared. We really appreciate the time you took to feedback to us.

We would also like to thank everyone who helped put this survey together, including Oxford City Council, Sally Hamer, Rhys Euros, Al Hill, Hannah Bruce and Anna Sturrock.

* LGBTQIA+ stands for Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Plus. The plus represents all other minority sexualities and genders.

Who ran this survey?

T(ART) Productions CIC is a not-for-profit queer community events company based in Oxford, which has been running inclusive LGBTQIA+ events in Oxford for over eight years. They worked with Oxford City Council's Equality, Diversity, & Inclusion Lead to ensure the survey was as inclusive as possible and followed best practice.

www.tartproductions.co.uk

Methodology

Eligible people were openly invited to fill out an online survey, hosted on Google Forms, which collected quantatitive and qualatitive data.

This data has a margin of error of 8%, calculated using data from the National Statistics Census (2021).

In addition to our own data, we also used existing reports, such as the National Statistics Census (2021), Government Equalities Office National LGBT Survey (2019), and Stonewall LGBT in Britain: Homes & Communities Report (2018).

We have analysed the data as a whole to identify common themes, and broken down the findings by various demographics to understand needs from an intersectional perspective.

Participants are directly quoted to reflected common themes and ideas across open-ended questions.

The data has been presented in an accessible and easy-to-read way.

Who are the LGBTQIA+ community in Oxfordshire?

This data is from the National Statistic Office Census 2021 for people in Oxfordshire.

3.6% of people in Oxfordshire had a sexual orientation other than straight/heterosexual

6% of LGB+ people identified as trans (0.5% of the total population)

41% identified as gay or lesbian

14% of LGBT+ people were aged 25-34

50% of LGBT+ people were female

50% identified as bisexual or pansexual

1.5% identified as queer

52% of LGBT+ people had no religion

68% of trans people selected a gender other than male or female

2% identified as asexual

61% of LGBT+ people in Oxfordshire live in Oxford

56% of LGBT+ people described their race as white British

20% of LGBT+ people had a Disability

Demographics

Who completed the survey?

The survey was completed by 218 people. We collected demographic information on their age, race, gender, sexuality, employment status, disability and more.

46% were female

30% selected a gender other than male or female

27% described themselves as transgender

60% live in Oxford

38% identified as gay or lesbian

50% identified as bisexual / pansexual

34% identified as queer

10% identified as asexual or aromantic

77% were Atheist or Agnostic
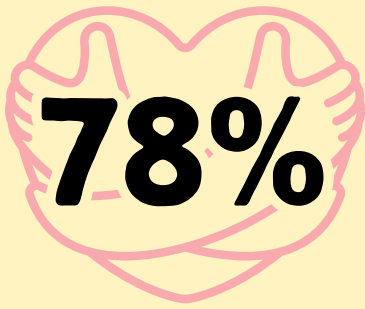
77% described their race as white British

50% were aged 25-34

70% were in full-time employment

83% were educated to Bachelors level or higher

40% had a Disability
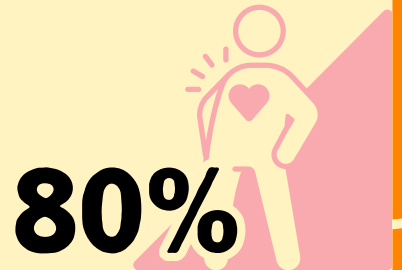
Their experience of being LGBTQIA+

78% of respondents feel comfortable in their LGBTQIA+ identity (comfort ranked as 4+/5)

Parents and carers had lowest rates (67%)

National LGBT Survey found over half of the respondents (56%) felt comfortable being LGBT in the UK, rating their comfort as a 4 or 5 out of 5

80% of respondents are out about some or all aspects of their LGBTQIA+ identity
(This number was lowest for parents and carers)
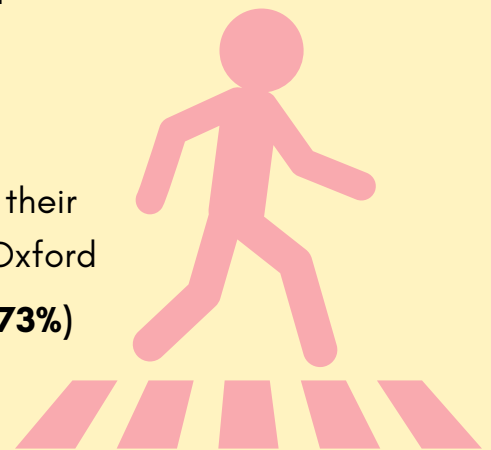
In public

70% of respondents have experienced a negative reaction to their LGBTQIA+ identity in public in Oxford

This increases to 81% outside of Oxford

This increases to 79% for trans people

85% Are out about some or all aspects of their LGBTQIA+ identity while in public in Oxford

This number was lowest for parents and carers (73%)

At work

54% Have experienced an negative reaction to their LGBTQIA+ identity at work in Oxford

This was highest for people ages 45+ (55%)

87% Are out about some or all aspects of their LGBTQIA+ identity at work in Oxford

This was lowest for parents and carers (79%)

Their experience of being LGBTQIA+

At home

35% of respondents have experienced a negative reaction to their LGBTQIA+ identity at home

This was *highest* for trans people (51%)

80% Are out about some or all aspects of their LGBTQIA+ identity at home

This is ***higher*** than the national average. The National LGBT survey says that a quarter (24%) of all respondents were not open about being LGBT with any family members that they lived with (excluding partners)

In education

81% Are out about some or all aspects of their LGBTQIA+ identity in education in Oxford.

This was *lowest* for people aged 45+ (75%)

55% Have experienced an negative reaction to their LGBTQIA+ identity in education in Oxford

This was highest for trans people (84%)

Events

How do LGBTQIA+ people feel about attending events?

Going to events

32% of respondents attend at least 1 LGBTQIA+ event a month

24% attend once every 2-3 months
32% attend 1-2 times a year
12% attend never

"*There aren't enough events for queer people in Oxford.*"

46% of respondents think that there aren't enough events for the LGBTQIA+ community

Only 6% said there are enough, and 48% saying "maybe" or "unsure"

Why people attend LGBTQIA+ events

1 **Looking for a sense of community**

2 **To have fun!**

3 **Don't have to explain my LGBTQIA+ identity**

4 **Find people with shared interests**
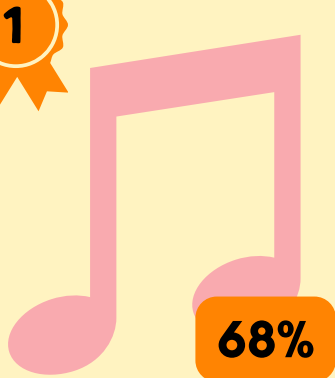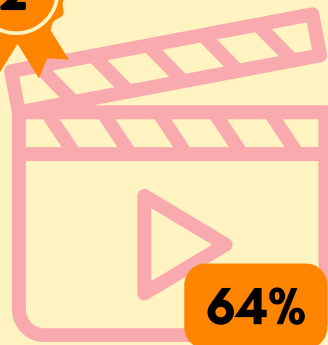
5 **To support the community running these events**

Top events

These are the most popular types of events people were interested in

1 Live music — **68%**

2 Film screenings — **64%**

2 Social events — **64%**

4 Arts & crafts — **63%**

5 Theatre — **62%**

5 Talks — **62%**

7 Comedy — **58%**
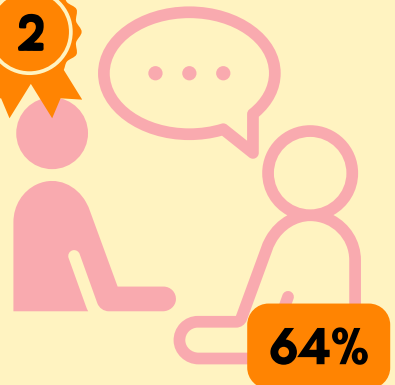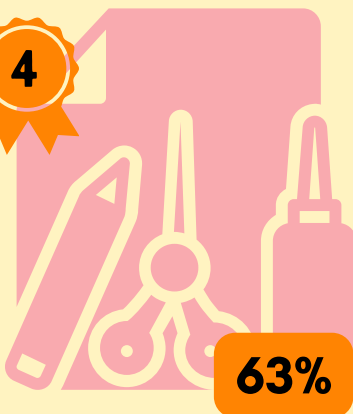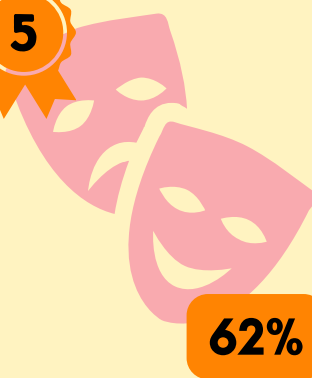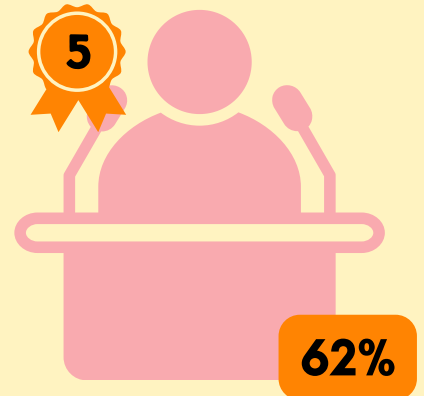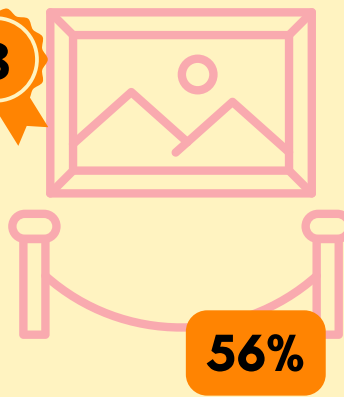
8 Exhibitions — **56%**

9 Drag shows — **56%**

Barriers

These are the most common things that stop people from attending LGBTQIA+ events

1 **58%** Clashes with work

2 **57%** Not hearing about it

3 **45%** Social anxiety
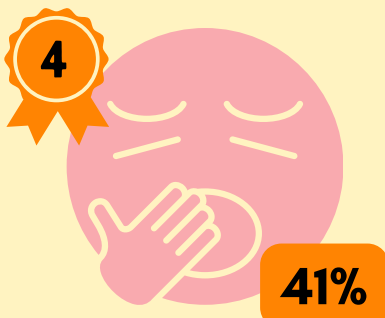
4 **41%** Not interested in activities

5 **35%** Not enough info in advance

6 **30%** Too noisy

7 **26%** Venue too hard to get to
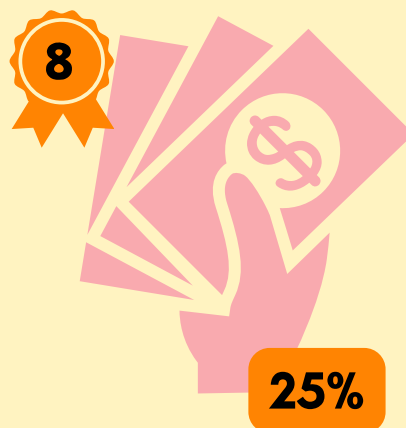
8 **25%** Too expensive

9 **15%** Event is not sober

Access

These are the most common suggestions for event accessibility

1 — **58%**
Clear & detailed info in advance
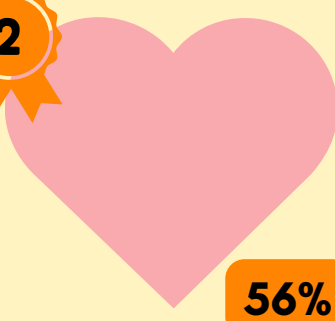
2 — **56%**
Knowing they are LGBTQIA+ inclusive
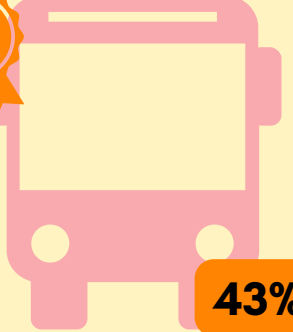
3 — **43%**
Good public transport
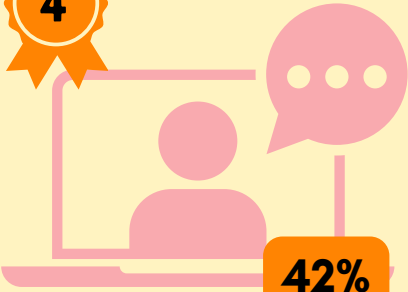
4 — **42%**
Marketing online

5 — **35%**
Gender neutral toilets
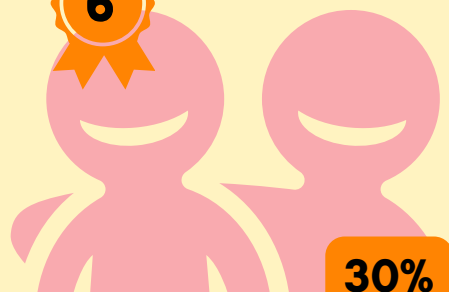
6 — **30%**
Having a buddy

6 — **30%**
Sensory quiet spaces

8 — **29%**
Free / subsidised tickets
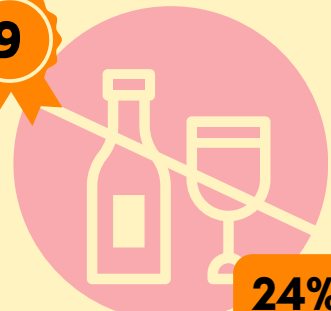
9 — **24%**
Sober events

Making people feel welcome

These are the most common suggestions for encouraging LGBTQIA+ people to attend events

1 — **83%**
Visibly show they are supportive of the LGBTQIA+ community

2 — **75%**
LGBTQIA+ events all year round (not just Pride month or LGBT+ History Month)

3 — **66%**
Events put on by LGBTQIA+ community in their venues

4 — **65%**
Welcoming staff/facilitators

5 — **60%**
Visibly show they are supportive of Trans* people

6 — **58%**
Staff trained in LGBTQIA+ inclusion

7 — **56%**
Highlight the LGBTQIA+ community in their events/programmes as standard

8 — **52%**
Visibly show they are supportive of Disabled people

9 — **51%**
Visibly show they are Anti-Racist

Feeling safe

What makes LGBTQIA+ people in Oxfordshire feel safe or unsafe
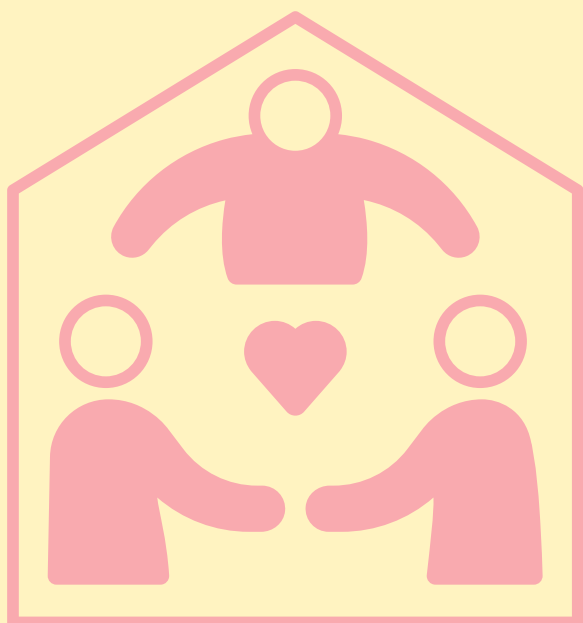
Feeling safe

What makes LGBTQIA+ people feel safe or unsafe

80% of people feel safe in Oxford most or all of the time

76% for disabled people

71% for trans people

73% for the Global Majority (all people who are not White)

34% of people said there were enough welcoming venues in Oxford

18% said no

49% said maybe / not sure

"Oxford is generally a very safe and friendly city"

People feel safest in

1. LGBTQIA+ spaces
2. museums
3. cafes

People feel the least safe in

1. spaces of worship
2. schools
3. pubs

"I feel like wherever you are there's a chance that people will act violently towards us."

"There is quite a lot of visibility and support for the community in Oxford but I don't get the sense it is as progressive or open minded as places up North or London"

"Sometimes I don't hold my partner's hand in public because I feel scared of potential repercussions, especially late at night or in more rowdy places (e.g. George St or sometimes on Cowley Road)"

"There are a lot of LGBTQIA+ events in Oxford (and extremely inclusive events!), in comparison to most other places in the UK."

Feeling unsafe

These were common themes that made people feel unsafe in Oxford:

The night scene

"Large groups of men or aggressive groups, when I am more visibly 'out'"

"People crashing LGBTQ+ only events as a joke or for intimidation"

"I do not feel safe in straight bars or clubs with my partner or walking late at night."

The University

"the university continu[es] to invite speakers that put trans people in harm's way"

"The city does feel behind a lot of the times, and there is a big separation of community/lifestyle with the Oxford University students. I feel unsafe around them and those areas."

"Discrimination and lack of support by employer (Oxford University)"

The media

"Transphobic media, especially local media such as local newspapers, protests against things like drag queen story hour at the local library"

"The wider national/media environment around trans and non-binary people in general [makes me feel unsafe]"

Alcohol

"The only places either of us have ever actually felt unsafe tend to be night-time/drinking venues"

"Never know what strangers reactions will be particularly around alcohol"

Feeling safe

These were common themes that helped people feel safe in Oxford:

Visible support

"*Visible support in venues/on transport to reassure me that if I face a negative reaction, that will not be tolerated or encouraged by those around me*"

"*In general I feel very safe here, my employer is very supportive, the council is visibly supportive, there are multiple LGBTQ venues and events and visibly queer people living here, there are rainbow flags everywhere.*"

Queer events at museums

"*seeing LGBTQ+ events advertised at museums/similar public spaces celebrating queerness [makes me feel safe]*"

"*The beyond the binary exhibition at the Pitt rivers museum helped me to love myself and realise it was normal to be queer*"

Finding community

"*I appreciate how many diverse and openly gender non conforming people there are in Oxford, that definitely helps me feel like I can be myself.*"

"*TART Productions and other smaller event organisations do excellent work trying to make a range of events available to LGBT people. It's a breath of fresh air compared to other places that I've lived where I have felt unsafe because I 'look gay'.*"

"*Having a community of other queer people helps me feel safer*"
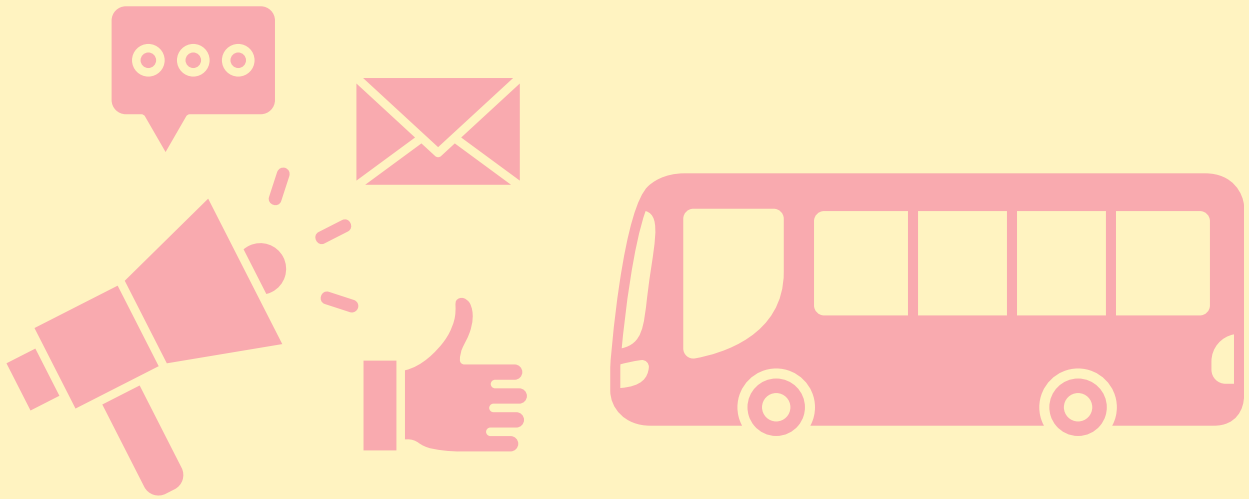
Common themes

These were all topics brought up frequently in the write-in sections

Sober events

24% of people said that sober events would make them more accessible

"There aren't enough events in Oxford for queer people with safer space policies that are both sober and accessible."

"Oxford really lacks a sober space for the community - an LGBTQIA+ centre/cafe/space to use etc would be amazing."

12% of people said they don't feel very safe in pubs

This rises to **19%** for transgender people, **15%** for Disabled people, and **25%** for people from the Global Majority
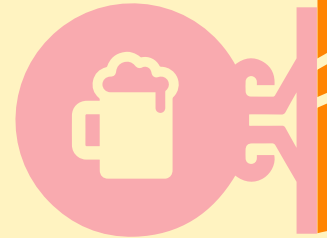
Town vs Gown
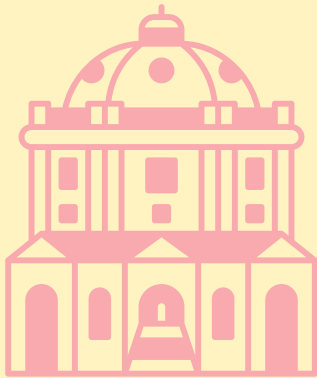
"There is an awkward divide between the student and non-student population"

Common feedback was that the majority of the queer events were too student-focused and there needed to be more for non-students.

"There is a lack of activities for people non related to the university"

"Not enough queer events and spaces that are in the city centre and are not exclusive to university students"

"I feel like a lot of the social events and the lgbt community as a whole are locked behind the walls of the university"

Transport

43% of people said that good public transport would make events more accessible

"Using Taxi or bus after night out [makes me feel unsafe]"

Most people (55%) are willing to travel 30-60 minutes to get to an LGBTQIA+ event

"Sometimes it'd be easy to get to an event but hard to get home, so timing can make a difference for me. I don't always feel safe waiting for public transport alone late in the evenings after events and this can be a barrier"

26% of people said that they don't attend events because the venues are too hard to get to

Marketing

57% of people say they don't hear about LGBTQIA+ events, so they don't attend

"It's hard to learn about these events and I never hear about them with enough time to prepare"

42% said online marketing would encourage them to attend, and 27% said they wanted in-person marketing.

"Would be great to have a dedicated website as many don't use Facebook, Instagram or X due to the owners of those sites."

"More advertising of events, or a central place to browse for lgbtqia stuff would be helpful - [especially] if it includes the accessibility information"

Insights via demographics

Data gathered from LGBTQIA+ people with *intersectional* identities (e.g., race, age, Disability, and more)

Disability

40% of respondents were Disabled

Most common Disability types (by %)

What each group said makes events more accessible for them

Neurodiversity — 64%
- sensory quiet spaces
- good public transport
- having a buddy

Mental health — 63%
- good public transport
- sober spaces
- free tickets

Chronic pain / illness — 26%
- accessible toilets
- having a buddy
- sensory quiet spaces

Mobility issues — 17%
- accessible toilets
- having a buddy
- online events

Learning Disability — 13%
- dyslexia-friendly formatting
- sensory items available
- sensory quiet spaces

What they said made events more accessible:

1. Clear LGBT+ inclusivity
2. gender-neutral toilets
3. clear & detailed info in advance

Disability

Disability types *

Other
6

Chronic Pain / Illness
31

dDeaf / Hearing Impaired
7

Immunocompromised
10

Learning Disability
16

Neurodiversity
76

Mobility Issues
20
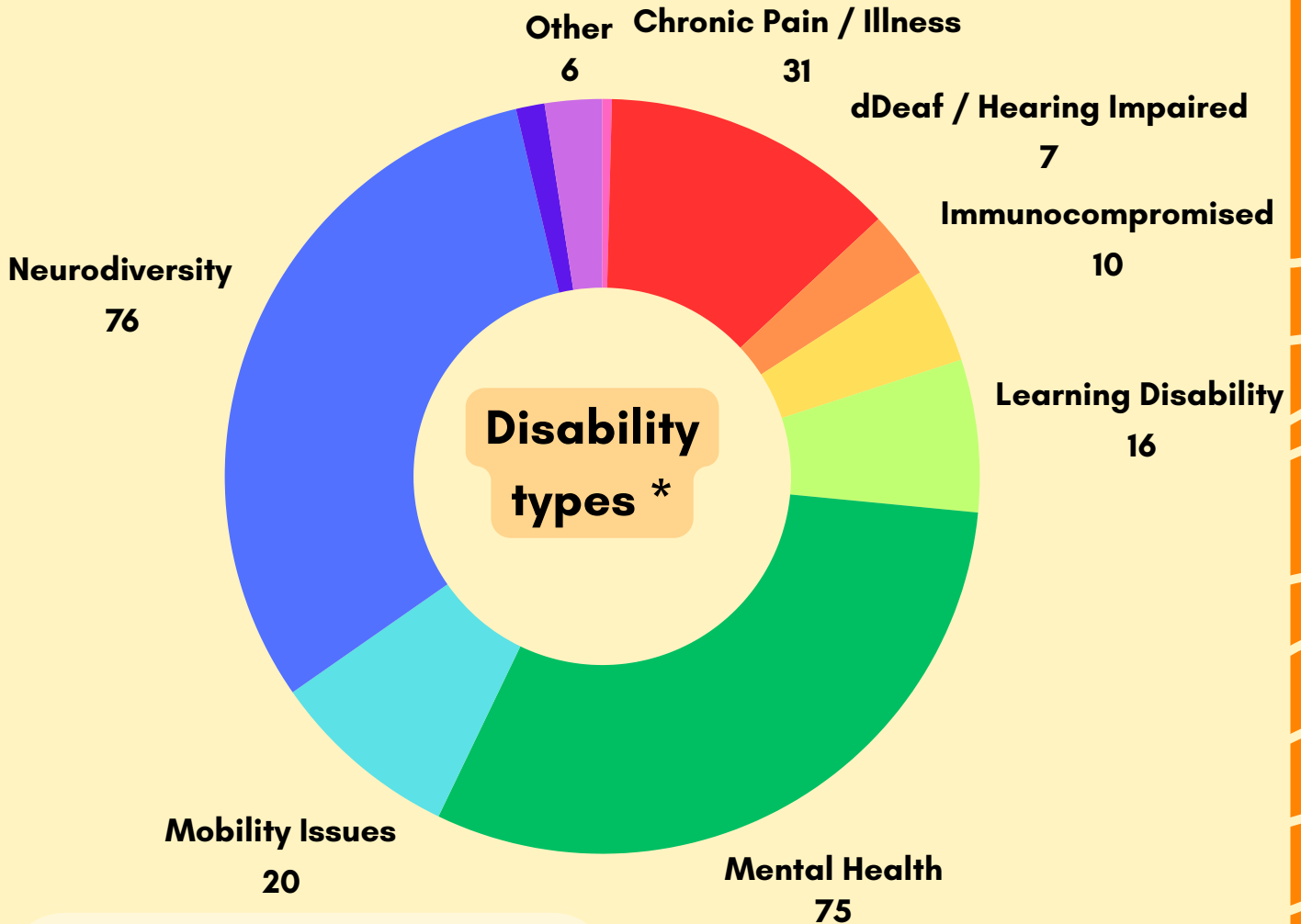
Mental Health
75

Blind / Visually Impaired
Chronic Pain / Illness
dDeaf / Hearing Impaired
Immunocompromised
Learning Disability
Mental Health
Mobility Issues
Neurodiversity
Neurological condition
Other

*61% of Disabled respondents reported having more than 1 type of Disability

Disability

44%
of Disabled respondents said they have felt unwelcome at LGBTQIA events "because of my Disability"

"Most of my feeling unsafe comes from my disability or the fact that my partner is not white, rather than my sexuality"

26%
of LGBT disabled people whose activities are 'limited a lot' because of a health problem or disability have experienced discrimination or poor treatment in their local LGBT community because of being disabled*

People can encourage Disabled LGBTQ+ people to attend events by:

Visibly showing they are supportive of the LGBTQIA+ community

Having welcoming staff

Visibly showing they support Disabled people

"Clear and transparent Accessibility information [...] having vague instructions like "we're step-free" is lazy and never enough!"

Events Disabled people are most interested in

1. social events
2. talks
3. arts and crafts

"If its not wheelchair accessible I can't go!"

"Due to Disability I'm too tired [to attend events]"

"As an Autistic person, social events can be hard for me, but events with activities make it easier to engage with"

Age

8% of people said they feel unwelcome at LGBTQIA events "because of my age"

This increased to 29% for people aged 45+

"There is nothing to encourage older people."

Events people aged 45+ are most interested in

1. film screenings
2. theatre
3. live music

What makes events more accessible for ages 45+

1. good public transport
2. online marketing
3. outdoor events
4. gender-neutral toilets
5. free / subsidised tickets

The main barriers people aged 45+ face when attending events are:

1. Venue not accessible
2. Social anxiety
3. Too expensive
4. Event is not a sober event
5. No clear policy on making an event a safer space

Older LGBT people have experienced discrimination or poor treatment because of their age in their local LGBT community. **One in five** LGBT people aged 55–64 and more than **one in four** LGBT people aged 65+ say they have experienced this.*

"It would be great if there were more events pitched at those of us working out our identity in our 30s+ !"

Trans experiences

27% of respondents were transgender

"*Oxford is one of the better places to be trans in the UK, I should think. However, that doesn't mean it feels 'safe'!*"

59% of trans respondents told us they are Neurodivergent

Events trans people are most interested in:

Film screenings	Social events	Live music

What makes events more accessible for them:
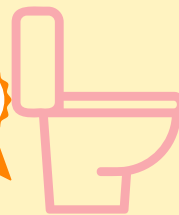
1 Clear LGBT+ inclusivity

2 gender-neutral toilets

3 clear & detailed info in advance

Oxford is the **3rd Most Trans Town** in England & Wales*

4 good public transport

5 sober events
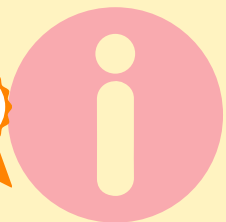
The Most Trans District

in England & Wales is **East Central Oxford** (3.78% of the population)*

"*Gender neutral bathrooms make me feel safe.*"

Trans experiences

26% of trans people said they feel unwelcome at LGBTQIA+ events because they are trans

What makes trans people feel unsafe

"Transphobia seeps into every aspect of my life, I can't work, go to the dentist or even keep friends without a comment or action made against me"

"I don't know how people will react to me in public or if I'm in danger"

"Ignorance/misgendering from colleagues or members of the public, having passers by fetishise my queerness or sexualise my presentation [makes me feel unsafe]"

36% of trans people have experienced discrimination or poor treatment in their local LGBT community because of being trans*

What makes trans people feel safe

"being aware of other queer people around [makes me feel safe]"

"When pronouns are introduced/used as standard [it makes me feel safe]"

"Have been able to find some groups like Fruit Salad that have been really helpful"

Ethnicity

75% of respondents were white British

13% were other white backgrounds

1% were Arab

5% were mixed race

1% were Latino / Latinx

2.5% were East Asian

1% were South / South East Asian

1.5% were Black

27% of Global Majority respondents said they have felt "unwelcome because of my race" at LGBTQIA+ events

*"I'm often one of the few People of Colour at LGBTQIA+ events and **it's exhausting feeling like you're in the minority in a minority** [...] I've been asked to be on a panel before just so it's not all white – it's tokenistic done like this and people need to try harder."*

57% of Global Majority respondents experience negative reactions sometimes or often to their LGBTQIA+ identity in public

This is **16% higher** than other LGBTQIA+ respondents

People can encourage LGBTQ+ people from the Global Majority to attend events by:

Visibly showing they are supportive of the LGBTQIA+ community

Having welcoming staff

Visibly showing they support people of the Global Majority and are Anti-Racist

Events people from the Global Majority are most interested in:

comedy

film screenings

social events

arts & crafts

talks

Ethnicity

Main barriers to attending events faced by LGBTQIA+ people from the Global Majority:

1. Clashes with work

2. Not hearing about it

3. Not enough information in advance

4. Social anxiety

5. Venue too hard to get to

"I wish there was more available events that cater to people who hold intersectional identities [...] **Not seeing that kind of representation is a little alienating sometimes.** *Like I knew about certain events for POC but mostly club nights, not great if you don't drink"*

What makes events more accessible for them

1 knowing they are inclusive to LGBTQIA+ people

2 gender-neutral toilets

3 clear & detailed info in advance

4 good public transport

5 sober events

51%
of black, Asian and minority ethnic LGBT people have experienced discrimination or poor treatment from others in their local LGBT community because of their ethnicity*

Religion

77% of respondents were agnostic or had no religion

14% were Christian   **2%** were Spiritual

3.5% were Pagan   **1.5%** were Muslim

2% were Buddhist   **1%** were Jewish

1% were Quaker

19% of respondents said they felt "not very safe" in spaces of worship.

This rises to **24%** for transgender people and **46%** for Disabled people

"there are certain churches and other religious groups that are against LGBTQIA rights/existence"

Events religious people are most interested in

1. musicals
2. comedy
3. live music

People can encourage religious LGBTQ+ people to attend events by:

Visibly showing they are supportive of the LGBTQIA+ community

Having events for the LGBTQIA+ community all year round (not just Pride month or LGBT+ History Month)

Having events put on by LGBTQIA+ community in their venues

32% of lesbian, gay and bi people of faith aren't open with anyone in their faith community about their sexual orientation*

"I'm a Christian and have found a lot of the churches really welcoming here. It's a good place to be a queer Christian."

"Christian spaces need to go out of their way to show that their intentions are aimed at atoning for past hurt and defending LGBTQIA+ people regardless of their faith"

Parents and carers

7% of respondents were a parent or carer for a child under the age of 18

"I can't get childcare for my child [so I can't attend events]"

33% of parents and carers felt uncomfortable in their LGBTQ+ identity

Parents and carers were the least likely demographic to be out as LGBTQ+ both in public and at work

What makes events more accessible for them

1. Family friendly events
2. Baby change facilities
3. Free / subsidised tickets
4. good public transport
5. Pram parking

Events parents and carers are most interested in

1. social events
2. events for families
3. live music

"[I want to see] more family connections to help kids see families like theirs"

"I've come out as bi late [...] but [I] have queer teen children so feel it was important to be out"

Location

Of Oxfordshire respondents who shared their postcode, Oxford had the highest concentration (68%), followed by Abingdon (10%) and Didcot (7%).

Banbury
3.5%

Kidlington
<1%

Bicester
2%

Witney
3%

Thame
<1%

Oxford
68%

Stadhampton
<1%

Abingdon
10%

Watlington
<1%

Wallingford
4%

Wantage
1.5%

Didcot
7%
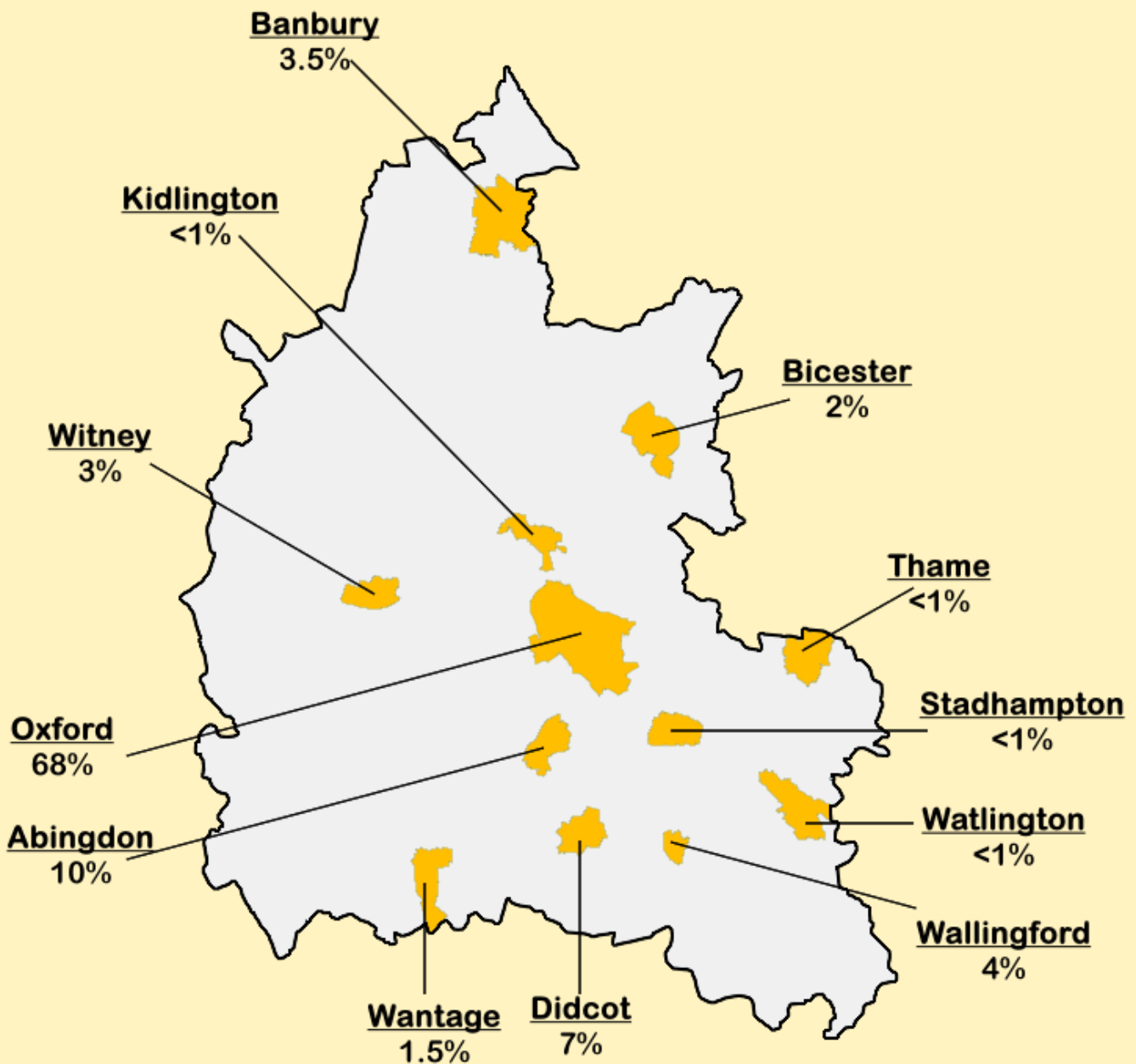
Location

36.5% of the provided postcodes were outside of central Oxford.

Postcode	Percentage	Postcode	Percentage	Postcode	Percentage
OX1	7%	OX11	7%	OX25	0.5%
OX2	13%	OX12	1.5%	OX26	1.5%
OX3	11.5%	OX13	1%	OX27	0.5%
OX4	32%	OX14	9.5%	OX28	1.5%
OX5	1%	OX15	0.5%	OX29	2.5%
OX9	1%	OX16	3%	OX44	1%
OX10	4.5%	OX18	0.5%	OX49	0.5%

Respondents outside of Oxford had the following to say:

"Seems to be nothing in smaller towns/villages eg Wantage"

"My local town now has some great groups so I have less need to travel to Oxford. However it would be nice for there to be more outside the city"

"Oxford isn't bad for LGBTQI+ but please don't forget about the smaller Oxfordshire towns like Bicester as we want to do so much more but financially not viable"

"I live in Oxfordshire as a disabled non driver I can't get to events a long way from the centre of Oxford"

Recommendations

How to use this data to make spaces more inclusive and welcoming

Recommendations

Based on the data we have collected, we have identified some common issues that LGBTQIA+ people in Oxfordshire are facing. Here are some recommendations on ways we can address these issues and make the county a more welcoming and inclusive place.

Safety after events

A common theme was people feeling unsafe walking at nighttime.

Ways to remedy this include:
- Having more daytime events
- Running liftshare schemes
- Having buddies for travel
- Offering travel bursaries for taxis

Clear communication

Many people reported being interested in coming to LGBTQIA+ events, but not hearing about them in advance.

Ways to remedy this include:
- More marketing across multiple channels.
- A central place to find out information about LGBTQIA+ events outside of social media.
- Detailed and easy-to-find information on events.
- Clear accessibility information in advance.

Recommendations

Sober events

There was a big push for sober events, and more generally, events which do not encourage drinking alcohol.

Recommendations:

– Hosting more events in venues such as cafes, museums, and community centres.

– Having events where alcohol is not served on the premises.

– More events centred around an activity such as crafting, walking or a screening, etc.

– Holding more daytime events with less/no pressure to drink.

Loud and Proud support

Many people wanted to see venues and events who are visibility supportive of the community.

BLACK LIVES MATTER

Recommendations:

– Displaying diverse Pride flags prominently.

– Having visible and accessible policies in support of LGBTQIA+ people.

– Include explicit support for trans people, Disabled people, and for people of the Global Majority.

– Normalising sharing pronouns.

MY PRONOUNS ARE

Recommendations

Commit to accessibility

40% of our respondents self-identified as Disabled. LGBTQIA+ events and spaces are not inclusive unless they explicitly have accessibility in mind.

Recommendations:

- Including clear and detailed accessibility info for all events.
- Seeking venues with level access and accessible loos.
- Looking at accessibility measures beyond level access: the most common Disabilities were neurodivergence, mental health, and chronic pain.
- Provision of accessibility training from people with lived experience
- Having an 'access budget' to ensure you can accommodate support needs as a standard (e.g. BSL interpretation, travel support, subsidised tickets for carers).

More for specific demographics

Many respondents expressed that events felt too centred around younger people. Other groups have felt excluded or have been unable to attend (e.g. parents and carers, people from the Global Majority).

Recommendations:

- Create spaces specifically for
  - age groups above 30, and above 50
  - parents, carers, and their families
  - people from the Global Majority
  - people in employment, as well as carers
  - considering pragmatic implications of event locations for participants.

Recommendations

By the community, for the community

One of the ways people can encourage LGBTQIA+ people to attend things is through having events *by* the community and *for* the community.

Recommendations:
- Collaborating with local LGBTQIA+ organisations to put on events.
- Having visibly LGBTQIA+ oriented programmes.
- Hiring LGBTQIA+ companies to provide inclusion training for staff.
- Establishing 'focus groups' to gain direct feedback from community members.
- Financially compensating community members for their time and energy.

Gender neutral toilets

Availability of gender neutral toilets is one of the key factors that made LGBTQIA+ people feel safe.

Recommendations:
- Using venues with gender neutral toilets where possible.
- Changing any toilets in your venue to gender neutral.
- If you have to use a space without gender neutral toilets, consider covering up gendered toilet signs with a temporary sign for the duration of the event.
- Disabled loos aren't enough! Disabled people should be *prioritised* to use these. Consider changing other toilets' signs across the venue.

Recommendations

More responsible media

Many people commented that the media, both locally and internationally, made them feel unsafe because of misleading, biased, and incorrect information about Queer and specifically trans people.

Recommendations:

- Giving journalists and media outlets training on issues faced by the trans* community.
- Using reliable sources from within relevant communities in reports.
- Ensuring that LGBTQIA+ voices (particularly trans people) are always included in conversations about them.

Better relationships between students & non students

There is a big divide between students and non-students, and a sense of resentment building from the larger public towards students.

Recommendations:

- Local universities and college to provide more training to students and staff on LGBTQIA+ issues.
- Universities to ensure that support for LGBTQIA+ is consistent with their public events programme.
- More consequences for homophobia and transphobia in the Universities.
- Encouraging LGBTQIA+ student groups and local LGBTQIA+ organisations to collaborate by sharing resources and ideas for the community.
- Extending invitations to wider residents of Oxfordshire to attend and participate in events.

Recommendations

More, more, more!

There was a consistent desire for more LGBTQIA+ events across the board.

Recommendations:

– Venues should programme LGBTQIA+ events *across the year*, not just during Pride month and LGBTQ+ history month.

– Organisations should allocate *funds for LGBTQIA+ events*.

– Funding and resources should be provided for *LGBTQIA+ people and organisations to put on these events independently*.

– LGBTQIA+ events need to be broader in scope, so there is a wider *variety of options for the varying wants and needs of the community*.

– Event organisers need to look at *catering to specific, underrepresented groups within the LGBTQIA+ community* (e.g. Disabled people, parents and carers, people from the global majority, and older LGBTQIA+ people).

Sources

- Office for National Statistics, National Statistics Census (2021)
- Government Equalities Office, National LGBT Survey (2019)
- Stonewall, LGBT in Britain: Homes & Communities Report (2018)