

# Diversity and Inclusion FAQ

LABBS does not tolerate homophobic, transphobic or discriminative behaviour of any kind. We have created this Q&A to help you and your chorus understand Diversity and Inclusion a little more.

## Q. What is Diversity?

A. Diversity is representing various groups or qualities. This could be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies. Diversity in a chorus promotes creativity and presents a welcoming atmosphere to potential members.

## Q. What is Inclusion?

A. Inclusion means understanding that each individual is unique, and recognizing our individual differences. Working on inclusion means to create a space that does not discriminate directly or indirectly against certain groups.

## Q. What is Equity?

A. Equity is ensuring everyone in your chorus is supported as they need. This is different to equality

as it means assessing individual needs rather than treating everyone the same. For example, a singer with mobility issues may need additional seating that other members might not require.

Q. How do I raise a concern about language or behaviour in my chorus?

A. If someone in your chorus is acting in a way that makes you or others feel uncomfortable, it would be best to approach either your Chair or Music Director with your concerns. It may be that the person doesn't realise they are potentially offending others so an open conversation can resolve this. If this would not be a suitable solution, you can email me directly at [diversity@labbs.org.uk](mailto:diversity@labbs.org.uk) or you can email the LABBS board at [board@labbs.org.uk](mailto:board@labbs.org.uk).

Q. Why would we remove ladies from our chorus name?

A. Removing gendered language (such as ladies, women, etc) from your chorus can help towards creating an inclusive space for singers across the gender spectrum. This means that non-binary singers, those who's gender does not align with either men or women, would be included. Another reason would be because of the historical connotations of the word ladies. Historically, ladies has been used to refer to certain women of high social standing which many women these days do

not relate to or associate with themselves. It also can be used to describe women as passive or one who belongs to a man (e.g Vice president and his lady).

Q. How can I help a trans member feel comfortable and welcomed in my chorus?

A. A person's gender is for them to disclose if and when they chose, it wouldn't be appropriate to question a members gender or transition. You would treat them as any other member unless they raise additional needs.

Q. How can I welcome inclusivity to new members?

A. When you have a new member join your chorus, it would be helpful to ask if they have any additional requirements that you need to be aware of. This can be a great way to prevent issues occurring later on and gives space for singers to discuss any worries they may have about committing to the chorus.

Q. How can we increase diversity within the chorus?

A. A diverse space is created through inclusion. Working on being as inclusive as possible will help

encourage diversity within your chorus. There is an [inclusive recruitment guide](#) on the website that may help.

## Q. What is the difference between females and women?

A. Female refers to a person's sex, women refers to their gender. Here are some useful definitions when discussing gender:

- Gender identity - the gender you identify as
- Gender expression - the gender you present yourself as
- Cisgender - you are cisgender if your gender identify aligns with your assigned gender at birth
- Transgender - you are trans if your gender identity does not align with the gender assigned to you at birth
- Non-binary - this is a broad term used by people whose gender identity doesn't align exclusively with male or female.

## Q. What does LGBTQ+ mean?

A. LGBTQ+ is a community of people across the gender and sexuality spectrum.

Lesbian: often used to describe women attracted to other women but can include non-binary people.

Gay: Refers to a man who has a romantic and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality - some women

define themselves as gay rather than lesbian. Some non-binary people may also identify with this term.

**Bisexual:** An umbrella term used to describe a romantic and/or sexual orientation towards more than one gender.

**Transgender:** 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.

**Q:** Queer is a term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity. It can be used as an umbrella term for members of the LGBTQ+ community if they have reclaimed it. This means you should not use this term if it doesn't apply to you.

+ is to encompass all other sexualities and gender expressions.

Further definitions: <https://www.stonewall.org.uk/help-advice/faqs-and-glossary/list-lgbtq-terms>

If you have any questions regarding Diversity and Inclusion, please email Natasha at [diversity@labbs.org.uk](mailto:diversity@labbs.org.uk)