

# Scene BUT unseen

## Welcoming diversity: a simple audit for organisations working with migrants to assess service provision for migrant gay men

Completing this audit will assist your organisation to determine how inclusive your service environment is. It will indicate areas where you are doing well, as well as highlighting areas for improvement.

### Knowledge and understanding

	Yes	No
Are staff aware of the reasons why gay men come to the UK? (would they be able to name at least two?)	<input type="checkbox"/>	<input type="checkbox"/>
Do staff know what the laws on homosexuality are in the home countries of the populations they work with? (imprisonment, death sentence etc)	<input type="checkbox"/>	<input type="checkbox"/>
Do staff know what the laws on homosexuality are in the UK?	<input type="checkbox"/>	<input type="checkbox"/>
Are staff aware of the impact of homophobia on men within their communities / families?	<input type="checkbox"/>	<input type="checkbox"/>
Do staff understand the risk men face through homophobic attitudes?	<input type="checkbox"/>	<input type="checkbox"/>
Do staff understand why men might not want to seek support from expatriate support structures?	<input type="checkbox"/>	<input type="checkbox"/>
Are staff aware of asylum and immigration issues faced by gay men and same sex couples?	<input type="checkbox"/>	<input type="checkbox"/>
Are staff knowledgeable about gay and bisexual support services available to men?	<input type="checkbox"/>	<input type="checkbox"/>
Does your organisation have a list of gay and bisexual services to refer men to?	<input type="checkbox"/>	<input type="checkbox"/>

### Communicating with clients

	Yes	No
Are gender neutral terms such as 'partner' used to facilitate disclosure of sexual orientation?	<input type="checkbox"/>	<input type="checkbox"/>
Is disclosure encouraged and facilitated, especially when it would have an influence on necessary advice? Eg: in matters of asylum	<input type="checkbox"/>	<input type="checkbox"/>
Would your staff feel comfortable if someone disclosed their sexuality to them?	<input type="checkbox"/>	<input type="checkbox"/>
Would your staff feel confident in being able to deal with possible issues presented by a migrant gay man?	<input type="checkbox"/>	<input type="checkbox"/>

## First impressions count

	Yes	No
Are your staff trained in sexual diversity issues?	<input type="checkbox"/>	<input type="checkbox"/>
Does your organisation have an equality statement?	<input type="checkbox"/>	<input type="checkbox"/>
Does it include sexual orientation?	<input type="checkbox"/>	<input type="checkbox"/>
Do your staff challenge homophobic language and behaviour?	<input type="checkbox"/>	<input type="checkbox"/>
Are all sexualities represented on posters / materials displayed at your organisation?	<input type="checkbox"/>	<input type="checkbox"/>
Do the information leaflets and materials available to your service users include information relevant to gay and bisexual people?	<input type="checkbox"/>	<input type="checkbox"/>
Is gay and bisexual language used on forms? Eg: do they facilitate disclosure of sexuality?	<input type="checkbox"/>	<input type="checkbox"/>
Do the resources your organisation produce include information for gay and bisexual men?	<input type="checkbox"/>	<input type="checkbox"/>
Are days of observance such as World AIDS days, LGBT Pride acknowledged and used to encourage diversity?	<input type="checkbox"/>	<input type="checkbox"/>

Answering 'yes' indicates the areas where your organisation is doing well to understand and welcome the issues facing migrant gay men. There are always ways to improve, and the questions answered 'no' suggest areas where you could consider improvements.

By using the guide below, and considering the answers you have just given, you can start to plan changes your organisation could make to further improve the quality of service to gay and bisexual migrant men.

## Identify issues to be addressed and organisational and staff needs around:

Knowledge and understanding

Communicating with clients

First impressions count

## Identify development and changes that could be made:

In the next month

In the next six-months

In the next year

What resources and support will you and/or your organisation need to implement these changes?

## The HIV and sexual health charity for life

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