



**Sarah Stuart** @sarahstuartxx

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The purpose of Out in Tech is to unite the 'LGBTQ+ tech community', yet this gig at BBC Broadcasting House was held on the topic of \*intersectionality in the media\*.

Nope, no one explained how this related to jobs in tech, so don't even ask, I don't have a clue.



Last event I attended with the group was about queering up video games, called 'Pass the Controller', the panel discussion was chaired by Chris Fox, BBC tech correspondent, so clearly BBC staff are very involved with the group.

Further info about Out in Tech is in that thread (or look at their website), importantly it has support from \*very\* wealthy corporate companies, like Bank of America, and operates internationally.



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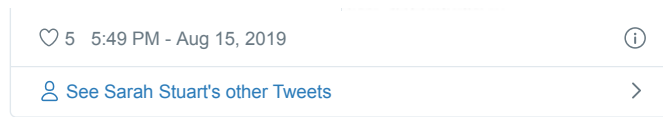


Replying to @sarahstuartxx

Out in Tech is a not for profit company [outintech.com/about/](https://outintech.com/about/)

James said more groups in development and quoted statistics. Recently started the "Women and non-binary series" - events in London for those working in the tech industry.

...the LGBTQ+ tech community.  
...15,000 members to advance their careers, grow their networks, a  
...ng sector of our time, we:  
...explore tech through Out in Tech U  
...with Out in Tech Digital Corps  
...Out in Tech Coding Scholarship  
...people together in real life  
...people are empowered, well represented, and have full agency; fro  
...all underrepresented groups;  
...reforms, and  
...interconnected global community.



Event attended by around 150-200 people, advertised on Eventbrite and I guess mainly Out in Tech subscribers were present and a fair few BBC coders and engineers. Free drinks were available but no canapés (fecking liars).



On January 15th join us for an evening at the BBC where we will be discussing intersectionality\* and how media could be used as a tool to break down systems of discrimination.

We have a panel of incredible speakers:

**Ben Hunte**, LGBT Correspondent, BBC News

**Phyll Opoku-Gyimah**, Co-Founder & Executive Director, UK Black Pride

**Josh Cole**: Head of Comedy, BBC Studios

**Miranda Wayland**: D&I Lead, Radio & Education, BBC

**Mindy Jhakra**, Technology Manager. Hotels.com

You can expect drinks, tasty canapés and an evening of honest discussion in a safe and accessible space.

This will be sold out so, to ensure entry, please arrive early. There will also be security checks and registration so please factor that in and bring ID.

\*how social and political categories, such as gender, race, class, sexuality, disability, neurodiversity, to name a few, can combine to create unique interdependent systems of discrimination or disadvantage

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Note: Out in Tech's [Code of Conduct](#) applies to all our spaces, online and IRL.

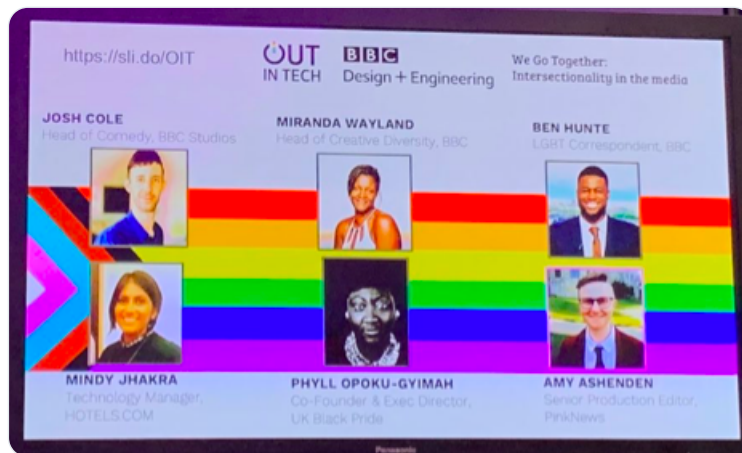
MJ was the panel's token tech person, given that the others worked in the media/charity sector.

As well as the panel listed above, the discussion was chaired by Amy Ashenden, senior production editor - at our favourite organ - Penis News.

AA explained that intersectionality was a 'legal term' coined by Kimberle Crenshaw to describe the understanding that, for example, black women are oppressed by the fact that they are a) black and b) women.

AA began, of course, by asking the panel how they identified.

This is a good time to point out that none of the panellists spoke about the importance of talent, experience, or skills to be successful in a career. Not even once. Twas oppression Olympics start to finish.



Phyll Opoku-Gyimah, Director UK Black Pride, said don't confuse diversity with equality; also, what happens when intersectionalities collides? We need to remove barriers.

(Which doesn't work as a metaphor.)



Ben Hunte, the BBC's LGBT correspondent, described himself as the 'youngest blackest gayest correspondent the BBC has ever had, working at the oldest whitest straightest organisation that probably exists in the world'.

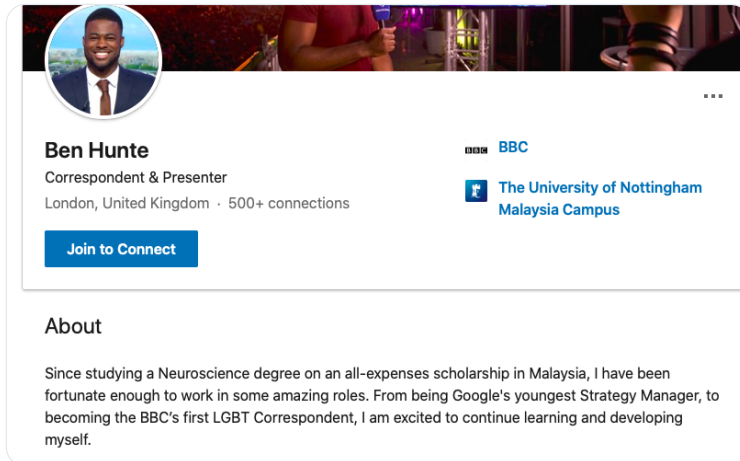
Not quite dear. 🙄



BH lives through intersectionality on a daily basis and is fighting to overcome the barriers.

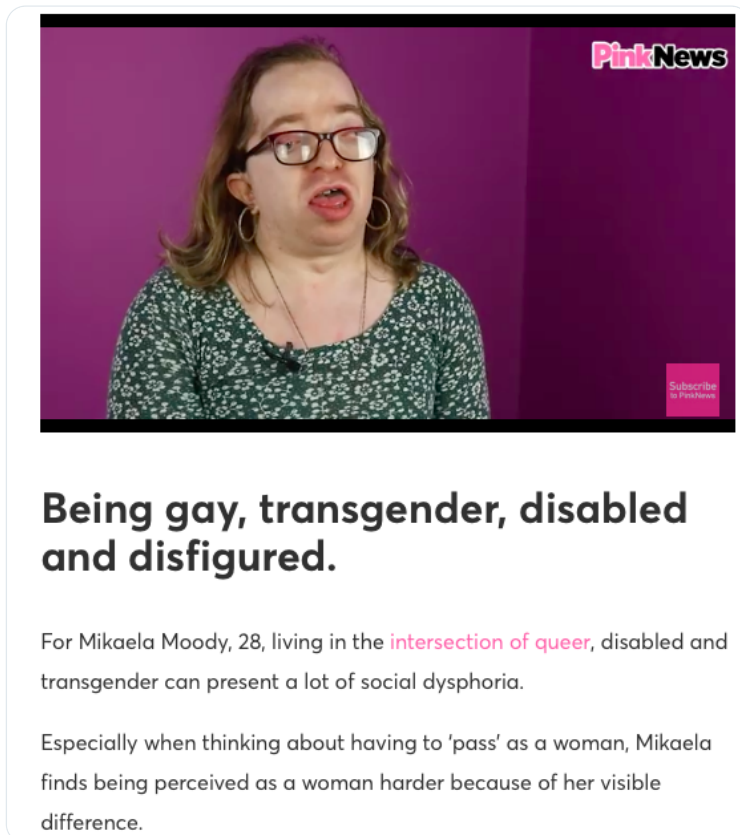
I expect really that BH was born with a silver spoon in his mouth, given that he once auditioned for Blue Peter -they're all jolly hockey sticks aren't they?

BH was a strategy manager at Google and now, at the tender age of 28, is the first specially appointed LGBT correspondent for the BBC.



AA said that Penis News had done a really good story recently on intersectionality about a gay transgender woman with a disability in the form of facial disfigurement.

This was the story.



AA asked why it was important to look through the lens of intersectionality.

BH responded that he wanted to educate the nation's grandparents on the LGBT community. Two of his gay friends had died because there was a lack of understanding and representation in the media and

there were no role models.

Moments later BH said that his first gay role model was Derek Laud from Big Brother Series 6 (2005), the gay black Tory, perhaps one of the few contestants who actually had a serious career outside BB (working for the Conservative Party).



Besides there really are plenty of gay men in the media, including ones who aren't white, Gok Wan, Ru Paul, Stephen K. Amos, were all ones I've named without googling, who would have been around when BH was growing up.

MJ, who looked under 30, claimed the only black representation she saw on British TV growing up was Trevor McDonald. Had no experience of seeing anyone like herself on TV, and wondered how it may have affected her (she said affected but I suspect she actually meant \*damaged\*).





Someone talked repeatedly about their 'hidden disability'. Despite mentioning it several times and how important it was in forming their identity, we weren't to learn what it was. So it may be something serious (epilepsy), or IBS, which we've all got.

We'll just never know. 🙄

POG set up Black Pride 15 years ago and found a lot of resistant in the wider LGBT community and still finds it a problem. I couldn't help liking POG, she was warm and funny, but I didn't buy her schtick.

She's been called racist for wanting to run Black Pride, but said that she doesn't hold 'that sort of power'. Every year she is asked why she doesn't join with the main Pride (I suspect competition for business, rather than racism, is the real reason for any antipathy).

Miranda Wayland, Head of Creative Diversity BBC, whined there were no black female role models when she started her career, but bizarrely didn't want to be 'a blueprint for others', and then moments later squealed with delight recalling the first black female CEO she worked for.

Also:

Throughout her career 'people didn't want to have the conversation' about why she was upset that there were no black female role models - and who can blame them?

Josh Cole, Head of Comedy BBC Studios, felt uncomfortable being queer in Jewish spaces, and being Jewish in queer spaces and liked to keep them separate, except when he runs his own gay Jewish club (so not really then).

It's called the Butt Mitzvah Club (geddit).



AA's gripe was that if the media didn't understand intersectionality, it created problems, loses nuances and oversimplifies things. AA had a queer Muslim sex worker friend who she interviewed, BBC was interested in the story

but stated that it could only be told from two intersection perspectives, i.e. it could be a story about a Muslim sex worker or a story about a queer Muslim, but not all three. This was terrible (and unbelievable).

AA asked how can the media take a more intersectional approach?

BH opined that he had a very bad day, as a story about LGBT homelessness he wanted to do was turned down because the BBC had run a story the year before on the same thing.

Feels that diversity isn't being supported properly and feels that his presence is a box 'ticked'. Has not received enough support.

BH wasn't keen on stories about the chemsex scene, calling it 'trauma porn', which was a weird take, given he had strongly hinted his

young friends had died due to nefarious causes just minutes earlier.

You'd think he might be interested in looking deeply at the issue in a non-sensational way, esp. since it has been claimed that more gay men have died from 'chemsex' drug abuse than in the 80s from AIDS.

BH said he genuinely struggled to get stories onto programmes and often these were stolen by other journalists. He is supposed to be the specialist for LGBT stories and there is a barrier put in the way.

BH said there wasn't much diversity in the BBC newsroom – there weren't many non-white people.

Which brings me on to census data from 2011 for England and Wales, which shows the population is 86% white, so the reality is white people are the overwhelming majority.

Furthermore the number of black LGBT people must therefore be vanishingly small, given only 2% of the general population is LGB.

Those are the facts.

The 2011 Census data shows that:

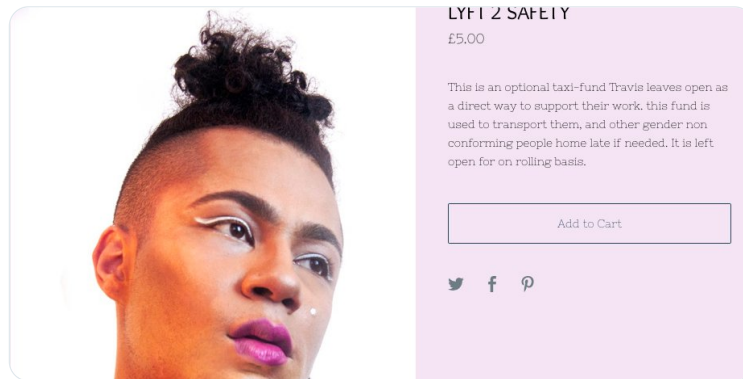
- the total population of England and Wales was 56.1 million
- 48.2 million people (86.0%) were from White ethnic groups, with 45.1 million of those identifying with the White British group (80.5% of the population) and 2.5 million with the Other White ethnic group (4.4%)
- 4.2 million people (7.5%) were from Asian ethnic groups, with 1.4 million of those identifying with the Indian ethnic group (2.5%), and 1.1 million with the Pakistani ethnic group (2.0%)
- 1.9 million people (3.3%) were from Black ethnic groups, with just under 1 million of those identifying with the Black African ethnic group (1.8%), and 0.6 million with the Black Caribbean ethnic group (1.1%)
- 1.2 million people (2.2%) had Mixed ethnicity, with 0.4 million of those identifying with the Mixed White/Black Caribbean group (0.8%), and 0.3 million with the Mixed White and Asian group (0.6%)
- 0.6 million people (1.0%) belonged to other ethnic groups

POG wanted to discuss the success of refugees, who have suffered as a result of

\*colonial laws and those who \*\*“might die if they don’t take a taxi”.

\*This is a dig that the British and other colonial occupiers are responsible for anti-gay legislation through legacy laws. The idea foreign cultures aren’t capable of raging bigotry without our historic help is rather flimsy IMO.

\*\* Hmm, where have we heard this before? I can't think.



Articles in the media won’t solve the problems, but will raise awareness of the issues of those living in places where homosexuality is illegal.

POG aware that she has passport which takes her to 160 countries and aware of own privilege over others, like asylum seekers.

However, that she is the first black woman of an LGBT org is ‘disgraceful’.

POG said she didn’t want people to feel guilty when she talked about white supremacy or colonial laws, as guilt is so ‘self-indulgent’, but rather how can we do something to really make a difference?

AA what one thing would the panel like to change?

POG got in quick – ‘where you advertise jobs’ and urged people in the room to send their job adverts to UK Black Pride – and as a reassurance said that the Albert Kennedy Trust and Penis News already do.

Q&A session

Q: People are scared to make mistakes. How do we bridge the knowledge gap with the correct terminology in the media?

BH get emails from colleagues at BBC all the time asking advice on correct terminology. Cancel culture is so scary. Was very

worried during first Pride coverage that he was going to get the terminology wrong. People very worried about misgendering. You don’t correct mistakes by shaming people. We need to educate people.

The panel generally agreed that if it was clear the mistake was not deliberate then people should be let off.



Thereby absolutely endorsing cancel culture.



How do we include people with physical disabilities?

MW: Remember to include people who are not present. Be conscious about what you're not seeing. My privilege is to bring their presence into the room where they have no representation. We all belong to more than one group.

MW (cont): Having privilege is a superpower.

Did you know that? Having privilege is a \*superpower\*? I mean I suppose I should laugh but it's just too stupid. And how demeaning is that to people who genuinely don't have enough food to eat?

Yes we all do belong to more than one group. An old white straight man belongs to 'more than one group'. These people haven't realised yet this whole ideology will be turned back on them, and that it's already begun, just look at the Martine Rothblatts of this world.



[@threadreaderapp](#) unroll

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