

## Report 1: Deliberative Dialogues



### Purpose

To explore what inclusion means in everyday life and to co-produce practical directions for improving inclusion across places and spaces.



### How we did it

Four deliberative dialogue workshops focused on: 1. Human rights, 2. Intersectionality, 3. Older LGBT+ community engagement, and 4. Inclusion in social work contexts. Attendees were a range of sectoral stakeholders.



### What inclusion means in everyday life

- **Access & freedom:** being able to go where you want without fear; transport and 'in-between' spaces were key sites of vulnerability and responsibility.
- **Belonging & acceptance:** greetings, being known and feeling welcome mattered; misrecognition and identity erasure undermined belonging.
- **Structural & systemic inclusion:** inclusion must be embedded in institutions, 'treating everyone the same' can make needs invisible.
- **Emotional & social wellbeing:** inclusion supported connection, confidence and wellbeing; accessible communication and non-digital routes mattered.

## Deliberative Dialogues: key messages



### Complexity and tensions

Participants emphasised that inclusion is complex and not value-neutral. Safe participation may require protective boundaries, and spaces intended as inclusive can become exclusionary depending on how they are used.



### Model

An Institutional-Place Ecology model was developed to show that inclusion is produced through the interaction of everyday environments and systems.



**Micro:** recognition, respectful communication, affective safety



**Meso:** navigable pathways, accessible information, non-digital options, workforce competence



**Macro:** governance, commissioning, accountability, inclusive design

Inclusion is shaped by encounter, service design and governance across streets, transport, shops, services and digital systems.



### Practical directions

- Embed co-production and accountability in governance.
- Sustain consultation rather than one-off engagement.
- Support storytelling, peer support and experience-sharing.
- Improve workforce development and communication access.
- Use commissioning, funding and local decision pathways to embed inclusion.

## Report 2: Research into Action Workshop



### Purpose

To explore how IncludeAge findings can be translated into impact, including future research directions and pathways to change.



### What we did

A workshop with academics combined a presentation of findings with guided discussion on resonance, blind spots, collaborations, missing disciplines, routes to impact, and support for under-served communities.



### Challenges identified

- Turning qualitative findings into action in systems that privilege quantitative evidence.
- Enduring stigma that discourages participation and makes some voices harder to reach.
- Need for clearer definitions of inclusion and clearer pathways to benefit communities.



### Pathways to impact

- Technology can redistribute power and enable support, including online safe or 'brave' spaces, while also carrying risks of harmful online behaviour.
- Wider community engagement is needed to avoid siloing, through education, awareness-building, best-practice guidance, training local actors, champions, and possible intergenerational approaches.
- Another route is influencing institutional thinking, including through institutions and by embedding inclusion in curricula and service provision.
- Intersectionality is essential for understanding overlapping vulnerabilities and enabling holistic interventions.



## Combined takeaway



Across both reports, inclusion is shown as something produced in everyday places and systems, while impact depends on clear translation routes that make inclusion visible, resourced and actionable through community engagement, institutional change and practical mechanisms of accountability.

LIGHTS! CAMERA! ARTHRITIS

# SILVER SCREAMERS



A DOCUMENTARY FROM SEAN CISTERNA

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# LGBT+ INCLUSION TIMELINE

KEY MOMENTS IN THE FIGHT FOR EQUALITY IN THE UK

A journey of courage, activism and change – towards a more equal and inclusive society for all.



<b>BEFORE 1900</b> Criminalisation & Control 	<b>1533</b>   The <b>Buggery Act</b> under Henry VIII makes sex between men illegal, punishable by death.
<b>EARLY 20TH CENTURY</b> Silence & Suppression 	<b>1885</b>   The <b>Criminal Law Amendment Act</b> introduces “gross indecency”, used to prosecute gay men even without proof of sexual activity (famously used against <b>Oscar Wilde</b> ).
<b>1930s–1950s</b> Criminalised Lives 	<b>1921</b>   Attempt to criminalise lesbian relationships fails – not out of kindness; lawmakers feared it would “encourage” women by mentioning it.
<b>1960s</b> The First Legal Shift 	<b>1930s–1950s</b> Being gay remains illegal; punishments include imprisonment and chemical castration.  Government review begins to question whether criminalisation is justified – early cracks in the system.
	<b>1967</b>   <b>Sexual Offences Act</b> partially decriminalises sex between men in England and Wales (private, over 21, and with conditions).  <b>1960s CULTURE NOTE</b> Public figures like <b>April Ashley</b> bring trans identities into public awareness.
<b>1970s</b> Activism Begins 	<b>1970</b>   The <b>Gay Liberation Front</b> is founded in London, pushing for visibility and rights.
<b>1980s</b> Stigma & Resistance 	<b>1980</b>   Scotland decriminalises homosexuality (13 years later than in England and Wales).
	<b>Early–Mid 1980s</b>   <b>HIV/AIDS</b> crisis fuels stigma but also activism and community organisation.
	<b>1988</b>   <b>Section 28 (Local Government Act 1988)</b> Prohibited local authorities from “promoting” homosexuality or teaching the “acceptability of homosexuality as a pretended family relationship”. It caused widespread self-censorship, forced the closure of LGBTQ+ support groups, and fuelled stigma.
<b>1990s</b> Attitudes Start Shifting 	<b>1992</b>   World Health Organization removes homosexuality from its list of mental illnesses.
	<b>1994</b>   Age of consent for gay men lowered (but still unequal).
	<b>1998</b>   Human Rights Act strengthens protections.
	<b>Late 1990s</b>   Cultural visibility increases; LGBT+ venues and communities grow more openly.
<b>2000s</b> Legal Equality Gains Pace 	<b>2000</b>   Ban on LGBT+ people serving in the military lifted.
	<b>2000</b>   Age of consent equalised.
	Section 28 was repealed earlier in Scotland in 2000.
<b>2000s</b> Legal Equality Gains Pace 	<b>2002</b>   Same-sex couples gain adoption rights.
	<b>2003</b>   Section 28 repealed in England and Wales.
	<b>2004</b>   <b>Gender Recognition Act</b> allows legal gender change.  <b>2004</b>   <b>Civil Partnership Act</b> gives same-sex couples legal recognition.
<b>2010s</b> Full Legal Recognition 	<b>2010</b>   <b>Equality Act</b> protects against discrimination based on sexual orientation and gender identity.
	<b>2013</b>   Same-sex marriage legalised in England and Wales.
	<b>2017</b>   “Alan Turing law” pardons men convicted under historic anti-gay laws.  <b>LGBT+ refugees</b> begin receiving protection in the UK.  Increased global visibility – but tragedies like the Pulse nightclub shooting (2016 Orlando attack) remind us progress isn't linear.
<b>2020s</b> Ongoing Change 	<b>2020</b>   Same-sex marriage expands globally, including Northern Ireland.
	<b>2021</b>   The UK census includes questions on gender identity and sexual orientation for the first time, meaning that data can be gathered on the numbers of LGBT people across the country.
	<b>2025</b>   UK Supreme Court rules that “sex” for the purposes of the Equality Act 2010 means biological sex assigned at birth. This is seen as a regressive step by many – with fears that it will lead to discrimination and exclusion.

## THE BIG PICTURE



Proud of the past. Committed to the future.



