

Community members audio introductions

Mindy Meleyal



Hi my name is Mindy and I'm a lesbian and I've just had my 71st birthday, so it might be quite obvious why I'm interested in care issues.

I know that sometime in the next 30 years I might need looking after and I think the thing that's important to me is that we need an equal quality of care so that for LGBTQIA+ everybody is equally able to voice their needs. People who are providing care – expect to be asked questions – you need to have an open culture where people are able to ask, state what they need, and it's especially important for communities where people are worried about 'is it safe to be open? is it safe to be me?' If you've never been in the position where you don't know if it's safe to be you, well you're just lucky.

Think of it this way – if you are a business which is developing and delivering a service you want to be the one who is the flagship provider, the one that everyone looks to and says "how good are they! Look how resourceful, look how innovative, look how inventive, look how creative – that's where I want my mum and dad to go if they have to go somewhere". That's what you want it to be.

The key area of the framework that I would like to highlight is - in my view until everybody is equal, nobody is equal. If you consider that if you any slight advantage in your ability to speak in out, in your ability to access resources, in your ability to deliver a good service – you have an ethical duty to use your leverage so the next person who comes along to meet that challenge has an easier time. That could even be if you're a cleaner in the care home, if you're a social work student on a course in the care home - you should be able to challenge the managers about whether they are really providing everything. For example if you never do anything other than Christian festivals you can't say you're being inclusive, if you only ever think about family of birth and origin you are not thinking about the 'logical families' that some people have, who do not have biological family. You need to show your ability to be creative and ethical in your thinking – that will be what makes you have an edge as an organisation.

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Changes that this framework should inspire... This framework could and should inspire people to be confident in asking questions, confident in being able to take the risk of getting it wrong because if all people do is stick with the conservative and don't take risks they are waiting for major problems down the line – because the world is constantly changing. If you stay with doing what you used to do you are going to end up backward looking and less effective, less capable and from a business point of view that is risky because from a business point of view you want to be the people who are attracting new custom, new investment and you won't get that from looking backwards. So look forward to an open culture, and at the moment LGBTQI+ issues are everywhere – and whilst it might be uncomfortable for some people to think that what they used to think was right may not be, if you can embrace and accept change and look forward to change then that won't bother you anymore. You can go "I used to think like that and now I don't". I used to believe in the tooth fairy – well that went off a while ago, and lots of things are like that – the beliefs that we were given we need to challenge, as they might not be that accurate let alone useful.

**The link to download the audio
and transcript is here:**

<https://we.tl/toCIYUjz7VI>



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Michael Teo



My name is Michael Teo and I'm 72 years old this year. I'm from the LGBT Foundation, I volunteer there.

By the way, my pronouns are he and him, and I feel as if I'm the only Chinese in the LGBT Chinese community – it's rather strange but I hope not!

We still require dignity, which I find the framework has wonderfully dealt with. And even more so with people like LGBTQ (communities), where we all have separate needs and not all of us are binary, (which) we embrace. That is why this whole community is so very rich, so very inspiring and very... wealthy in (what) we offer each other...and also extremely interesting. Do come to Pride and you will see how interesting it is!

This framework will inspire change because after having perused it twice I was so impressed with the amount of work and contributions, it is a marvellous document because it highlighted all that people in the LGBT community have contributed and (their) suggestions.

Growing up in this kind of a community, which is no different from any others, we just need that little understanding – when you reach our age you will know. But most of all just let me say, be kind, just try to find out what makes us tick, ask us – what are our traits, what are our likes and dislikes – and that will obviate any misunderstanding or assumptions that people will make.

