



CONSORTIUM

for stronger lgbt+ communities



INTRODUCTION

As the **UK umbrella body** for Lesbian, Gay, Bisexual and Trans + Voluntary and Community organisations, Consortium exists to create **strong, resilient and sustainable** LGBT+ communities.

With a membership of over **500 diverse LGBT+ groups and organisations** from across the UK we are uniquely placed to provide the specialist support LGBT+ orgs want and need to help them **thrive and grow**.

Consortium is **rooted in our communities**, having been set up in 1998 by senior sector leaders at the time. Much has changed in the last 23 years but challenges remain to ensure our communities are treated in equitable ways. Large parts of our communities remain under-funded, under-resourced and marginalised but LGBT+ organisations are **diverse, innovative and agile**.

LGBT+ communities face **structural and systemic challenges**. Most of our membership operate exclusively using volunteers, and LGBT+ organisations' income remains low. LGBT+ people cross every part of society. Therefore, our members work not only on LGBT+ issues but also on cross-cutting issues, e.g. racial justice, disability rights and other human rights challenges that overlap. LGBT+ groups and organisations are in a perfect position to develop and **embed equitable ways of working** as a result of the intersectional nature of their work.

Consortium's work must, and will, also reflect this.



CONSORTIUM'S WAY OF WORKING

Consortium is driven by member need and only exists because of our members. We are committed to continue building trust and confidence with LGBT+ organisations supporting people experiencing structural disadvantages, including those working across intersectional LGBT+ areas and across the UK. We recognise not all LGBT+ organisations are members but hope over time they will see our commitment to equitable ways of working and seek to join in the future.

Given our unique position at the centre of the LGBT+ voluntary and community sectors, and our extensive diverse membership, **we have access to a range of data, experiences and expertise**. We continue to use this insight into the current and future state of the LGBT+ voluntary and community sectors to shape how we talk about our communities. We will also continue to share the data we have access to and collaborate with members to spotlight their specialist expertise.

Consortium has a dedicated and passionate staff team delivering operational work, and a board of trustees supporting strategic development. **We actively consider how any operational or strategic activity will impact other sector work**, particularly that of our members. We look to make the best connections between our communities, and with other important stakeholders, including government, other parts of the voluntary sector, academics and with private sector organisations.

Our staff teams communicate and plan together to maintain an agile way of working. **This enables us to quickly respond to the changing nature of the social and political environment we work within**. For example, we might do this by establishing a new specialist Network, bringing a group of organisations together to work on a collaborative project or leveraging new income to support the development of the sector.

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TOGETHERNESS

Running through our strategic and operational work, these areas underpin and drive all our work, both strategically and operationally.

Equity

The diversity of our LGBT+ communities is something to celebrate. To be an effective umbrella body we must reflect that in our staff team and trustees, our membership and throughout all our work.

The actions we take and the goals we set will recognise and celebrate the intersectional nature of all our communities. Consortium will continue its extensive trans and non-binary work, build on its racial justice work, and expand our intersectional work across other areas. Equity is about more than individual communities; it is also about how communities interact and engage across different areas.

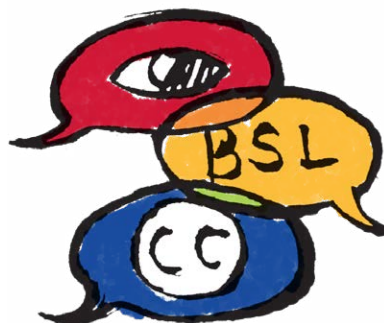
We will consider accessibility specifically, ensuring the diversity of our sector can gain from our work.



Communications

Consortium has access to a large and diverse membership, and a range of external organisations. Our communications must be proactive and increase the visibility of LGBT+ voluntary and community sector needs so we can create the change we need to see.

We will continue to use our position to increase engagement with our LGBT+ groups and organisations, proactively promote inclusive practice, and ensure the messages we put out are accessible.



Collaboration

When we work together, we are stronger and can achieve more. The diversity and breadth of work with LGBT+ groups and organisations is what helps us stand apart.

We will always engage, develop, drive innovation and secure new funding through a collaborative lens.

We cannot exist without our members and will increase who we collaborate with, and how we engage them, ensuring they are funded for their work so grassroots LGBT+ groups and organisations have equal access to collaborative opportunities.



Our **Strategic** **Priorities**

Consortium's work over the next five 5 years will continue to build stronger LGBT+ communities in the UK. To achieve this, Consortium will focus on 3 strategic areas.

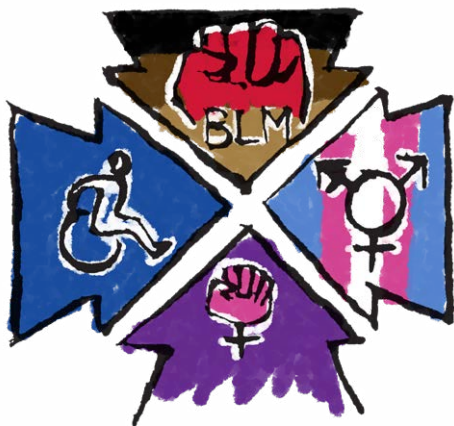
RESOURCED LGBT+ ORGANISATIONS

Voluntary and community organisations are pioneers of creating change with little resource. However, there should be no expectation this is provided for free, or undervalued as it is work that transforms LGBT+ lives. Consortium will work to provide the resources LGBT+ groups and organisations need to thrive and build a strong case for support, no matter their size, their geography, their intersectional focus or the specialism of their work.

Member Engagement

Our specialist engagement team will continue to provide 1:1 and group support to our membership, **tailoring this to the needs of differing groups and addressing intersectional challenges.**

We will enhance our digital offer, increasing member access to resources, whilst developing hybrid ways of providing skills sessions to bring LGBT+ groups and organisations together across the UK to benefit from peer support and collective experience.



Grant Development

As an emerging grant funder, Consortium will continue to partner with other funders to identify ways of better supporting LGBT+ groups and organisations.

We will encourage the use of our specialist grant giving expertise to reach those most in need, enhancing our participative and intersectional approach.

We will ensure the wrap around support is provided to help organisations manage funds and strengthen their organisations.



Articulating our Ask

Many LGBT+ groups and organisations continue to face discrimination and public attacks. **Consortium will develop and work alongside our members to help shape affirming and proactive messages,** reflecting the diverse and intersectional makeup of our communities to ensure no part of our communities is put at a disadvantage when it comes to resourcing.

We will work with members to uphold the values and principles that govern all our work so LGBT+ organisations can develop in a safe and inclusive environment.



RESILIENT LGBT+ ORGANISATIONS

The Covid-19 global pandemic, Brexit and the climate crisis has highlighted how quickly social, political and environmental issues can change. Whilst many LGBT+ organisations were able to access vital funds to help them through the worst of the pandemic, others have been left behind. Consortium will work hard to help LGBT+ groups and organisations prepare for, respond and adapt to the changing environment and be as equipped as possible for potential future disruptions.

Informed Insight

Data and evidence have long been a barrier for LGBT+ groups and organisations being able to secure funds or develop new areas of work.

Partnering with other experts and community experiences, Consortium will help strengthen the evidence base our communities draw on to secure resource for new and existing areas of work.

Our focus for this will stay firmly on articulating the impact LGBT+ groups and organisations have and ensuring the intersectionality of our communities is a key lens for future data capture.



Networks

Our specialist networks have brought groups and organisations together as peer support and to develop change and action for targeted areas of our communities.

Consortium will work with our membership to ensure existing networks remain relevant. We will also support the collaborative development of new ones, particularly those with an intersectional focus.

We will support them to provide mechanisms to engage with relevant stakeholders and policy makers.

We will explore how our Networks interact with each other to maximise their benefit.



Leadership

Whether a paid senior member of staff, a volunteer leader or a trustee, each one plays an important part in the resilience of LGBT+ groups and organisations.

Consortium will work with our membership and our partners to explore how we can diversify the leadership across our sector, how we can support the next generation of intersectional leaders and ensure all LGBT+ leaders have the support they need.



SUSTAINABLE LGBT+ ORGANISATIONS

Our LGBT+ voluntary and community sectors are still in a period of relative infancy. Only now are we beginning to see the true diversity and intersectionality of our communities reflected in the organisations across the UK. Consortium will work across our LGBT+ communities to support growth and development, putting in place long-term mechanisms to ensure organisations are not just here for now, but remain in place for a long time to come.

New Funding Sources

Income levels across LGBT+ groups and organisations remain low when compared to the wider voluntary sector.

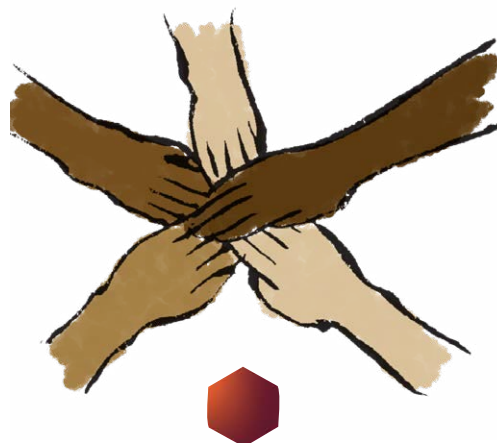
As well as our work on grant giving, we will collaborate with members to maximise new and additional income opportunities through individual giving, combined campaigns and will develop mechanisms for a future LGBT+ endowment fund.



Sector Development

Consortium's membership of 500 organisations is the tip of LGBT+ voluntary and community activity across the UK.

As our sector develops, Consortium will work with organisations to strengthen the long-term support needed. We will explore closer collaboration across groups and organisations, both in terms of geography, intersectional focus and the diverse communities they work with, encouraging innovative solutions to the limited resources we have collective access to.



Partnerships

Consortium has extensive experience of bringing a cross-section of LGBT+ groups and organisations together to develop issue/community-specific solutions.

We will continue to use our position to support new and innovative partnerships to drive development and change, both within our sector and by bringing our LGBT+ communities together with others.

We will ensure those most structurally disadvantaged parts of our communities are front and centre of this work.



Reporting

Consortium is committed to transparency across our work, and to be honest with what we can achieve across our limited resources.

As part of our annual reporting mechanisms we will produce a review document outlining our achievements, challenges faced and new opportunities opened up that year.

We will also use this to project forward for the following year. We will publish a high-level annual plan aligned to this overarching strategic plan so we remain accountable to our membership.

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