

Equalities

Bi-Monthly Magazine



March 2022

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Equalities

MARCH 2022

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Equalities Forum



The purpose of the Equality Forum is to help every person in Culloden Academy feel **included and safe**.

The Equality's Forum was set up in 2021 by senior pupils Duncan MacDonald and Craig MacLennan and is now being run by them, with the support of Lisa Daley and Fiona Mackintosh. The Forum which meets weekly is attended often by between 30 – 40 pupils across all year groups. The Forum also has the support of many teachers in the school including

Mr Sawyer, Ms Cavellini & Mrs Skinner who have been a huge help to the Forum with the organising and running of it. The Equality's Forum aims to promote equality of all kinds including equality in race, sexuality, gender, age, religion or beliefs, disabilities, mental health, etc. we aim to provide a platform in which pupils and teachers can feel safe to discuss any inequalities they have faced regarding the previously mentioned issues.

The Equality Forum also wants to provide information and support for people who might be struggling or for others who want to learn more about specific socio-political issues. **The purpose of this magazine is to promote current socio-political issues and to provide accessible information to everyone regarding these issues.**

This magazine will include articles written by pupils in the school and information about where to find support for anyone struggling with personal issues. Along with including definitions, information and facts about issues such as gender and sexuality etc. When there are international & national events happening such as Black History Month the magazine will also try to include information about such events and direct pupils and staff to appropriate resources.

If anyone wishes to contact the Equality Forum to find out more information about it or would just like to ask a question regarding any socio-political issue any of the seniors are available to contact any time at:

Equalities.Forum@cullodenacademy.org.uk

Pupils are reminded that if at anytime they feel subject to prejudice based bullying they must speak to their Guidance Teacher or to their Year Head.

Culloden Academy does not tolerate bullying of any kind be it online or face-to-face.

Pupils, staff and parents can find our latest Equalities Policy created in consultation with the Equalities Forum on the school website by clicking this link:

<https://cullodenacademy.com/wp-content/uploads/2022/01/Equalities-Policy.pdf>

This edition of the Bi Monthly Magazine will focus on **LGBT+ History Month** which was celebrated during the month of February.

This edition will focus on the following UNCRC Rights of the Child:

Article 2 - Non-Discrimination (The rights set out in the UNCRC apply to every child whatever their race, colour, gender, language, religion, ethnicity, disability or any other status).

Article 8 - Identity (Every child has the right to their identity – including their nationality, name and family relationships. Where a child is deprived of one or more elements of their identity, the state will act to re-establish them).

Article 13 - Freedom of Expression (Every child has the right to find out and distribute information and to express their ideas – through talking, writing, art or any other form of expression).

Article 28 - Education (Every child has the right to education).

INCLUSIVE PRONOUNS

HE - His - Him	He went to the office to collect his bag by himself.
SHE - HER - HER	She went to the office to collect her bag by herself.
ZE - HiR - HiR	Ze went to the office to collect hir bag by himself.
ZE - ZEM - ZiR	Ze went to the office to collect zem bag by zirsself.
THEY - THEIR - THEM	They went to the office to collect their bag by themselves.
EY - EIR - EM	Ey went to the office to collect eir bag by emself.



2 | Pronoun Table

Duncan MacDonald (S6) & Mr Sawyer

A gender neutral or gender inclusive pronoun is a pronoun which does not associate a gender with the individual who is being discussed.

Some languages, such as English, do not have a gender neutral or third gender pronoun available, and this has been criticized, since in many instances, writers, speakers, etc. use “he/his” when referring to a generic individual in the third person. Also, the dichotomy of “he and she” in English does not leave room for other gender identities, which is a source of frustration to the transgender and gender queer communities.

People who are limited by languages which do not include gender neutral pronouns have attempted to create them, in the interest of greater equality.

*If you are ever in doubt about a persons pronoun then simply **ask them**. We should never assume an individuals based on how they present in front of us.*



Holocaust Memorial Day takes place on the 27th of January because that is the date the Jews were liberated from the Auschwitz concentration camp in Poland during the Second World War.

To celebrate this day many people will listen to the stories of Holocaust survivors or their relatives or they will try to educate others about the events of the Holocaust through media or live talks. It is common for people to light candles on this day to pay respects to the millions of Jews who lost their lives because of the Holocaust. Here is an excerpt from a presentation to help educate others about the Holocaust:

When learning of the Holocaust it's very easy to focus on those who were killed, to explain its scale by quoting endless death figures. However, this is unfair to those who performed the ultimate act of resistance: to survive.

Survivors lived so that they could tell us of the horrors they experienced. We heard from survivor Mala Tribich, whose inspirational story of survival can be a lesson to us all.

Mala believes that hate should never go unchallenged, survivors of the Holocaust provide the perfect example of what is done to people when hate is allowed to grow.

“

“I swore never to be silent whenever and wherever human beings endure suffering and humiliation. We must always take sides. Neutrality helps the oppressor, never the victim.”

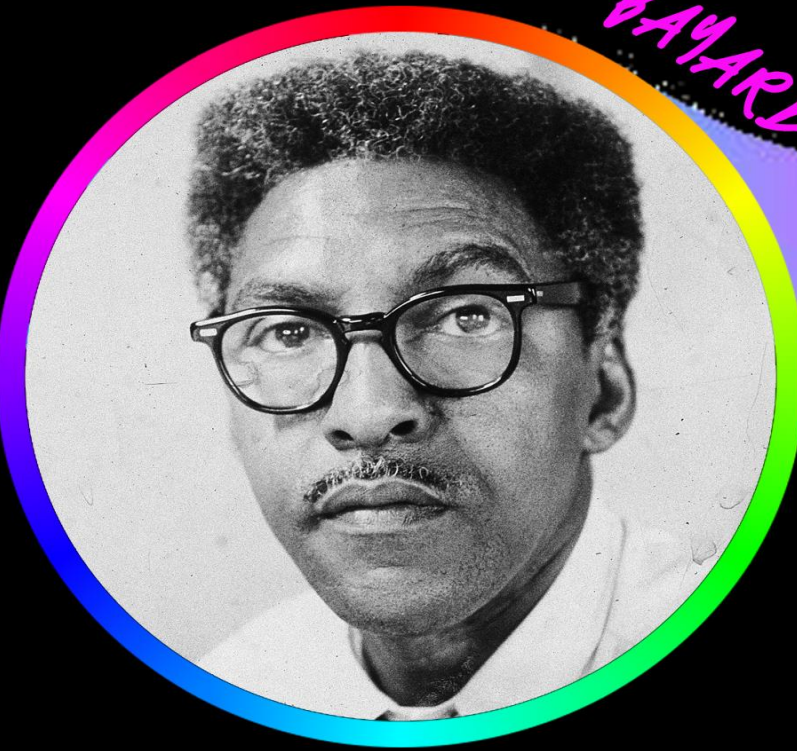
”

Elie Wiesel



Rustin was a close friend of MLK Jr and helped to organise the March on Washington. As an openly gay civil rights activist, Rustin never received the credit for the role he played, lest his sexuality was used against the movement

"LET US BE ENRAGED BY INJUSTICE BUT LET US NOT BE DESTROYED BY IT." VIVERRA MAECENAS ACCUMSAN LACUS VEL FACILISIS.



BAYARD

"AS LONG AS SHE THINKS OF A MAN, NO ONE OBJECTS TO A WOMAN THINKING."



VIRGINIA WOOLF

Bisexual feminist author, Woolf was famed for her affair with writer Vita Sackville. Woolf's writing was often discourse on social norms, as with her novel, Orlando; an exploration of sexuality and gender

"AS LONG AS WE ARE LIVING IN A CULTURE WHERE ONE HAS TO PROVE THEIR WOMANHOOD OR MANHOOD, WE ARE NOT LIVING IN A FREE CULTURE."



LAVERNE COX

Laverne Cox is an American actress and advocate for LGBTQ+. Cox is the first transgender person to be nominated for an acting Primetime Emmy Award and was awarded an honorary doctorate for her exemplary work in the fight for gender equality.

4 True Athletes

Craig MacLennan (S6)



It is highly important that people feel included and are able to be themselves. There has been significant progress within in society, particularly with the creation of the Equality Act 2010 which means that people can't be discriminated against because of their sexuality or gender at work. We also have seen public figures openly discussing their sexuality in the media. What we don't often see however is the hidden discrimination, especially in sports as many athletes feel that they can't be true to themselves because of continued high levels of

This can lead to a significant problems especially with young children and adults who participate in sport seriously yet are having poor mental health because they feel as though they must hide who they really are – their true identity. I am writing this article, not to only highlight the problem and how detrimental it is but to also highlight that people have competed at the top of their sport and are still able to be who they are, we must promote this more in school and in our wider society.

Josh Cavallo is a 22-year-old Australian soccer player who plays for Adelaide FC and he came out in October 2021 on his Instagram. This propelled him into the spotlight as hundreds of thousands of people flocked to give him love and support and to drown out any hate he received. Since his coming out Cavallo has been able to play the sport he loves while being the person he is and many fans have shown there support with rainbow flags and banners, however it has not all been positive as some fans have taken to shouting homophobic slurs when Cavallo missed a goal or pass. This has revealed that even though in 2022 groups of people continue to have prejudice attitudes towards LGBTQ+ people. However many high profile football clubs have come out in support of Cavallo, and his move shows younger queer footballers that even though you feel that there is little support many top teams do in fact support you.

Nicola Adams is another very high profile athlete who has come out. Nicola who is 39 started boxing when she was 13, having major success in the junior categories and being the first female to represent England in boxing over the years she won many silver and golds in the Europe championships & world championships. Yet for many years

Adams struggled to continue boxing as female boxing was not funded by the IOC (International Olympic Committee) but that all changed in 2009. Because she now had funding and could stop working as an extra on Eastenders she was able to focus more time on boxing which allowed her to push for the 2012 summer Olympics and before the games Adams was placed on the BBCs 'top 6 to watch out for at the summer games' list. Adams was able to achieve all of this while being open about her sexuality which gave her the title of the most influential LGBTQ+ person in Britain.

In conclusion, I hope this article has demonstrated that even though it may be scary; the thought of doing something you love but having to hide your true self and not be able to express yourself for who you really are, there are examples sporting figures who have done the opposite and have embraced themselves and have still been able to do what they love.

So my final message is this: love who you are and be who you want to be but most importantly follow your dreams and don't let anyone stop you.

“

I've been embraced by a new community. That's what happens when you're finally honest about who you are; you find others like you.

- Chaz Bono

”

SEXUAL IDENTITY FLAGS



The LGBT pride flag was designed by San Francisco artist **Gilbert Baker** in 1978, originally comprised of eight stripes that each had a different meaning.

pink for sexuality, red for life, orange for healing, yellow for sun, green for nature, blue for art, indigo for harmony, and violet for spirit.

On the 8th March, International Women's Day was widely celebrated around the world. As a society we take that day to celebrate women throughout the generations who, through their historic accomplishments, have been inspirations to us all. Let's just take some time to reflect on just a few of the women who have changed our world for the better.

Harriet Tubman. An incredibly famous American Abolitionist. She was born around 1820 in Dorchester County, Maryland, into slavery. When she was around five or six, she worked as a house servant and seven years later she was sent to work on the fields. She became free from slavery in 1840 where she became a conductor of *The Underground Railroad*: the resistance that transported slaves in the Southern states of America to freedom. Historians have estimated that she enabled around 70 slaves to be freed through *The Underground Railroad*. Tubman had even said herself,

Mary Seacole. Known as one of the most memorable nurses in history. She was born over 200 years ago in Jamaica where as a young child, her interest in medicine began when she was first taught medicine by her mother. Seacole spent a lot of her life travelling the world practising medicine, with the main places she went being London, the Bahamas and Cuba. In the 1850's she nursed many patients suffering from the cholera epidemic. From 1853-1856, she served as an army nurse during the Crimean War where she sometimes visited the battlefield herself to nurse wounded soldiers. She took significant risks in attending to soldiers on the open battleground

that should be commemorated. She died in 1881 in Kensal Green, London, where subsequently *The Mary Seacole Trust* was set up. They are dedicated to educating people on Seacole's life, her work and achievements.

Michelle Obama. I think we all know who she is. It is no surprise that I'm writing about her. She was born in 1964 in Chicago, Illinois. She studied as a lawyer at Princeton University, then went on to get a Junior Doctor's degree at Harvard Law School. In 2008 she became the first African-American First Lady to serve in the White House.

5 | International Women's Day

Fiona Mackintosh (S6)



As First Lady, she became an advocate for poverty, healthy eating, education and nutrition awareness. Furthermore, she is also a part of the *Girls Opportunity Alliance*, set up by the *Obama Foundation*, who help to inspire adolescent girls through education so that they can achieve their full potential.

"When girls are educated, their countries become stronger and more prosperous."

After stepping down from First Lady in 2017, she remains a role model for women and young girls across the world. We also can't forget that she is

There are many other women who are doing phenomenal work around the world to make it a better place and act as inspirations to us all. The fact is this: practically half the population are women. Our achievements deserve to be celebrated, no matter how big or small.

Hopefully one day, we can pick up the previous generations' work and become the next generation of life-changing activists. And perhaps, we can inspire future generations of women to do great things, to make a historic difference, strive to gain equality and make the world a better place.

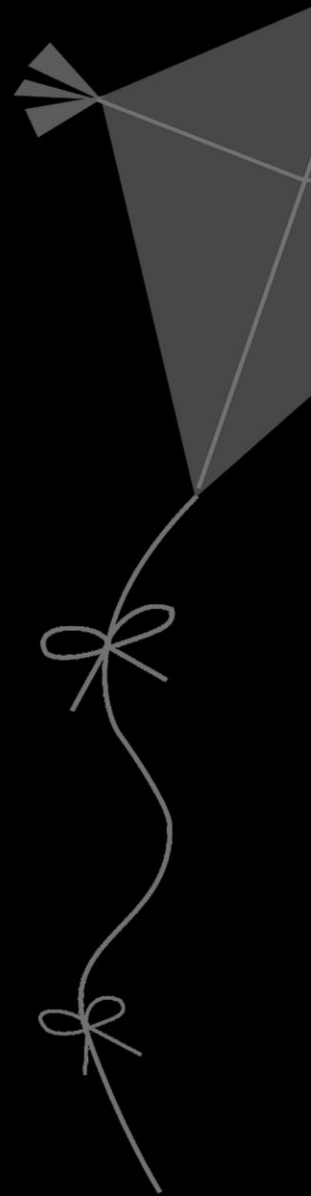


METAPHOR POEM

(IN THE STYLE OF JOHN AGARD)

I WANNA BE YOURS
LET ME BE YOUR LIGHTER
TO SEE YOU IN THE DARK
LET ME BE YOUR BRIDGE
YOU CAN BE THE ARC
I WANNA BE YOURS

LET ME BE YOUR OWL
THE MESSENGER OF NIGHT
LET ME BE THE WIND
AND YOU CAN BE THE KITE
I WANNA BE YOURS



The following creative writing pieces have been created by Culloden Academy pupils who wish to remain anonymous.

DOES SOCIETY NEED TO MAN UP?

As a girl myself I feel like our mental health is talked about more than men. Sadly this is true and I feel like this needs to change.

I originally perceived men as strong role models like James Bond, Muhammad Ali and Neil Armstrong. Boys are told to act like these people and are not encouraged to show their more sensitive and emotional side. Sometimes things happen in people's lives that can cause trauma and make them feel scared, sad and sensitive. We see many more girls talk about this but not as many men. Looking through history, we presented men as more superior to women; but most recently, mental health has been seen as a more feminine problem. This is not the case because men also have these problems as well.

The first area we must look at when regarding to men's mental health is the impact that it has on them. Three out of every four suicides are men. This coupled with the high homeless rate. Forty percent of men do not want to talk about their mental health, especially men that are sadly on the streets and have no one to talk to. We need to help these people on the streets and do things like support groups just for men because most of the time men don't want to appear weak if they are struggling with something. But if they see other men that are feeling similar to them or are struggling they could feel more safe to open up about their feelings. Most men don't realise that talking to someone about their mental health could really help them and impact their mental living style. Talking to people about mental health is proven to uplift your attitude and not feel as isolated in your own body, this is why we need to help those vulnerable men.

One thing that is seen in more women than men is that you see way more plus size women in the model industry. We see this as any shape, any size is beautiful. But when was the last time that you saw a 'regular' man in the model industry? You're right we never see them even though they are appealing to look at, it's not real and can cause some serious confidence issues. I consider this a very large effect on men's mental health and can lead to far more resulting issues. For example 4 in 10 men have eating disorders that are caused by the way men are meant to look. They can not have fat, just abs, they cannot have skinny arms, they need to be muscular. This doesn't help the situation of men's mental health. Men are encouraged to have unachievable bodies this leads to body dysmorphia. This results in more men abusing artificial steroids/drugs which has a very big impact on their bodies. We should start showing realistic men in the model industry to show that the body you have is beautiful and it doesn't need to be skinny and strong.

Men have nowhere to go because they don't want to be seen as a burden to anyone. Most men do not want to talk about their mental health with people like GP's and therapists because they feel they won't be taken seriously. This is resulting in men turning to harmful substances such as alcohol and drugs instead of talking to their friends and family. In relation, this has caused 90% of men to not be given any help or treatments to help cope with their mental health. For example, when was the last time you saw an advert aimed at male mental health?

That's correct we don't see a lot of them and this could become another issue why they do not want the help they desperately long for. More than half of UK males aged 18-34 think negative male representation in advertising does real physiological damage. Sports personalities should try to advertise and show that it is ok not to be ok. They can talk about their experiences and their issues because it would be very beneficial. Schools should encourage boys to start talking to teachers about issues that affect them. I believe that having more safe places like school and sports clubs talking about mental health would be very beneficial to young boys.

Our country is one of the wealthiest countries in the world so why can't we spend our money wisely and help men with their mental health. We need to act now so we can help men have a more healthy and positive mind set.

In conclusion, this is why I think that men's mental health should be talked about and researched more as it is not seen as major as women's mental health. Are things going to get worse before they get better? Will we be able to help everyone? Will society be able to man up?

MENTAL HEALTH MATTERS!

Help lines

<https://www.safeline.org.uk/mens-mental-health-a-silent-crisis/>

<https://www.nhs.uk/mental-health/conditions/clinical-depression/support-groups/>

Bibliography

<https://jamiuk.org/men-and-mental-health/>

<https://www.menshealth.com/uk/mental-strength/a32401604/mental-health-myths/>

<https://www.mentalhealth.org.uk/a-to-z/m/men-and-mental-health>

Wrong Size, Wrong Colour

How do you imagine a ballet dancer?

I'm guessing you didn't picture a short or overweight dancer? Or dare I say it - a black dancer!

In a history spanning 75 years, never had The American Ballet Theatre had a black female principal dancer until 2015. Even today, only 10% of professional dancers are black or African American.

Looking back over the history of ballet, 19th-century ballerinas were very different from the stereotypical figure we see today. Back then dancers came in all shapes and sizes, in fact, curvy women were preferred, they were not expected to have long legs or toned bodies. Costumes were not made tight-fitting like today's leotards and dance was more about telling a story and the joy of the dance, not how the dancers on stage looked. However, not surprisingly black dancers were very uncommon.

For example, look at the traditional costumes and outfits we think of, peach-coloured ballet slippers, nude-coloured tights, white powdered bodies. White skin is not just the norm but the uniform.

As we look at 20th-century ballet we started to see a specific 'look' for ballet dancers, this was due to George Balanchine who was one of the most influential choreographers of his time. It's due to Balanchine the stereotypical ballerina has a slimmer frame, long legs, and an athletic build. He would then create roles for dancers of a shorter or fuller figure but again very few black dancers and certainly not as the principal dancer - these roles would most certainly be given to those with the ideal body type.

Another thing that George Balanchine was responsible for, was males in ballet. He came up with the idea that males and females could dance together, it then became important for ballerinas to be light weighted and of smaller stature so that their partners in a pas de deux (a partnered dance) could easily carry them.

As I have previously mentioned, only 10% of today's professional dancers are black or African American. At present, out of 64 dancers within the English Ballet company, there are only 2 who are black.

A big name in the world of ballet just now is Misty Copeland, she highlighted the comparison between black and white dancers and is proactively raising awareness. Misty was sixteen when she saw a black ballerina on a magazine cover for the first time. The experience emboldened Misty and told her that she wasn't alone—and her dream wasn't impossible.

She has written many books but one specifically highlights the issue of racism in ballet, it is called 'Black Ballerinas: My Journey to Our Legacy'. Misty Copeland talks about women who made their own success possible by pushing back against stereotypes and racism with their talent and determination. Misty Copeland was the first African American to become principal dancer with the American Ballet Company.

So, is there really a wrong size and wrong colour or is it just all in our heads? Surely, anyone who wants to dance - should be able to? We see many footballers of different race, multinational runners.. so why not in ballet? Why should someone be disadvantaged and excluded because of their race? Let's follow Misty's lead, let's make dance available to all, regardless of race, size or gender.

As Martha Graham (American dancer and worldwide choreographer) once said - *'dance is the hidden language of the soul'*.



Autumn Leaves

Every morning I walk to the cafe for my morning latte, my favourite classical guitar piece is humming through my earphones. The soothing melody relaxes me until I'm snapped back to reality by a crisp autumn breeze as the door is pushed open. Then I see him and my heart soars. I don't know why I'm always surprised when he shows up, as he does it every day just like me. He shoots me a warm smile and slinks his way through the crowd to sit with me. I don't think he notices the blush in my cheeks, which are usually burning like infernos by this point. He always asks about the classes we have that day or if we have any assignments due soon. My answer is always the same that he should pay more attention in class.

As we walk to our geography lecture, the wind makes his thick mop of ebony hair dance like the leaves, so random and uncalculated, I can't help but stare. That's when the thoughts of telling him come in floods, but they're not alone. I can always hear a voice, like my own but laced in malice "why would he like you? He knows he could do so much better. You know you're wasting your time!" They always keep me from revealing my feelings.

"Don't you just love this time of year?"

The question snaps me back to reality.

"Yeah, the leaves are always so beautiful especially when they line paths and streets."

He never ceases to amaze me with what he can drag out with just a simple question.

"I always loved the way they would fall so carefree, as if they just go with the wind."

I can see the childlike wonder in his eyes as he watches the amber leaves cascade down from above showering around us. One manages to balance on the tip of my nose. He leans over and blows it from my face, his breath smelling like coffee and cinnamon. My face burns as I blush profusely. We soon realise that we have little time to get to our lecture. We joke that Mr Andrews will lecture us with his boring, monotonous voice. We speed up which was a mistake on my part as I trip on a tree root and rip my jeans.

"Are you ok?"

The concern in his voice is slightly comforting as he helps me to my feet. For only a moment we stand there, gazing into each other's eyes.

A flutter of wings causes an avalanche of leaves to fall around us drenching us with the morning dew still on the leaves. We continue to walk, discussing our current assignment which it turns out neither of us had done any work for. "Do you want to come over later?" He asks. My heart skips a beat.

"To work on our projects?"

My heart rate began to quicken, "S-sure" I stutter as I walk straight into the door. My face burns with embarrassment as he opens it chuckling. We continue walking, chatting meaningless chatter, as a thought forms in my brain as we walk to class. Why did he invite me to his house? He's so much smarter than me, how can I help him? I push this to the back of my mind for the time being. We come up to the lecture theatre. He stops me just as I'm about to open the door. "Well I guess we can talk after the lecture. But here, I'll give you my number just in case we don't get the chance to."

"Yeah, ok I guess we might not get the chance."

The lecture was short and quick, our lecturer was always short, sharp and straight to the point leading to our lecture usually ending early. Although the lecture was quick my thoughts always found their way back to the leaves in the avenue and how close Jackson's face was to mine with leaves enveloping us almost willing something to happen. As I leave the lecture theatre, I meet Jackson but he tells me he needs to rush home for something but says that he'll meet me in the avenue in half an hour.

I arrive at the avenue earlier than we had agreed, so I decided to use this extra time as an opportunity to prepare what I wanted to tell him, as I wanted to finally tell him how I felt. I see him crunching through the limp leaves lining the path, the bobble on the top of his hat bouncing like a buoy in the sea. He bounds towards me with a smile, his cheeks were slightly rosy, breath forming like perfectly fluffy clouds in front of him through his scarf. He sported a pair of horn rimmed glasses that I had never seen him wearing before. As we walk we pluck ideas off the top of our heads and bouncing them off each other.

"You know Jacks, there's been something I've been meaning to ask you."

"Yeah? Go ahead." He replied uncertainty in his voice

"So I-I-I know you probably don't feel the same and I know that probably won't want to talk to me after I tell you this but I- " Jacks stops me half way through my sentence, brushing his hand against mine. He looks deeply into my eyes with his emerald gaze.

"Daniel." He says. "I fell for you like Autumn leaves fall from the trees, on the first day I set my eyes on you in that cafe."

Breaking Free

By Callum MacBean





Freedom

By Nicole Lawless



Stonewall

Acceptance without exception



6 | Support Links & Information

Equalities Forum

We hope that you have enjoyed reading our second edition of the Equalities Bi-Monthly magazine and we look forward to hearing your thoughts and suggestions.

As we noted in our welcome message we want to use this magazine as a way of supporting pupils, staff and parents, please find useful links to websites of support, our next issue will be available in May/June and will be our last edition of this academic session.

The Rights Respecting Schools Award

<https://www.unicef.org.uk/rightsrespecting-schools/about-us-new/>

LGBT+ (Local Support)

<https://highlandpride.org/>

LGBT+ (National Support)

<https://www.lgbtyouth.org.uk/>

<https://www.stonewallscotland.org.uk/>

<https://mermaidsuk.org.uk/about-us/>

Support using pronouns

<https://www.nytimes.com/2021/04/08/style/neopronouns-nonbinary-explainer.html>



Equalities Bi-Monthly Magazine

If you are interested in joining the Equalities Forum or wish to be involved in the Bi-Monthly Magazine please contact us on the email below or speak to one of the teaching staff.

Equalities.Forum@cullodenacademy.org.uk