



**GAY RELATIONSHIPS**

# **THE CHAPPY REPORT UK 2018**

**THERE SHOULDN'T  
BE A COST TO BEING  
YOURSELF**

**STAYBRAVE**

**involve**  
the inclusion people



# KEY FINDINGS

This report was commissioned to examine the themes of discrimination highlighted in our Chappy Pledge campaign. We spoke with over 500 gay and bisexual British men, this report evaluates their responses.

## WORKPLACE DISCRIMINATION

WE DON'T REPORT WORKPLACE DISCRIMINATION

MOST UK INDUSTRIES ARE ACCEPTING OF LGBT+ PEOPLE

CONSTRUCTION IS AMONG THE UK INDUSTRIES PERCEIVED TO BE THE MOST HOMOPHOBIC



## RACE IN THE COMMUNITY

A PERCENTAGE OF WHITE MEN WITHIN THE COMMUNITY FEEL  
THEY HAVE BEEN RACIALLY DISCRIMINATED AGAINST

MOST BAME MEN HAVE EXPERIENCED RACISM WITHIN THE COMMUNITY

MOST GAY MEN ARE OPEN TO DATING OUTSIDE OF THEIR OWN RACE



## DOMESTIC ABUSE IN THE COMMUNITY

FINANCIAL ABUSE IS AMONG THE LEADING TYPES OF DOMESTIC ABUSE

MOST GAY MEN HAVE NOT BEEN A VICTIM OF PHYSICAL DOMESTIC VIOLENCE

RESOURCES FOR LGBT+ VICTIMS OF DOMESTIC ABUSE ARE SCARCE

### Chappy Report 2018, Methodology

The Chappy Report 2018 examines some of the issues facing British gay men in society today. They range from community seeded barriers and the structural inequalities that statistically affect members of the gay community. Chappy worked with Survation and UK Government Policy Advisor, Babatunde Williams, to collate the data by surveying 518 gay men from across the country. Chappy and Survation asked 50, multiple-choice questions to British gay men aged 18+ via a targeted online survey.

The findings were then presented to two pre-vetted focus groups comprised of diverse gay men, allowing Chappy to further explore the realities and opinions on the data. Chappy went on to work with organisations such as Stay Brave, myGwork and Involve to interpret and distribute the results. The Chappy Report, 2018 constructively spotlights barriers to change, especially those that are underpinned by an exposure to stigma. *Survation is a member of the British Polling Council and abides by its rules on transparency and disclosure.*

# A LETTER TO THE COMMUNITY

We no longer live under Section 28 – a Conservative Party law passed on 24th May 1988, which stated that UK local authorities *"shall not intentionally promote homosexuality or publish material with the intention of promoting homosexuality" or "promote the teaching in any maintained school of the acceptability of homosexuality as a pretended family relationship"*.

We now have marriage equality. The laws of Britain enshrine our right to be equal. Love is no longer a criminal offence – and in much of Britain, it is no longer shrouded in stigma. But as our LGBTQ+ community continues to make great strides forward, challenges remain.

Some are self-limiting. Many are institutional. Amongst them are age-old conversations, such as workplace discrimination, self-acceptance and social anxiety. However, hidden deeper in the underbelly of our community are the problems of domestic violence, ableism and racism. It would be wrong – IMMORAL – to not take our place within the movements that are still shaping our community for the better.

We also know that we could not exist and thrive without the work of previous generations of gay and bisexual men. We're able to facilitate matches because others marched. We can now initiate dates because others lobbied. We can marry because others fought and dedicated their lives for changes in legislation. Things that seem so simple and natural now, happen because those that came before refused to accept that there shouldn't be a tax on being different.

Despite our previous victories, we issue this report to spotlight the discrimination that is still prevalent in Britain today. At Chappy, we wished to better understand how it is to live in Britain as a gay or bisexual man. Some of the stories aren't easy reading. But we refuse to shirk the difficult topics. Ultimately, we believe that the price for being gay or bi-sexual needn't be higher rates of depression, self-harm, domestic abuse or workplace victimisation.

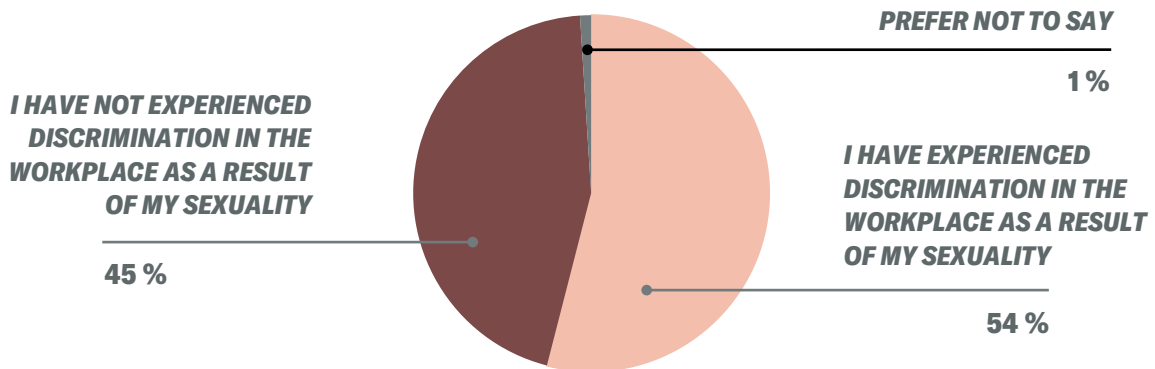
Team Chappy

# WORKPLACE DISCRIMINATION

Our research found that members of the gay community view various industries as inherently and structurally homophobic. When people view whole industries as unfriendly to who they are, for reasons varying from a lack of obvious representation — all the way to open hostility, they are highly likely to withdraw. This in turn creates further challenges and industries free of LGBT+ people, which isn't good for anyone and only segregates the capable away from workplaces they otherwise could have thrived in.

**"I CAN'T SPEND TIME IN PLACES I WOULD LIKE TO GO BECAUSE I AM WORRIED THAT THEY WON'T BE GAY FRIENDLY."**  
— ANONYMOUS

## WHICH OF THESE STATEMENTS IS CLOSEST TO YOUR EXPERIENCE?



Gay men felt especially uncomfortable and unwelcome within manufacturing, sport and construction. These were industries that our focus groups concluded were the least likely to have an open culture in regards to sexuality in the workplace. Further to this, several people asked, "What is attractive about an industry where you see no one like you?"

It was therefore initially surprising that whilst 66% of industries were considered to be on a spectrum from homophobic to neutral towards the gay community, a high number (68%) of respondents still felt comfortable talking to their fellow employees about their sexuality. Following our field research, we found that this is likely due to gay men predominantly congregating in areas that are 'gay friendly'. This finding was later confirmed in our focus groups.

**"WHEN I COMPLAINED, NOTHING WAS DONE. I WAS JUST TOLD, 'IT'S OUR CULTURE, ACCEPT IT.'"**  
— ANONYMOUS

Based on a conversation with Pierre Gaubert, Co-Founder & CEO, myGwork, data shows that the first step to creating gay friendly workspaces is the encouragement of environments where people are willing and allowed to talk about sexuality. Like most attempts at increased workplace diversity, the benefits go beyond meeting inclusivity targets.

**AT THE UNIVERSITY OF CALIFORNIA THEY FOUND THAT BEING AN ORGANISATION OPEN TO TALKING ABOUT SEXUALITY NOT ONLY HAS A HIGH CORRELATION WITH LGBT+ SUPPORTIVE WORKFORCE POLICIES BUT ALSO:**

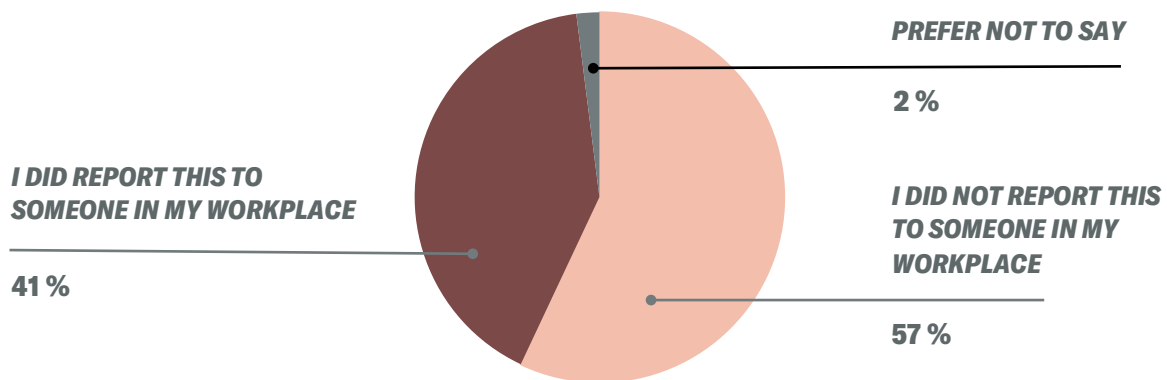
**01. BETTER HEALTH OUTCOMES FOR STAFF**

**02. HAPPIER WORKSPACES**

**03. INCREASED PRODUCTIVITY**

**04. HIGHER BUSINESS PROFITABILITY**

## WHEN AN INCIDENT HAPPENED IN THE WORKPLACE DID YOU REPORT IT?



### UK INDUSTRIES PERCEIVED TO BE THE MOST HOMOPHOBIC:

- 1 MANUFACTURING
- 2 SPORT
- 3 CONSTRUCTION

#### CASE STUDY

*At INvolve, we know that people perform best when they can be their true selves. Hiding who you are at work takes up energy that could be utilised in other ways – resulting in a less productive workforce. Our recent research shows that firms with the most developed diversity policies are 15% more likely to financially outperform those without. It also shows that £2bn is lost from the UK economy as a result of sexual orientation discrimination.*

*When companies foster an inclusive culture, allowing people to bring their full selves to work, both the business and individuals are able to flourish, progress and succeed. We have made progress both in and out of the workplace in recent years, but we can't get complacent. Discrimination of all forms must be stamped out, and we all have a part to play in that.*

**Suki Sandhu,**  
Founder and CEO, INvolve

*INvolve is a membership organisation championing inclusion in business.*  
[www.involvepeople.org](http://www.involvepeople.org)

**“Our recent research shows that firms with the most developed diversity policies are 15% more likely to financially outperform those without.”**

**involve**  
the inclusion people

## DISCRIMINATION IN THE WORKPLACE CHAPPY'S RESPONSIBILITY

Throughout 2019 Chappy will be working with organisations, such as the Institute of Directors (IoD), to understand how businesses can begin to talk about sexuality in fun, yet sensitive ways. The IoD covers several thousand British businesses across all industries and this relationship represents an opportunity to make lasting changes as to how people talk about sexuality in the workplace. Watch this space.

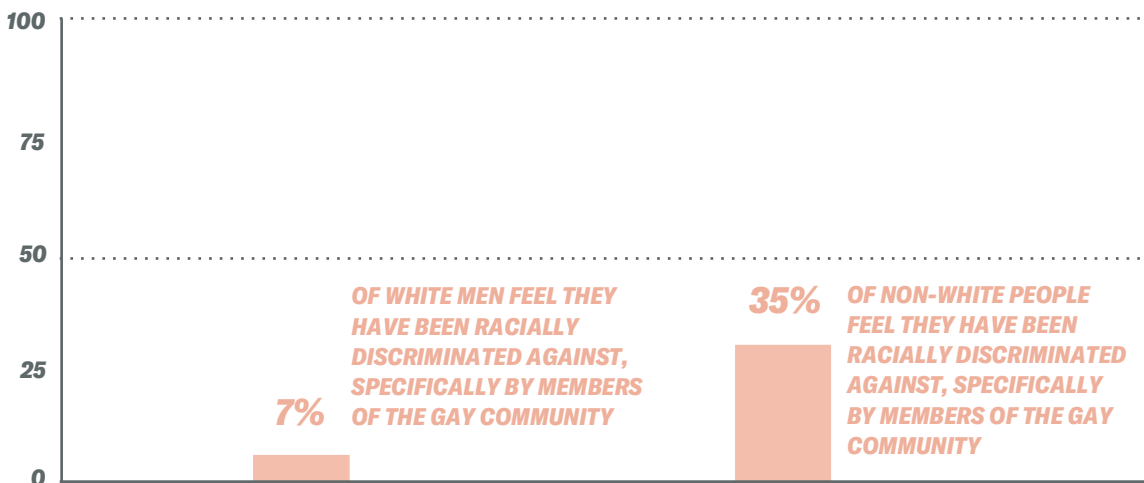
# RACE IN THE GAY COMMUNITY

84.4% of gay men that were surveyed stated that they had never been discriminated against because of their race within the gay community. This initially positive figure masks the racism that is faced by ethnic-minority gays when you break the data down by demography. A significant proportion of BAME men feel that they have been racially discriminated against by other members of the gay community.

BAME gay men are five times as likely to be racially discriminated against by other gay men as their white counterparts. Non-white men in our focus groups had all experienced racism within the gay community – some of it appallingly confrontational. The fear of racism can often lead BAME gay men to only interact with other ethnic minority groups within the gay community.

**“‘NO ASIANS, NO BLACKS!’ DATING APPS HAVE PROVEN TO BE COLD, LONELY AND SOUL DESTROYING.”**  
— FAT TONY

## HAVE YOU EVER BEEN RACIALLY DISCRIMINATED AGAINST?



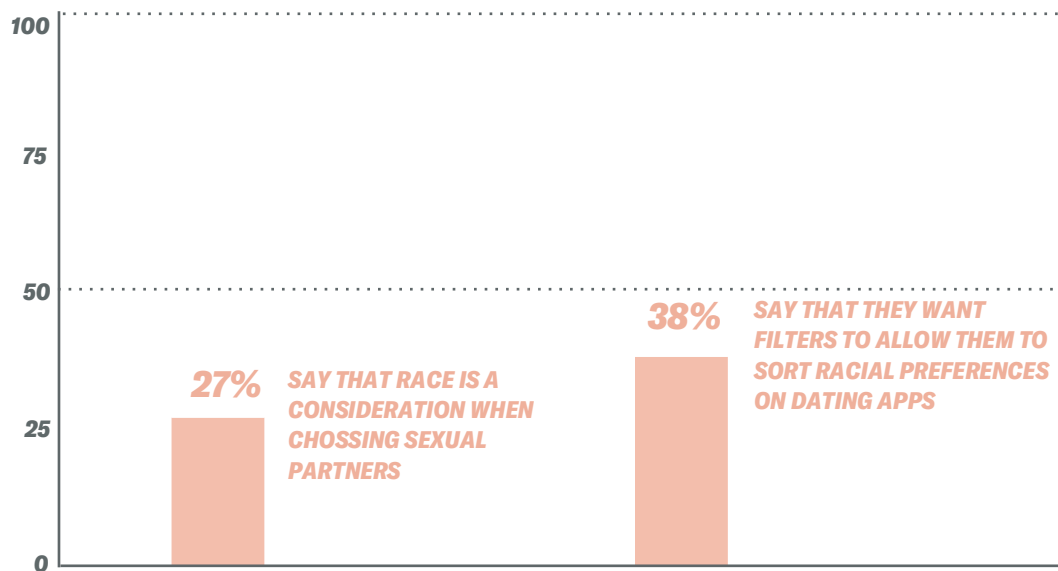
Whilst we are sympathetic to the experiences that may lead to the self-segregation of those who have been discriminated against, at Chappy we don't believe that it's a sustainable solution – we believe in true diversity.

**“I'VE FOUND THAT WHITE GAY MEN ARE LIKELY TO BE RACIST ON DATING APPS. I'D LIKE TO FILTER WHITE PEOPLE OUT OF MY SEARCHES – AS PROTECTION.”**  
— ANONYMOUS

“Dating can be intimidating. It is Chappy's responsibility to create an environment that is safe and fun, not rude and abusive. The ‘Don't be a D!ck’ campaign is a call to arms, not just to the gay community, but the dating community as a whole. Chappy wants to mobilise positivity and respect, to create a space that is respectful to everyone. The Chappy Pledge is a two-way promise, we ask that people on Chappy be respectful to each other and in return - Chappy will weed out online abuse.”  
Sam Dumas, Co-Founder, Chappy.

**11.3% OF THE RESPONDENTS IN THE CHAPPY REPORT WERE PEOPLE OF COLOUR, MIRRORING THE RACIAL DEMOGRAPHIC OF THE UK, WITH 9% SAYING THAT THEY HAD BEEN RACIALLY DISCRIMINATED AGAINST.**

## RACE AND DATING ONLINE



### CASE STUDY

*Under the guise of “preferences”, some feel comfortable being overtly racist towards BAME people. Phrases like “no blacks, no fems, no Asians” have become the new norm. These survey results from Chappy aren’t surprising, but they help to quantify the problem, showing that over a third of BAME gay men surveyed have experienced discrimination. That this figure is five times higher than their white counterparts makes for sobering reading and can hopefully help those who aren’t aware, understand just how endemic this problem is.*

*These attitudes aren’t isolated online. A significant number of POC now choose to separate themselves from mainstream gay culture for fear of experiencing the same discrimination and hostility seen online. It leads to a self-reinforcing cycle of exclusion and invisibility. That’s why it is encouraging to see the proactive and data driven approach Chappy is undertaking to tackle racism in the gay community.*

**Ozzy Amir,**  
**Founder, The BAME LGBT Charity**

*The BAME LGBT Charity strives to empower and celebrate queer people of colour in the UK.*  
[www.bame.lgbt](http://www.bame.lgbt)

**“A significant number of POC now choose to separate themselves from mainstream gay culture for fear of experiencing the same discrimination and hostility seen online.”**



## RACE IN THE GAY COMMUNITY CHAPPY’S RESPONSIBILITY

We understand the impact that prior experiences may have had on our people on our app. We don’t allow anyone on Chappy to filter on the basis of race. We believe that our app should be an inclusive space, and where men on Chappy fall short of being welcoming to others via racism, we ban them. No second chances. No debate. As a community that has experienced, and continues to experience discrimination, we should be proactive in our attempts to undermine those who exhibit attitudes that are alien to the open society that we wish to build.

# DOMESTIC ABUSE IN THE GAY COMMUNITY

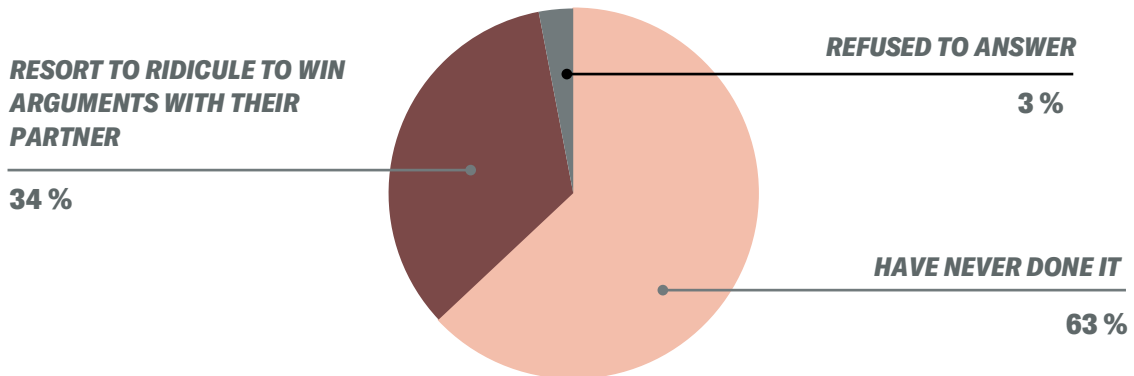
The End the Fear Project found that one in four gay and bisexual men have experienced domestic abuse from a same sex partner. Chappy's findings were not too dissimilar, with 22% of respondents saying that they had experienced intimate partner violence.

As with heterosexual couples, this statistic is highly likely to be underreported, with people feeling a level of discomfort with admitting or even failing to comprehend that they are survivors of an abusive relationship. The challenge begins with recognising intimate partner abuse.

Many people are familiar with physical abuse, but the nature of domestic abuse that affects men in same-sex relationships is less publicised. For instance, the forcible outing of a partner to a homophobic family can cause isolation and further dependence on the instigating party; this is abuse. The utilisation of financial resources and power to direct the actions of a younger partner against their will; this is abuse.

***"I DON'T KNOW WHAT SUPPORT MECHANISMS THERE ARE IN THE COMMUNITY FOR ME IF I EXPERIENCE ABUSE. WE NEED TO BE MORE PROACTIVE LIKE WOMEN'S GROUPS."***  
— CHRISTIAN, 26

## WHEN HAVE YOU USED VERBAL ABUSE?



With social housing stock already under pressure, domestic violence refuges for the gay community are few and far between. The resources that direct people towards the necessary help aren't well known either.

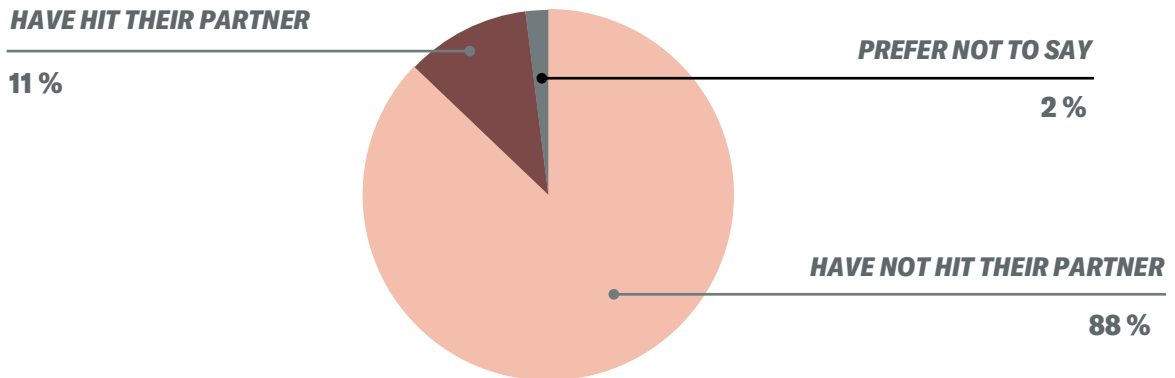
We also know that those who are suffering from mental health disorders are around 250% more likely to enter abusive relationships. Our research found that gay men are nearly twice as likely to suffer from a mental health disorder as the national average for men, meaning that intimate partner violence could be an entrenched challenge for the gay community.

***"HAVE YOU EVER HIT A PARTNER WAS ASKED IN ISOLATION. I ANSWERED "YES," BUT I COULDN'T ADD THAT IT HAPPENED ONCE AND ONLY AFTER MY PARTNER HAD PUNCHED ME 13 TIMES."***  
— ANONYMOUS

**THOSE SUFFERING FROM MENTAL HEALTH ISSUES ARE AROUND 250% MORE LIKELY TO ENTER ABUSIVE RELATIONSHIPS. GAY MEN ARE TWICE AS LIKELY TO LIVE WITH MENTAL HEALTH ISSUES THEN THEIR STRAIGHT COUNTERPARTS.**



## WHEN HAVE YOU USED PHYSICAL ABUSE?



## LEADING TYPES OF DOMESTIC ABUSE ACCORDING TO THE SOCIAL CARE INSTITUTE FOR EXCELLENCE:

01. PSYCHOLOGICAL 02. PYHISCAL 03. SEXUAL 04. FINANCIAL 05. EMOTIONAL

### CASE STUDY

*Domestic Abuse is one of the most common and most dangerous crimes there is. Its a crime that is endured and too often under or not reported - cultivating a sense of fear and shame for its victims.*

*It can affect anyone, including those in the LGBTQ communities. Stonewall's study into Gay & Bisexual Men's Health found that half of gay and bisexual men have experienced domestic abuse from a family member or partner. Also, more than a third of gay and bisexual men have experienced at least one incident of domestic abuse in a relationship.*

*Chappy's findings are not dissimilar - with a significant figure of respondents stating that help for those in the LGBTQ community being few and often hard to find. It's important that we find a way to support victims and let them know that help is available.*

**Alexander J. Morgan FRSA**  
**Chief Executive, Stay Brave**

*Stay Brave is an organisation determined to not give up until all survivors of rape, abuse and intimate violation, have the help they need and the respect they deserve.*  
[www.staybrave.org.uk](http://www.staybrave.org.uk)

**“More than a third of gay and bisexual men have experienced at least one incident of domestic abuse in a relationship.”**

**STAYBRAVE**

## DOMESTIC VIOLENCE IN THE GAY COMMUNITY CHAPPY'S RESPONSIBILITY

Our focus groups told us that a lack of awareness is the leading challenge that they would have in reporting or finding support for themselves or others who have been abused. Simply put, people don't know where to turn. At Chappy we wish to represent, through the way in which we do business, the direction in which the gay community moves towards creating ever more open, safe and inclusive spaces and lives.

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