

\*\*All personal information including names, email addresses, initials, identifying pronouns or salutations has been redacted.\*\*

## 1. Document #6 - Minutes from LGBTI Stakeholders Meeting 22 March 2023

### Attendees

#### **LGBTI Stakeholders**

[REDACTED] [REDACTED], Equality Network  
[REDACTED] [REDACTED], Scottish Trans  
[REDACTED] [REDACTED], Stonewall Scotland

#### **Scottish Government Officials**

#### **Apologies**

[REDACTED] [REDACTED], Stonewall Scotland  
[REDACTED] [REDACTED], Equality Network  
[REDACTED] [REDACTED], LGBT Health & Wellbeing

#### **SG officials provided updates which included:**

Ending Conversion Practices Bill Team

- The team gave an update on ongoing work and said they still hoped to launch the consultation this year. No decisions could be made until a new cabinet was appointed and this was likely to have implications on the date of introduction.

#### **Stakeholders updated on, and discussed:**

Equality Network

- They were working with the Scottish Government on conversion practices work.

Stonewall Scotland

- Stonewall were preparing for conversion practices work to advance and preparing for upcoming consultation.

## 2. Document #7 - Minutes from Meeting with LGBTI Stakeholders – 6 September 2023

### **Attendees**

[REDACTED] [REDACTED], Policy Coordinator, Equality Network  
[REDACTED] [REDACTED], Equality Network

### **Minutes**

1. [REDACTED] [REDACTED] noted the good content in the PfG but disappointment in the small reference to ending conversion practices and concern about a likely delay between the consultation and Bill introduction and lack of clarity on this timetable. [REDACTED] voiced concerns about a lack of communication and messaging with the LGBTI community (specifically survivors of conversion practices). [REDACTED] asked for some clarity on timescales and suggested that a direct message from the Minister to the survivors involved in the Expert Advisory Group would be beneficial.
2. Minister advised of overall timeline and noted the challenges of identifying exact dates for Bill introduction given the overall legislative programme. Highlighted that it is in everyone's best interests

for the Bill to be introduced sooner rather than later. Pointed to Cab Sec's recent engagement regarding the Bill in social justice comms.

3. [REDACTED] [REDACTED] highlighted that the PfG was the first time they had been made aware of when the public consultation would happen and therefore when the Bill is likely to be introduced (i.e it cannot be introduced in this parliamentary year). Added that [REDACTED] is concerned the Scottish Government will be reluctant to introduce a controversial Bill close to the 2026 Scottish election and that it would need to be early in the 24/25 session to avoid this.
4. Minister highlighted that delays to the public consultation have been a result of developing detailed proposals to be included to ensure the consultation is as clear and useful as possible.
5. Officials highlighted our commitment to engage with stakeholders via roundtable events during the consultation process.
6. [REDACTED] noted that the importance of getting the right contractors to analyse consultation responses. Important to use the consultation as a tool to gather cross-party support and share proposals.
7. [REDACTED] [REDACTED] highlighted that there will likely be an increase in exposure to traumatic material as conversion practices are in the media/public discourse and people realise that what they experiences was conversion practices. Noted the importance of the helpline being available throughout this time.
8. Minister concluded by recognising disappointment and commitment to keep dialogue open. Expressed hope that the commitment to ending conversion practices in PfG demonstrates that there is a still a strong commitment to this issue and one that she is personally committed to.

### **Follow-up Actions**

9. Officials will continue to engage with stakeholders and will specifically engage via roundtable events during the consultation process
10. Meeting to be arranged with Minister/Officials and Expert Advisory Group

### **3. Document #8 - Note of Meeting: LGBTI Stakeholder Introductions, Equality Network**

#### **Attendees**

[REDACTED] [REDACTED], Director, Equality Network

#### **Scottish Government**

Emma Roddick, Minister for Equalities, Migration and Refugees

#### **Main Discussion Points**

- [REDACTED] and the Minister agreed that media handling of the conversion practices work would have to be thoroughly considered. The Equality Network would be content for the Bill to take slightly longer to allow for thorough consideration.

### **4. Document #9 - Note of Meeting: LGBTI Stakeholder Introductions. 15 May 2023**

#### **Attendees**

[REDACTED] [REDACTED], Director of Nations, Stonewall Scotland

## Scottish Government

Emma Roddick, Minister for Equalities, Migration and Refugees  
[REDACTED], Minister for Equalities, Migration and Refugees Private Office  
[REDACTED], Strategic Lead for LGBTI Equality  
[REDACTED] [REDACTED], LGBTI Equality Team

## Introduction to Stonewall Scotland

- The Minister gave assurances that the consultation on ending conversion practices would be coming in the autumn and that it would be thorough. [REDACTED] suggested that there should be comms activity around this over the Pride season to reassure people.

## 5. Document #10 - Note of Meeting: LGBTI Stakeholder Introductions. 15 May 2023

### Attendees

[REDACTED] [REDACTED], Manager, Scottish Trans

## Scottish Government

Emma Roddick, Minister for Equalities, Migration and Refugees  
[REDACTED], Minister for Equalities, Migration and Refugees Private Office  
[REDACTED], Strategic Lead for LGBTI Equality  
[REDACTED] [REDACTED], LGBTI Equality Team

## Main Discussion Points

- Conversion practices and Human Rights

## Topic 3

- Conversion practices and Human Rights
- Key points raised in discussion included:
  - The ending conversion practices consultation should clearly define what is and is not meant by a conversion practice to help provide clarity in the public debate.
  - It is important to understand testimonies from people with lived experience to ensure the messaging is clear.

## 6. Document #11 - LGBTI Stakeholders Meeting 26 July 2023

### LGBTI Stakeholders

[REDACTED] [REDACTED], Equality Network  
[REDACTED] [REDACTED], Equality Network  
[REDACTED] [REDACTED], Scottish Trans  
[REDACTED] [REDACTED], Stonewall Scotland  
[REDACTED] [REDACTED], Stonewall Scotland

### Scottish Government (SG) Officials

[REDACTED] [REDACTED], LGBTI Equality Team  
[REDACTED] [REDACTED], LGBTI Equality Team  
[REDACTED] [REDACTED], LGBTI Equality Team  
[REDACTED] [REDACTED], LGBTI Equality Team  
[REDACTED] [REDACTED], Ending Conversion Practices Bill Team

## Note of Key Points and Actions

## Key Discussion Points

Minutes from the last meeting were discussed and amendments agreed.

### SG officials provided updates which included:

#### Ending Conversion Practices

- The commitment from Ministers remained a top priority however timings could not be shared at this point. Ministers would like to be specific about proposals in the consultation to avoid misinformation. Detailed work was ongoing and there would be engagement with the Green group soon as part of the Bute House Agreement.
- The Ending Conversion Practices Bill Team would arrange an opportunity to engage with LGBTI equality stakeholders to discuss the concerns of the LGBTI community.
- Members of the Expert Advisory Group, particularly those with lived experience, felt there has been a lack of engagement on this work and would appreciate the Bill team reaching out.
- Stonewall was concerned about not having a set timeline, particularly as the UK Government (UKG) had been perceived to be avoiding setting specific dates and have faced criticism. They were concerned parallels would be drawn between SG and UKG approaches if there was no consultation date published.

## 7. Document #12 - LGBTI Stakeholders Meeting 24 May

### Attendees

#### LGBTI Stakeholders

[REDACTED] [REDACTED], Equality Network  
[REDACTED] [REDACTED], Equality Network  
[REDACTED] [REDACTED], Equality Network  
[REDACTED] [REDACTED], Scottish Trans  
[REDACTED] [REDACTED], Stonewall Scotland

#### Scottish Government Officials

[REDACTED], Strategic Lead for LGBTI Equality  
[REDACTED] [REDACTED], LGBTI Equality Team  
[REDACTED] [REDACTED], LGBTI Equality Team  
[REDACTED] [REDACTED], LGBTI Equality Team  
[REDACTED] [REDACTED], Ending Conversion Practices Bill Team  
[REDACTED] [REDACTED], Ending Conversion Practices Bill Team

## Key Discussion Points

SG officials provided updates which included:

- Officials were not able to advise on the timelines for the Ending Conversion Practices Bill consultation yet. Officials would get in touch with participants of the Expert Advisory Group to give them an update on this work. Stakeholders felt it would be more meaningful if the consultation included more concrete draft provisions, rather than a policy position. [REDACTED]

## 8. Document #13 - LGBTI Equality Stakeholder Meeting Agenda – 27 September

No.	Item
1. [14:00]	
2. [14:05]	

3. [14:10]	
4. [14:25]	
5. [14:45]	Update from Ending Conversion Practices Bill Team (30 min)
6. [15:15]	
7. [15:55]	

**Attendees**

[REDACTED] [REDACTED], Equality Network  
 [REDACTED] [REDACTED], Equality Network  
 [REDACTED] [REDACTED], Stonewall Scotland  
 [REDACTED] [REDACTED], Stonewall Scotland  
 [REDACTED] [REDACTED], Scottish Trans

**Scottish Government Officials**

[REDACTED], LGBTI Equality Strategic Lead  
 [REDACTED] [REDACTED], Head of LGBTI Equality Team  
 [REDACTED] [REDACTED], LGBTI Equality Team  
 [REDACTED] [REDACTED], LGBTI Equality Team  
 [REDACTED] [REDACTED], LGBTI Equality Team  
 [REDACTED] [REDACTED], Ending Conversion Practices Bill Team  
 [REDACTED] [REDACTED], Ending Conversion Practices Bill Team

9. **Document #14 - LGBTI Equality Stakeholder Meeting, 22 March**

No.	Item
1. [14:30]	
2. [14:35]	
3. [14:40]	SG Update (10 min) <ul style="list-style-type: none"> <li>Ending Conversion Practices Bill Team</li> </ul>
4. [14:50]	
3. [15:10]	
6. [15:55]	

**Attendees**

**Stakeholder Organisations**

[REDACTED] [REDACTED], Equality Network  
 [REDACTED] [REDACTED], Stonewall Scotland  
 [REDACTED] [REDACTED], Scottish Trans

**Scottish Government Officials**

[REDACTED] [REDACTED], LGBTI Equality  
 [REDACTED] [REDACTED], LGBTI Equality  
 [REDACTED] [REDACTED], LGBTI Equality  
 [REDACTED], LGBTI Equality  
 [REDACTED] [REDACTED], LGBTI Equality  
 [REDACTED] [REDACTED], Ending Conversion Practices Bill

10. **Document #20 – Email from Bill Team to Equality Network**

**From:** [REDACTED] [REDACTED] <[REDACTED]@equality-network.org>

**Sent:** 16 January 2023 15:51

**To:** [REDACTED] [REDACTED] <[REDACTED].[REDACTED]@gov.scot>

**Cc:** [REDACTED] [REDACTED] <[REDACTED].[REDACTED]@gov.scot>; [REDACTED] [REDACTED] <[REDACTED].[REDACTED]2@gov.scot>; [REDACTED] [REDACTED] <[REDACTED].[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]>

**Subject:** RE: Evidence - Family setting

And:

<https://galop.org.uk/wp-content/uploads/2022/04/Galop-LGBT-Experiences-of-Abuse-from-Family-Members.pdf>

There's also this article which shares lived experience of conversion practices in the family too: <https://gal-dem.com/conversion-therapy-people-of-colour/>

[REDACTED] [REDACTED] [REDACTED] [REDACTED]  
Policy Coordinator

*Please note: At the moment I do not work on Fridays*



**Equality Network**  
30 Bernard Street  
Edinburgh  
EH6 6PR

Telephone: [REDACTED]

[www.equality-network.org](http://www.equality-network.org)

**Donate to the Equality Network**

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Company limited by guarantee: SC220213

**From:** [REDACTED] [REDACTED]

**Sent:** 16 January 2023 15:01

**To:** [REDACTED].[REDACTED]@gov.scot

**Cc:** [REDACTED].[REDACTED]@gov.scot; [REDACTED].[REDACTED]2@gov.scot; [REDACTED].[REDACTED]@gov.scot; [REDACTED] <[REDACTED]>

**Subject:** RE: Evidence - Family setting

Hi [REDACTED],

[REDACTED]

I've cc'd [REDACTED] just in case he too can think of any useful leads or data/ research to point to.

Hope you're all well,  
[REDACTED]

[REDACTED] [REDACTED] [REDACTED] [REDACTED]  
Policy Coordinator

*Please note: At the moment I do not work on Fridays*



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30 Bernard Street  
Edinburgh  
EH6 6PR

Telephone: [REDACTED]

[www.equality-network.org](http://www.equality-network.org)

**Donate to the Equality Network**

Registered Scottish Charity: SC037852  
Company limited by guarantee: SC220213

**From:** [REDACTED].[REDACTED]@gov.scot <[REDACTED].[REDACTED]@gov.scot>  
**Sent:** 16 January 2023 14:09  
**To:** [REDACTED] [REDACTED] <[REDACTED]@equality-network.org>  
**Cc:** [redact person info] [REDACTED].[REDACTED]@gov.scot; [REDACTED].[REDACTED]2@gov.scot; [REDACTED][REDACTED]@gov.scot  
**Subject:** Evidence - Family setting

Hi [REDACTED],

Happy New Year and hope you are well.

[REDACTED]

Many thanks in advance,

[REDACTED] [REDACTED] (she/her) | **Bill Senior Policy Officer – Ending Conversion Practices**  
**Scottish Government** | Directorate for Equality, Inclusion and Human Rights  
Email: [REDACTED].[REDACTED]@gov.scot



11. Document #21 – Letter from LGBTI stakeholders to Minister

By email from: [REDACTED]@equality-network.org  
Shirley-Anne Somerville MSP  
Cabinet Secretary for Social Justice  
& Emma Roddick MSP  
Minister for Equalities, Migration and Refugees  
Scottish Government  
St Andrew's House  
Regent Road  
Edinburgh  
EH1 3DG  
ministeremr@gov.scot ; cabsecsj@gov.scot  
7th April 2023

Dear Shirley-Anne and Emma,

Conversion practices are harmful, and still happening in Scotland. These practices seek to suppress, inhibit or change who someone is; their sexual orientation, their gender identity or expression of who they are. These practices take many forms, and take place within family homes as well as within healthcare settings, communities, and religious institutions. It is imperative to the health and wellbeing of LGBT+ people in Scotland that these practices are finally ended in Scotland. We ask that you continue work on bringing forward proposals for consultation, and developing a new Bill to end conversion practices as soon as possible, following on from the recommendations of The EHRCJ committee and the Expert Advisory Group on Ending Conversion Practices. We would like to see a follow through on the commitment to introduce a Bill to Parliament before the end of 2023.

Human Rights Incorporation into Scots law must ensure that it promotes and protects LGBT+ and intersex people's human rights. As LGBTI+ people are not explicitly mentioned within any of the four treaties proposed for incorporation, we are calling for a comprehensive Bill that enshrines in legislation LGBTI+ people's rights, not only with regards to their economic, social and cultural rights but intersectionally within their rights afforded by the UN CRPD, CERD and CEDAW

Yours sincerely,  
[REDACTED]  
[REDACTED]  
Director, Equality  
Network

[REDACTED]  
  
Director, LEAP Sports  
Scotland

[REDACTED]  
  
Chief Executive, LGBT  
Youth Scotland

[REDACTED]  
  
Chief Executive, LGBT  
Health & Wellbeing



[REDACTED]  
[REDACTED]  
Director of Nations,  
Stonewall  
[REDACTED]  
Policy & Research  
Manager, LGBT Youth  
Scotland  
[REDACTED]  
Policy & Participation Officer, LGBT Youth Scotland

[REDACTED]  
[REDACTED]  
Manager, Scottish  
Trans  
[REDACTED]  
[REDACTED]  
Policy & Research  
Officer, LGBT Health &  
Wellbeing

Dr [REDACTED]  
[REDACTED]  
Policy Co-ordinator,  
Equality Network  
[REDACTED]  
[REDACTED]  
Policy Manager,  
Stonewall Scotland

[REDACTED]  
Policy Manager, LEAP  
Sports Scotland  
[REDACTED]  
Policy & Public Affairs  
Officer, Scottish Trans

12. **Document #22 - FW: Feedback from meetings with LGBTI stakeholders**

**From:** Director for Equality, Inclusion and Human Rights

<DirectorforEIHR@gov.scot>

**Sent:** Thursday, August 24, 2023 6:23 PM

**To:** [REDACTED] [REDACTED] <[REDACTED].[REDACTED]@gov.scot>;  
[REDACTED] <[REDACTED].[REDACTED]@gov.scot>; [REDACTED] [REDACTED]  
<[REDACTED].[REDACTED]@gov.scot>; [REDACTED] [REDACTED]  
[REDACTED].[REDACTED]@gov.scot>; [REDACTED] [REDACTED]  
<[REDACTED].[REDACTED]@gov.scot>; [REDACTED] <[REDACTED] @gov.scot>;  
[REDACTED] <[REDACTED] @gov.scot>; [REDACTED] <[REDACTED] @gov.scot>;  
[REDACTED] [REDACTED] <[REDACTED]. [REDACTED] @gov.scot>;  
[REDACTED] [REDACTED] <[REDACTED].[REDACTED]@gov.scot>

**Subject:** Feedback from meetings with LGBTI stakeholders

Colleagues

I have met with various LGBTI stakeholders over the past 2 weeks, with huge thanks to [REDACTED] for the truly superb briefings – the best yet!

A number of themes have emerged that I wanted to feed back on, and these are cross-Directorate, hence the copy of others into this note.

### **Ending Conversion Practices**

Much of my engagement has been on comms in the lead up to and publication of the consultation. There is an appetite for some joint work on messaging around this, to fill the void that other less supportive voices could quickly command. [REDACTED]...[REDACTED] mentioned they may be able to support with anonymous case studies from survivors, which would bring the issue to life.

Alison Byrne (she/her)

Director for Equality, Inclusion & Human Rights (Interim)|T:

[REDACTED]|E: DirectorforEIHR@gov.scot

13. **Document #29 – Equality Network to Bill Team re Galop Report**

Hi [REDACTED],

Following on from our brief discussion in the Stakeholder meeting re Galop's new Report (from 25<sup>th</sup> Jan 2023, attached) I've read through it and have summarised here some of the things I think are important to consider in relation to it. I have a few comments regarding usefulness for Scot Gov and the work up here, though do still think it is worth taking a look at.

[REDACTED]

So, that's my take on it! And I've attached it for you to have a look and see if it may be of any help. I would kindly ask that you maybe take on board some of my comments though when reading / consider using it in informing any development of the consultation and Bill.

Speak soon!  
[REDACTED]

[REDACTED] [REDACTED] [REDACTED] [REDACTED]  
Policy Coordinator

*Please note: At the moment I do not work on Fridays*



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30 Bernard Street  
Edinburgh  
EH6 6PR

Telephone: [REDACTED]

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