

# Nexus

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## Quarterly News Updates

Prepared and Delivered  
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**The FORTLAGE  
Collective**



# 10 Risks for LGBTQ+ Community in 2026

*A year that will test our progress, protection, and pride.*

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## 1. Escalating Attacks on Trans and Non-Binary Rights

**Why it matters:** It's not just about policy; it's about who is allowed to exist safely in public life.

### ERG actions:

- Provide safe-space sessions for trans and non-binary employees.
- Partner with HR to review gender-transition at work policies.
- Create guidance on inclusive language and pronoun usage.
- Offer educational briefings for managers on supporting gender-diverse staff.
- Signpost external support for staff experiencing stress due to national policy shifts.

## 2. Marriage Equality and Family Recognition Under Pressure

**Why it matters:** Hard-won rights are not guaranteed; vigilance is required to keep equality from being quietly rewritten.

### ERG actions:

- Review benefits policies with HR (family leave, parental recognition, partner benefits) to ensure equality regardless of legal changes externally.
- Host information sessions on global mobility implications for LGBTQ+ families.
- Create quiet support forums for employees navigating cross-border family challenges.

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## 3. Conversion Therapy Bans Stalled or Weakened

**Why it matters:** Every delay signals whose wellbeing is expendable. Survivors and youth deserve full protection, not compromise.

### ERG actions:

- Ensure internal policies explicitly prohibit any conversion-aligned practices within the workplace (e.g., inappropriate “coaching”).
- Provide trauma-informed signposting to support services for those affected.
- Educate managers and HR on what conversion practices look like to avoid accidental harm.
- Run awareness campaigns during key observances (e.g., IDAHOBIT).

## 4. HIV, AIDS, and Public Health Setbacks

**Why it matters:** HIV is no longer a medical failure, it’s a moral and political one when we choose not to care.

### ERG actions:

- Partner with Occupational Health to provide up-to-date HIV resources.
- Run internal myth-busting and destigmatisation sessions.
- Encourage inclusion of HIV-related medical cover in private healthcare benefits.
- Mark World AIDS Day with lived-experience speakers or a learning session.

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## 5. Global Backlash and Re-Criminalisation

**Why it matters:** Activists face arrest simply for existing or organising. The global equality gap is widening fast.

### ERG actions:

- Work with HR and Global Mobility to create LGBTQ+ travel guidance by region.
- Offer confidential support for staff assigned to high-risk locations.
- Review travel insurance and emergency procedures for LGBTQ+ inclusion.
- Run risk-awareness briefings for managers who deploy staff abroad.

## 6. Pride Bans, Flag Restrictions, and Vanishing Visibility

**Why it matters:** Silencing symbols is the first step toward silencing people. Visibility is not decoration — it's survival.

### ERG actions:

- Maintain internal Pride visibility (posters, intranet, virtual events), even if external restrictions increase.
- Provide guidance to leadership about safe and meaningful ways to show support without tokenism.
- Offer alternative Pride programming (education weeks, storytelling, allyship sessions) when external events are unsafe.
- Conduct listening sessions to understand staff's emotional responses.

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## 7. Digital Censorship and Algorithmic Erasure

**Why it matters:** The digital public square is closing its gates, shaping who gets seen, hired, or heard.

### ERG actions:

- Conduct a review with IT of content-filtering or AI issues affecting LGBTQ+ terms.
- Create internal escalation pathways for blocked content or mislabelled materials.
- Advocate for inclusive training datasets and bias testing in AI tools.
- Provide real-world examples to HR/Comms when inclusive language is “auto-censored”.

## 8. Refugees, Asylum, and Migration Risks

**Why it matters:** Seeking safety should not mean losing dignity. The right to asylum must include the right to live authentically.

### ERG actions:

- Partner with Legal/HR to clarify company stance on supporting LGBTQ+ employees fleeing persecution (where applicable).
- Create confidential peer-support groups for impacted staff.
- Provide education on how asylum systems work to promote empathy and awareness.
- Encourage volunteering or fundraising partnerships with LGBTQ+ refugee charities (internal, optional, non-political).

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## 9. Intersex Rights and Bodily Autonomy

**Why it matters:** The fight for bodily autonomy includes everyone. Intersex people deserve the same right to decide for themselves.

### ERG actions:

- Add intersex awareness into LGBTQ+ training and communications.
- Ensure healthcare benefits do not cover or promote non-consensual interventions.
- Invite intersex educators for awareness sessions.
- Encourage HR to include intersex inclusion language in policies.

## 10. Corporate Retreat from LGBTQ+ Inclusion

**Why it matters:** Inclusion cannot depend on the quarterly mood of the market. True allyship is steady, not seasonal.

### ERG actions:

- Gather anonymous employee insights on inclusion sentiment to show proof of need.
- Partner with HR to maintain core inclusion commitments even during budget cuts.
- Provide leadership with data on psychological safety and retention risks.
- Maintain and archive LGBTQ+ inclusion initiatives to preserve continuity in lean years.



# Quarterly News

[www.cynthiafortlage.com](http://www.cynthiafortlage.com)



# UK In the Last Quarter

- 650 UK Companies sign letters opposing EHRC proposals
  - <https://substack.com/redirect/4f41c2ec-dd66-4161-a432-7b6cc5460f67>
- LGBTQ+ History Month Theme Announced – Science and Innovation
  - <https://lgbtplushistorymonth.co.uk/lgbt-history-month-2026/>
- King Charles Unveils Memorial to LGBTQ+ Military members
  - [https://www.washingtonblade.com/2025/10/28/king-charles-iii-unveils-memorial-to-british-lgbtq-servicemembers/?utm\\_source=substack&utm\\_medium=email](https://www.washingtonblade.com/2025/10/28/king-charles-iii-unveils-memorial-to-british-lgbtq-servicemembers/?utm_source=substack&utm_medium=email)



# USA In the Last Quarter

- Same Sex Marriage Challenge not Heard by SCOTUS
  - <https://www.lgbtqnation.com/2025/11/kim-davis-tried-to-get-the-supreme-court-to-stop-marriage-equality-they-just-shut-that-down/>
- Passport Policy for Trans & Nonbinary People
  - <https://www.advocate.com/news/supreme-court-passport-gender-markers>

# Global Overview

(various sources)

- Concerns
  - Tunisia – Queer crackdown intensifies since July
  - Kazakhstan – Anti-LGBTQ+ “propaganda” ban
  - Turkey – Proposed Anti-LGBTQ+ laws
  - Ghana – reintroduced Anti-LGBTQ+ bill again
  - Vietnam – Crackdown cancels pride events as a start
  - Slovakia – Anti-LGBTQ+ Constitutional Amendments
- Wins
  - France – Joined 5 nations by enacted protections for all protected identity grounds (SOGIESC)
  - South Korea – Recognition of Same Sex couples
  - Brazil - launches AI tool monitoring for Anti-LGBTQ+ content
  - Ireland (Republic) – New President champions LGBTQ+ rights
  - Norway – Church of Norway issues historic apology
  - Iran - \$8 Billion goal medical tourism for gender-affirming surgeries\*
  - Council of Europe approves Intersex Rights Framework

# Notable Dates



## January

January 19: Martin Luther King Jr. Day



## March

**Endometriosis Action Month**

**March 8: International Women's Day**

**March 16 – 20: National LGBTQ+ Health Awareness**

**March 20: Two-Spirit & Indigenous LGBTQ+ Awareness**

**March 31: International Trans+ Day of Visibility**



## February

**LGBT+ History Month (UK, Canada)**

**February 13: Galentines Day**

**February 14: Valentines Day**

# Action Items

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- Can I assist you in finding a speaker for your event?
- We still have more publicly traded organisations standing behind DEI, albeit quieter than in the past, but this is the time to continue doing the work.
- The EHRC has issued final guidance on single-sex spaces, but the minister has not yet adopted it. The Equality Act remains in force. Trans employees and guests are still protected from direct and indirect discrimination. Seek legal advice before changing policies.
- When travelling internationally or relocating employees, be aware of changes in regional legislation.
- Stay aware of anti-LGBTQ+ movements in their attempts to roll back human rights for women, marriage equality, same sex adoption & IVF access and recriminalize same-sex relations.
- Give yourself and your teams a lot of empathy, kindness, and courage to lead an inclusive organisation in the face of the current sociopolitical climate.

# Questions?



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- Consulting / Advisory Services
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