

## **An open letter to the incoming Director General of the BBC**

The purpose of the BBC is to inform, educate and entertain.

Whilst much of its output is excellent, its ability to *inform* is compromised when a contested belief – the idea that a person who identifies as the opposite sex literally is the opposite sex – is presented as fact.

LGBTQ+ activists within the BBC have ensured that news, drama, light entertainment and even children's programming is co-opted to *educate* the public about this falsehood.

These activists have gripped the internal culture of the BBC because your leadership has been convinced that LGBTQ+ is a progressive civil rights movement, rather than a profoundly destructive ideology that hurts women, children and gay people.

As an organisation that supports LGB business leaders, we believe it's important that this mistake be acknowledged.

**Lesbians, gay men and bisexuals (LGB) are same-sex or both-sex attracted and our rights are predicated on the understanding that sex is real and binary.**

**The proponents of TQ+ would claim instead that a person's gender identity trumps sex. They would say that a heterosexual man can declare himself a lesbian and that an actual lesbian who objects is transphobic.**

**The BBC does not distinguish between the two, very different, groups or acknowledge the fundamental conflict inherent in reporting on both under a single LGBTQ+ umbrella.**

In 2021, Sir Lenny Henry produced a report on the use of the acronym BAME (Black, Asian and Minority Ethnic) pointing out that the homogenising effect of grouping culturally distinct communities together contributed to a lack of trust amongst your audience. The BBC, rightly, dropped the use of the BAME acronym in response. But just as no individual is Black, Asian and Minority Ethnic, no one is lesbian gay, bisexual trans, queer + and you should disaggregate the LGBTQ+ acronym as a matter of urgency too.

Earlier this year we commissioned research into the impacts on LGB staff of an organisational culture that replaces reality with gender ideology, forbids debate and punishes not just dissenters but those who do not enthusiastically affirm. We produced a report, *Compelled Conformity*, and one quote in particular stood out for me: *"I had to accept the male lesbian in order to keep my job. It made me very unwell."*

Our report contains recommendations around open discourse and respectful debate designed to benefit all staff and support the development of a fairer culture. It's worth noting that respondents strongly believed that all nine protected characteristics in the Equality Act were equally valid and that the promotion of one of those characteristics, gender reassignment, as well as its expansion to include anyone who identifies as 'queer', above all of the others was at the root of the problem facing so many organisations.

The LGB Business Forum is part of LGB Alliance, the only UK charity that exclusively supports same-sex attracted people, and is run by senior HR and D&I professionals. Our views on sex and gender are sensible, evidence-based and reflect the views of the vast majority of your audience and we would very much appreciate the opportunity to meet to discuss our concerns and to support any process of positive change.

Regards,

A handwritten signature in grey ink, appearing to read 'DJS', is positioned above the name and title of the sender.

Dan James Smith  
Co-Chair, LGB Alliance Business Forum