

initiatives to improve the public's negative perception and deliver and equitable service to Black and Minority Ethnic communities.

334. The Commissioner chairs the MPS Strategic Inclusion, Diversity and Equality Board, which is the strategic board that oversees the delivery of the commitments in the Inclusion and Diversity strategy. The board is advised and supported by recognised external subject matter expert, and has three main aims:
- (i) Assure - direct, guide and support the work contained in the work plan to meet the objectives and priorities, and ensure ownership of the strategy at all levels in the Met,
 - (ii) Motivate - analyse performance information and results from work being and ensure consistency of effort at all levels in the Met, and
 - (iii) Innovate - introduce a show and tell platform to build and progress ideas, and reward all those doing innovative work.
335. The MPS LGBT+ Delivery Group is chaired by a Commander, and its purpose is to ensure that the recommendations from the Stonewall Work Place Equality Index are implemented as well as addressing organisational learning.

LGBT+ Independent Advisory Group (IAG)

336. The MPS has a number of Independent Advisory Groups ("IAG"), which are voluntary groups made up of members of the public including community members, subject experts and academics, who are independent from the police. They are engaged to review and challenge policing practices in a constructive way to assist the MPS improve its service to the public. The MPS has four strategic IAGs which focus on race, youth, disability, sexuality and faith.
337. The MPS LGBT+ IAG was established in 1999 following the nail bomb attack at the Admiral Duncan pub in Soho. The IAG advise and monitor the police response to issues that affect LGBT+ people who live, work, study or are visiting London. They help the MPS improve its understanding of issues that affect LGBT+ people. IAG members also engage with LGBT+ people and communities about police investigations and initiatives, so they are better informed and provide a channel of communication to facilitate engagement.
338. The LGBT+ IAG provide critical incident advice and independent assistance with operational matters such as witness appeals, victim support, assessments

of community perception and explaining cultural differences. They inform the MPS Inclusion and Diversity strategy, hold annual engagement meetings, attend the MPS Hate Crime Diamond Group¹⁷ and publish monthly hate crime statistics via a community mailing list and on social media.

339. LGBT+ independent advisors from East London and the MPS LGBT+ IAG have been important to the MPS homicide investigation into Stephen Port's offending. They provided independent advice and a critical appraisal of the actions the MPS has taken as we have sought to learn and improve our response to suspicious deaths and homicides involving LGBT+ victims.
340. LGBT+ independent advisors have also received a number of briefings on the murders and investigation into Stephen Port. The first briefing was held in Barking soon after Stephen Port was charged, subsequent briefings occurred at key stages of the investigation both before and after the criminal trial, and after the review of all GHB related deaths. These engagement meetings included sharing learning and public health such as the use of GHB as a weapon.

MPS LGBT+ Staff network

341. The MPS LGBT+ Staff Network was formed in 2016 and replaced the Gay Police Association. It is an internal staff association that works with other staff associations to address inclusion across protected characteristics to better support MPS personnel and the public. The staff network has three main objectives, (1) to make the MPS the employer of choice for the LGBT+ people; (2) to collaborate with staff associations and senior leaders to explore intersectionality¹⁸ (**MPS000674**) and inclusion addressing shared issues such as fairness and discrimination, mental health and hate crime, and (3) to engage with communities, partners and stakeholders to improve victim care and support and enhance investigative service delivery.
342. The LGBT+ Staff Network holds frequent meetings with partners and stakeholders and a member of the network's committee is part of the Mayor of London's Diversity Panel. It also works in partnership with a number of LGBT+

¹⁷ Hate Diamond Group - - Provides strategic direction for policing hate crime within London – attended by GALOP/CST/Tell Mama/CPS/VSS/SSA/MOPAC

¹⁸ Appendix P Intersectionality - the interconnected nature of social categorisations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage