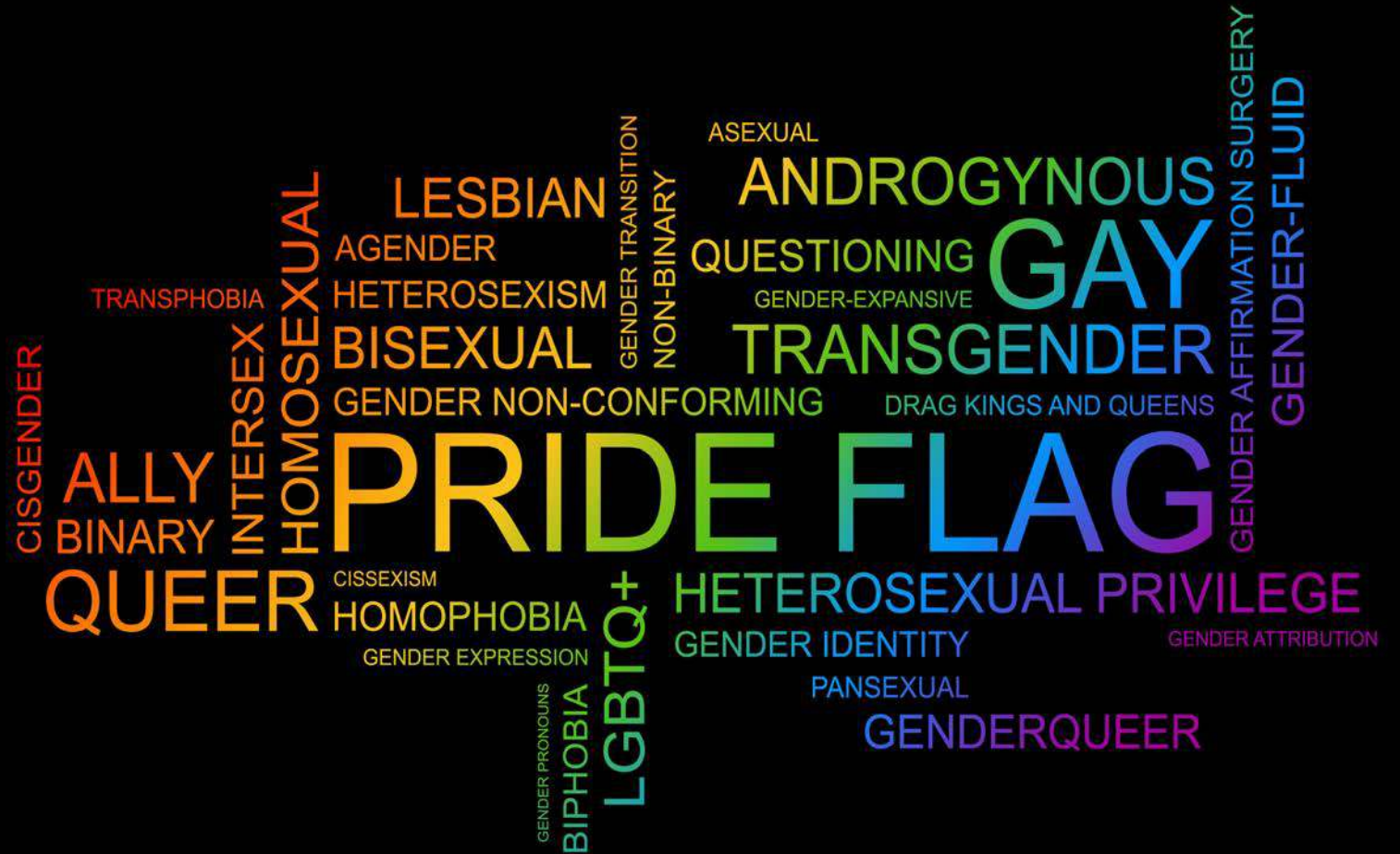


Cultivating LGBTQIA+ Inclusivity in the Workplace

Jason Marotzke

(He, Him, His)



Resources

<https://qrco.de/bd6zua>



SCAN ME

Objectives

- Learning affirmative language including LGBTQ terminology and gender-neutral language
- Understanding current issues and trends and why this is so important
- Recognizing common barriers for transgender and gender diverse people in the workplace
- Understanding and addressing implicit bias and microaggressions
- Discussing inclusive behavior
- Recognizing how to be an ally and ambassador

Power of Exposure

Who was your first exposure to a representative of the LGBTQIA+ Community?



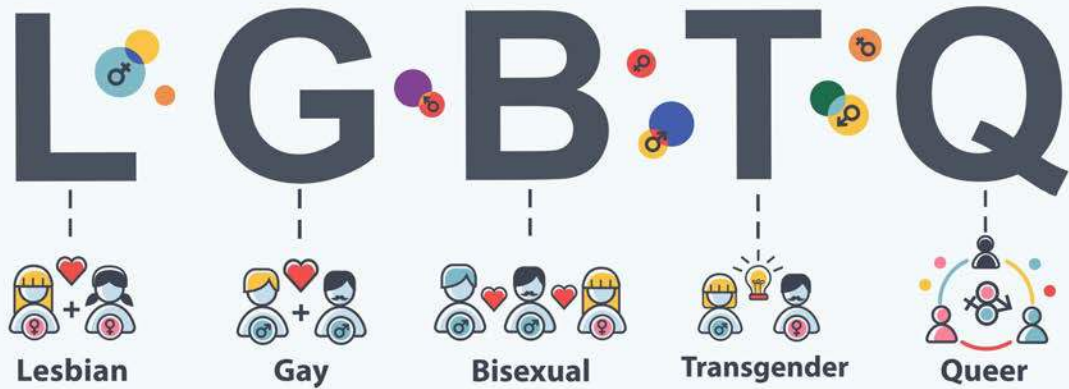
The Power of Words

Have you every been hurt by words?

Sticks and stones may break my bones, but words will never hurt me.

“Sticks and stones may break my bones, but words can also hurt me. Stones and sticks break only skin, while words are ghosts that haunt me.” Ruby Redfort

“Sticks and stones can only break bones; but words can shatter the soul” – Adam Savage



General reference is LGBTQIA+ (lesbian, gay, bisexual, transgender, queer, intersex, asexual, and other sexual and gender minorities). LGBTQ is also widely used.

- **Gender identity:** One's innermost concept of self as male, female, a blend of both or neither.
- **Gender expression:** The different ways you convey your gender, including your attire, behavior and appearance.

- **Gender-expansive:** A person with a wider, more flexible range of gender identity and/or expression than typically associated with the binary gender system.
- **Gender-fluid:** A person who does not identify with a single fixed gender or has a fluid or unfixed gender identity.
- **Gender non-conforming:** A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category.





- **Sexual orientation:** Who you are attracted to.
- **Transgender:** An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.

Activity: Identity

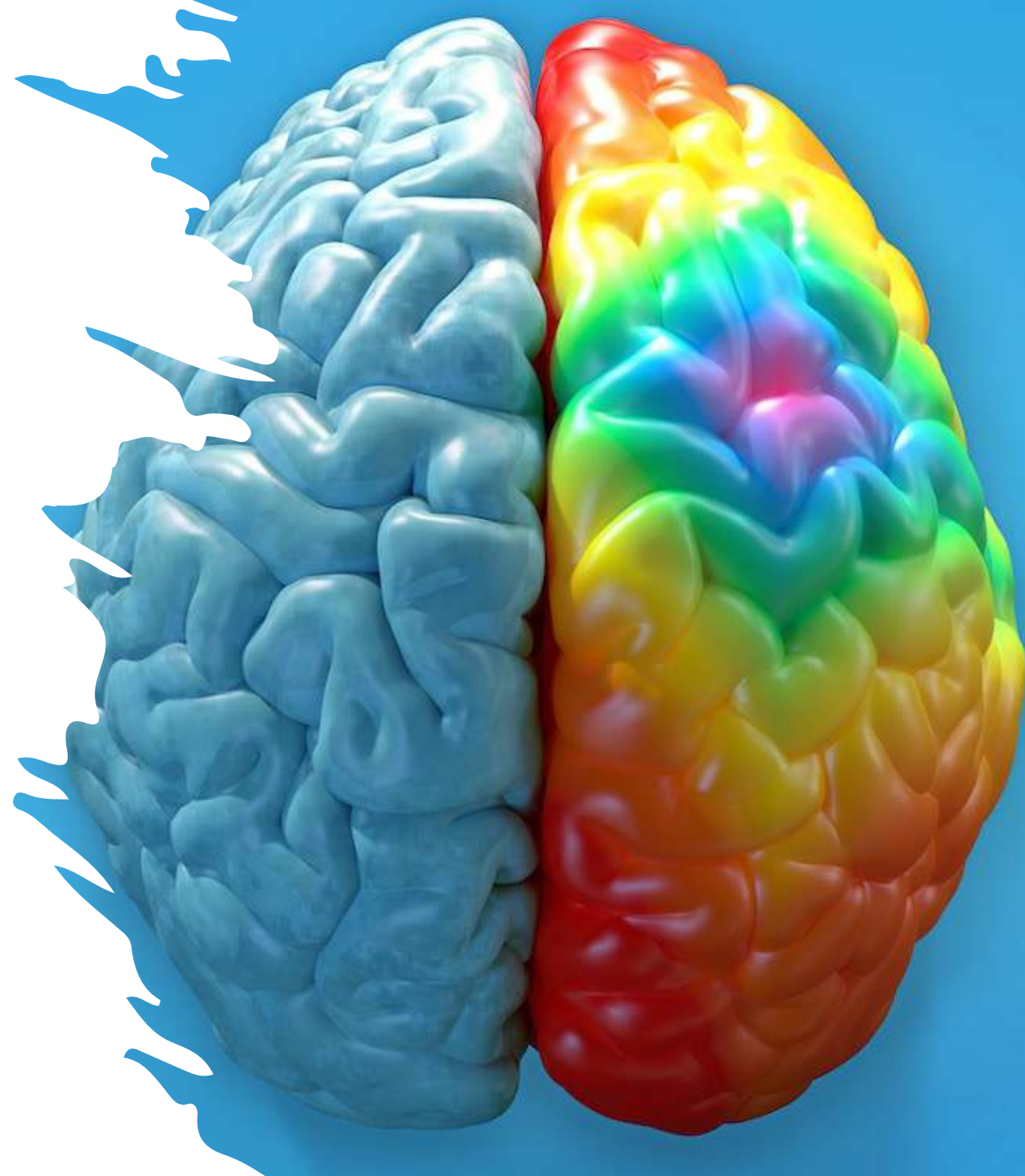
Write the top 4 identities that define you. The ones that are the most important to you.

In your group, your fellow group member(s) will randomly select 1-4. This identity will be taken away and you must represent yourself without it.

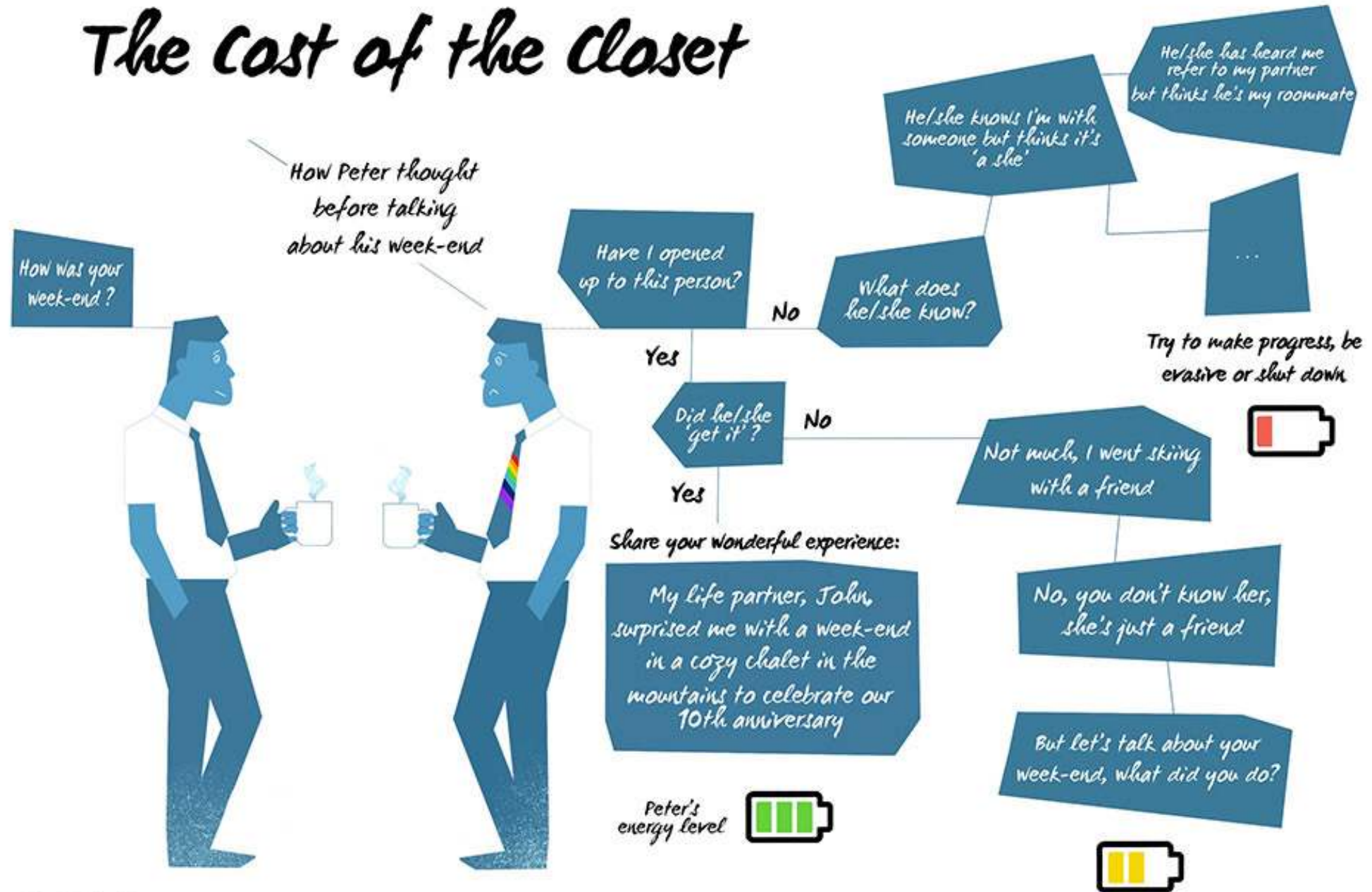
How would your life change if you lost this identity?

How did you feel about crossing off the identity?

How do you think this relates to being an LGBTQIA+ person?



The Cost of the Closet



New Gallup poll shows 7.1% of U.S. adults self-identify as lesbian, gay, bisexual, transgender or something other than heterosexual.

6.6% did not self-identify

1 in 5 Gen Z adults identify as LGBT



Using Pronouns



Properly using an individual's correct pronoun is an easy way to show respect.

Whether intentional or not, using the wrong pronouns can be hurtful, angering, and even distracting. Some might find it equivalent to being told they do not matter or deserve respect. Invalidating someone's identity puts a strain on how a person moves about in society and how that individual interacts with others.

Incorporate gender pronouns in everyday use, with these strategies:

Edit your email signature to include your pronouns

Verbal introductions and check-ins are great opportunities to solicit gender pronouns. As names and pronouns can change over time, it is preferable to regularly incorporate these questions into meetings and introductions.

Asking about a person's pronouns may initially feel awkward or uncomfortable, but it is preferable to making hurtful assumptions and using the wrong pronoun. Here are some ways you can do this:

"What pronouns do you use?"

"How would you like me to refer to you?"

"How would you like to be addressed?"

Activity: Use of Pronouns

In your group you will share the story of your first date. You must use the opposite pronoun when referring to the person you went on your date with. (If they identified as she/her/hers then they become he/him/his)



Legal Battles – 238 anti-LGBTQ bills so far in 2022 (as of March 2022)

Anti-Trans Bills

- Prohibiting healthcare for transgender youth
- Excluding transgender youth from athletics
- Restrictions on Identification Documents
- Other School or Curriculum restrictions

LGBTQ Equality Bills

- Nondiscrimination protections
- Protection in healthcare
- Allowing updated gender markers on ID





Williams Institute in Los Angeles found that less than 30 percent of LGBTQ workers were out to all their co-workers—nearly a 9 percentage-point decrease from 2020.

More than half of transgender employees are not comfortable being out at work and 2 in 3 remain in the closet in professional interactions outside their own companies.



Reasons why
many LGBTQ
employees do not
come out at work:

Security - Worried about losing your job, losing status, forgoing promotions, opportunities or extra responsibilities.

Having to educate colleagues or managers about 'trans issues'. Being forced to handle awkward or inappropriate questions. Having to be your own advocate.

Fear of bullying, social exclusion, being treated differently, and outright hostility.

M i c r o a g g r e s s i o n s

Microaggressions are brief verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults.

Research has shown that experiencing a microaggression can be detrimental to a person's psychological health and can lead to chronic stress, depression, anxiety, and lowered self-esteem

Microaggressions occur in three distinct ways:

Microassaults are conscious, deliberate forms of discriminatory practice that are intended to harm, and most closely resemble traditional forms of discrimination.

Microinsults include snubs, gestures, and verbal slights. One example would be using the phrase “that’s so gay” to refer to something stupid, odd, or undesirable, which is often considered insulting and hurtful.

Microinvalidations serve to exclude, negate, or nullify the psychological thoughts, feelings, or experiential reality of certain groups.



Types of microaggressions that are likely to occur against people who identify as sexual and gender minorities.

Endorsement of heteronormative or gender normative culture and behaviors

Discomfort or disapproval of LGBTQ experiences

Assumption of a universal LGBTQ experience

Denial of the reality of heterosexism and genderism

Assuming one partner is the “man” and the other is the “woman” in the relationships.

Referring to being LGBTQ as a “choice” or “lifestyle.”

Types of microaggressions that are likely to occur against people who identify as sexual and gender minorities. Cont.

Asking invasive questions about someone's body like, "What parts do you have down there?"

Expecting a gay person to have a certain personality or interests based on stereotypes.

Asking a trans person when they're having "the surgery."

Assuming a queer person can't relate to straight people.

Asking a lesbian how they have sex.

Refusing to use gender-neutral pronouns because it's "too hard" or "grammatically incorrect."



Best Practices

Make Allyship visible

Use Inclusive Terms (Hi all, folks, team, friends, team, everybody, everyone, or specific terms like customers, clients, employees, invite your partners, spouses to the event, chair, chairperson)

Normalize Pronouns (Add your pronouns to your e-mail signature)

BEST PRACTICES

If you're unsure what name or pronoun someone uses, politely ask. It's usually OK to ask: "What pronouns do you use?" Remember, it's not what pronouns they "prefer."

Do your best to use someone's name and pronouns consistently, even if you knew the person by another name.

Acknowledge any language mistakes you make and how it may make the person feel.

Talking about a transgender person's previous identity is called deadnaming. It's disrespectful. If you don't know how to refer to someone in the past, ask. If the person doesn't want to discuss it, respect that.



Questions?

<https://qrco.de/bd6zua>



SCAN ME

Thank You!