

CREATING A BI INCLUSIVE ORGANISATION

POST SESSION RESOURCE

Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where we're all free to be. This does not constitute legal advice and is not intended to be a substitute for legal counsel on any subject matter.

BI IDENTITIES

Bi identities

When YouGov asked people to plot themselves on a 'sexuality scale' **24%** of people chose a point somewhere between gay/lesbian and straight.

This figure rises to **48%** of 18-24 year olds.

However, only **4%** of all those surveyed described themselves as 'bisexual'.

Bi Identities

Many people experience attraction to people of more than one gender. They might not all identify with the term bi.

People might describe themselves as being bi, bisexual, pan, queer, use a different term or choose not to describe this part of their identity.

It's important that bi inclusion work takes into account the wide range of experiences that bi people have in order to be as inclusive as possible.

In this session we'll use bi in an inclusive way to describe romantic/emotional/sexual attraction to people of more than one gender.

We'll look at practical ways you can create a workplace and culture that doesn't view people's orientation as binary.

Bi identities

Bi

A person of any gender who experiences attraction to people of their own gender and other genders. Sometimes bi is used as an inclusive term to describe a community of people who experience attraction to people of more than one gender.

Pan

A person of any gender who is attracted to people of all genders.

Queer

Queer is often used as a more fluid term to describe someone's romantic/sexual/emotional attraction to others and/or their gender identity. It can also be seen a way of rejecting social and political norms. Queer has been and still can be used as a slur so is viewed as offensive by some. Others view it as a word that has been reclaimed by the community.

BI EXPERIENCES

Everyday Life

32% of bi people aren't open about their sexual orientation to anyone in their family.

19% of bi people say their religious community isn't welcoming to LGBT people

1 in 5 LGBT people aren't out to healthcare professionals about their sexual orientation when seeking general medical care. This number rises to **40%** of bi men and **29%** of bi women.

“Being bisexual means finding yourself excluded by gay people and straight people in social settings. I only tell my friends about my sexuality, meaning it's hidden from my family and my work colleagues. Bisexuality is a hidden sexuality through people's lack of acceptance.”

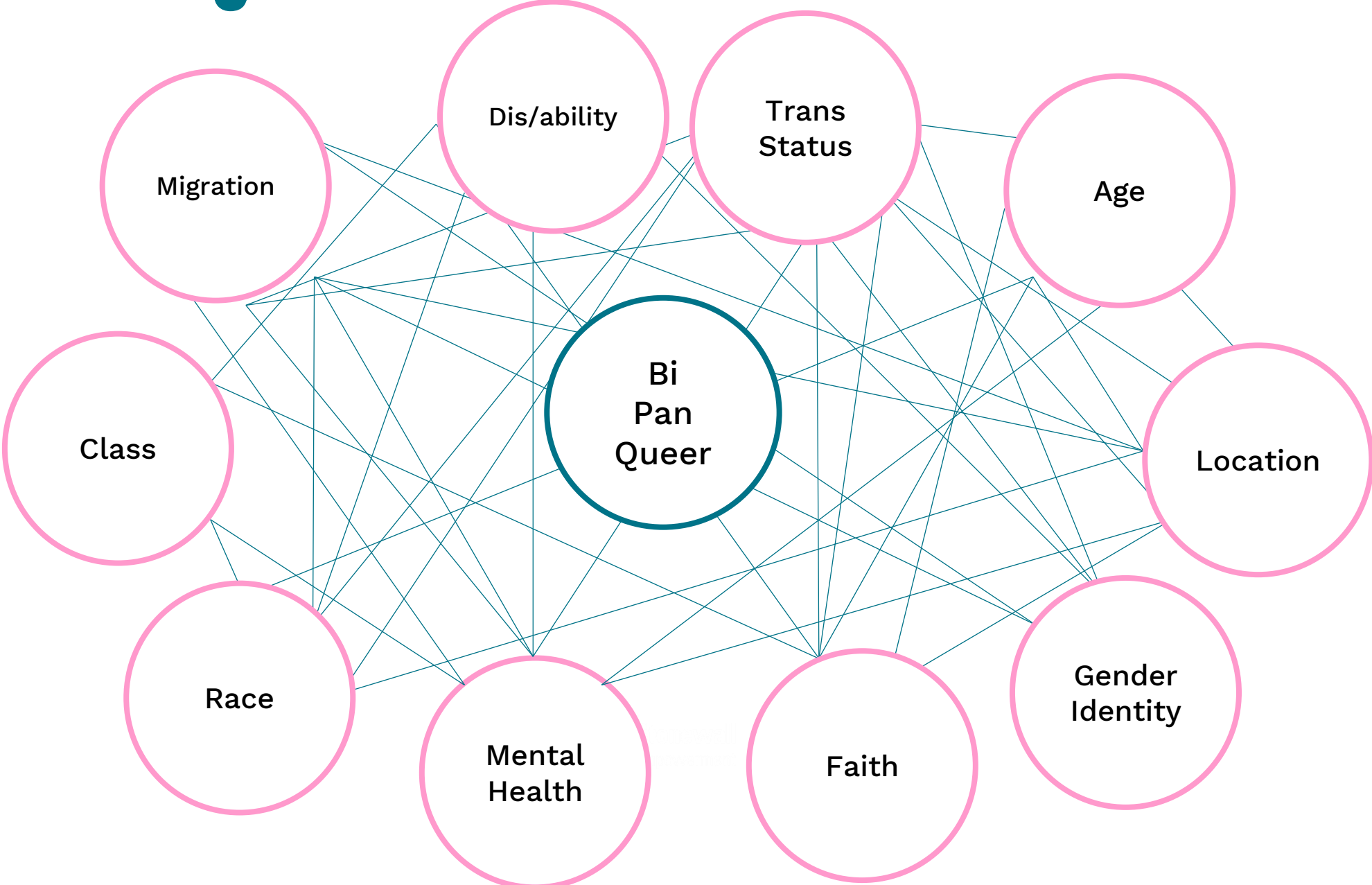
Kendra 32.

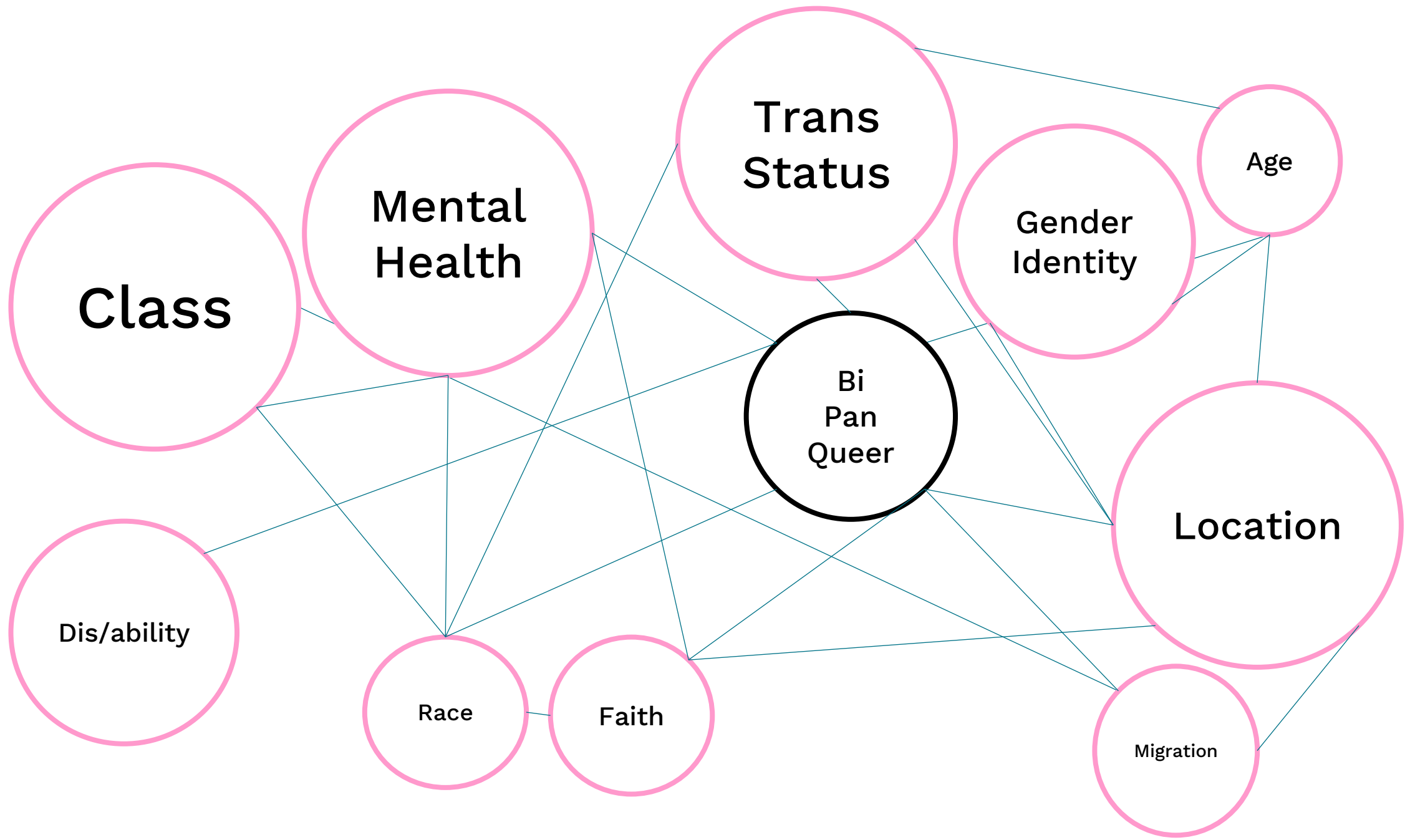
Biphobia

Bi people experience structural and interpersonal biphobia.

- Bi people with 'opposite gender' partners being excluded from queer spaces.
- Gay/lesbian and heterosexual people refusing to date bi people.
- Negative stereotypes reinforced in the media.
- Often viewed as a phase or erased when someone is in a long term relationship.
- Services, groups and resources designed and named for gay/lesbian people.
- LGBT training and policies that refer only to gay and lesbian people or only provide gay and lesbian examples.

Understanding identities





BI INCLUSION AT WORK

Poll

How many people in your workplace openly identify as bi (using this as an inclusive term) to their colleagues?

- A. 1-3
- B. 4-8
- C. 9-15
- D. 16+

Bi inclusion

	BI	GAY /LESBIAN
“I would feel comfortable coming out to all colleagues”	27%	65%
“I see visible role models with my identity at work”	18%	63%
“My workplace culture is inclusive of people with my identity”	52%	83%
“Senior leaders demonstrate their support for people with my identity”	46%	69%

Role Models

People relate to stories and experiences, however we rarely hear people talking about their bi identity.

Profiling people in your organisation, or outside of it if nobody is out as bi, can be a powerful way to educate your staff and demonstrate to your bi colleagues that this is a place they can succeed.

The best profiles are explicit in talking about being bi but don't only talk about someone being bi.

You could share profiles on your intranet or on social media to mark specific awareness days.



Janelle Monae



Sylvia Rivera



Frank Ocean



Frida Kahlo

Awareness and Celebration

BI-SPECIFIC



BI-INCLUSIVE

