

FIRST STEPS TO LGBTQ+

INCLUSION

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.

Pronouns

Pronouns are words we use to refer to people's gender in conversation.

e.g. he/him, she/her, they/them

We can't assume other people's pronouns.

Sharing your pronouns is an easy way to let someone know you understand the importance of someone using the correct pronouns for you. You are also creating space for others to share theirs, or a space to start a conversation about pronouns.

THIS SESSION

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- **Understand** - the definitions of key LGBTQ+ terminology and how our identity shapes the way we navigate through the world
- **Explore** - LGBTQ+ people's experiences and why it's so important that we talk LGBTQ+ inclusion at work
- **Action** - we'll put our new knowledge to the test with some case studies and create an achievable action plan

HOW WILL WE CREATE AN INCLUSIVE LEARNING ENVIRONMENT?

What do I need from others?

What do I intend to contribute?

LANGUAGE AND TERMINOLOGY

Key Terminology

Lesbian refers to a woman who has a romantic, emotional and/or sexual orientation towards women. Some non-binary people may also identify with this term.

Gay refers to a man who has a romantic, emotional and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality. Some women and non-binary people use this term.

Bi is an umbrella term used to describe a romantic and/or sexual orientation towards more than one gender.

Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

Queer is often used as a more fluid term to describe someone's romantic/sexual/emotional attraction to others and/or their gender identity. Queer has been and still can be used as a slur, others view it as a word that has been reclaimed.

+ is used to express the inclusion of the broad range of identities held by people within the community, e.g. intersex, asexual, aromantic, two-spirit.

QTIPOC

Queer, Trans, Intersex People of Colour. Due to their intersectionality Black, Indigenous and other non-white Queer, Trans and Intersex People of Colour experience the world differently to their white Queer Counterparts.

Cisgender

Someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people.

Ace and Aro Spectrum

Umbrella terms used to describe the wide group of people who experience a lack of, varying, or occasional experiences of romantic and/or sexual attraction.

Non-binary

An umbrella term for a person whose gender identity doesn't sit comfortably with 'man' or 'woman'. This includes people who identify with some aspects of binary identities, while others reject them entirely.

Inclusive language

Most of us worry about saying the wrong thing and causing offence to the person we're talking to.

Some ways to avoid or approach that include:

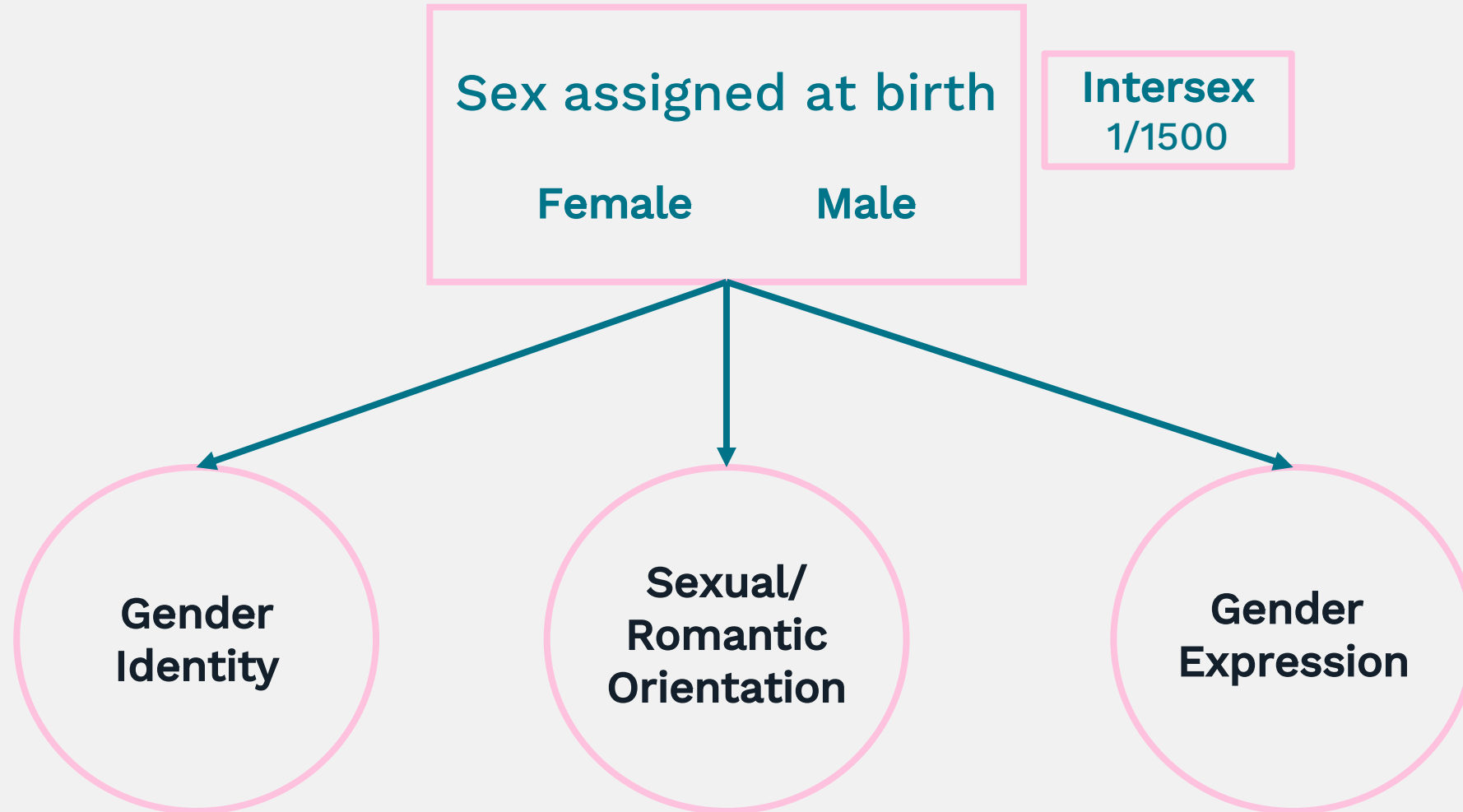
- Keeping things gender neutral until you've been told someone's pronouns or gender or the gender of someone they're referring to.
- If you do make a mistake apologise, correct yourself and move on. Think about what you can learn from the experience afterwards but don't over-apologise in the moment.
- Keep things open – there are a huge range of experiences within the LGBTQ+ community (Transphobia, Biphobia). If something comes up it's absolutely okay to say “I have a bit of an understanding of xxx but could you tell me a little more about what that means for you?”

UNDERSTANDING IDENTITIES

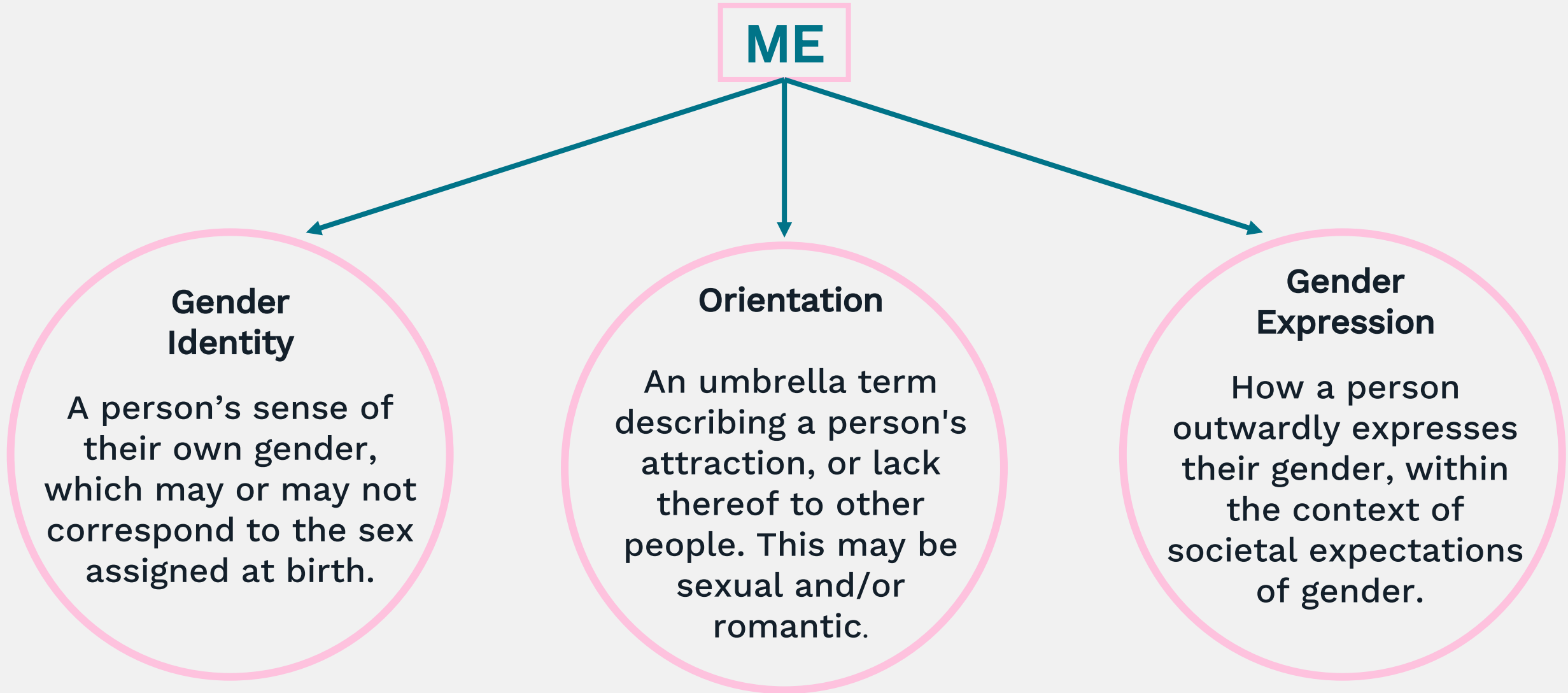
IDENTITY

Identity is someone's innate sense of self and ownership of the components that make up who they are.

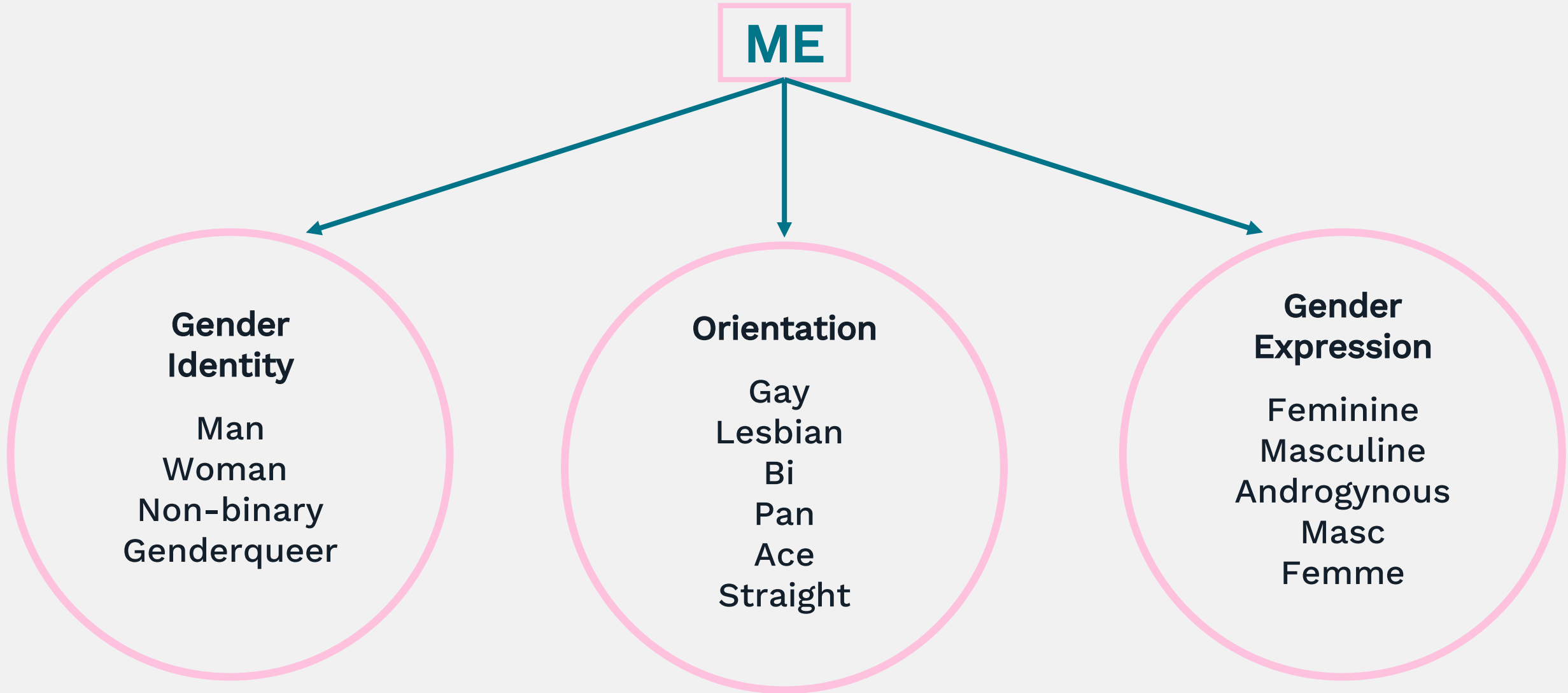
Understanding identities



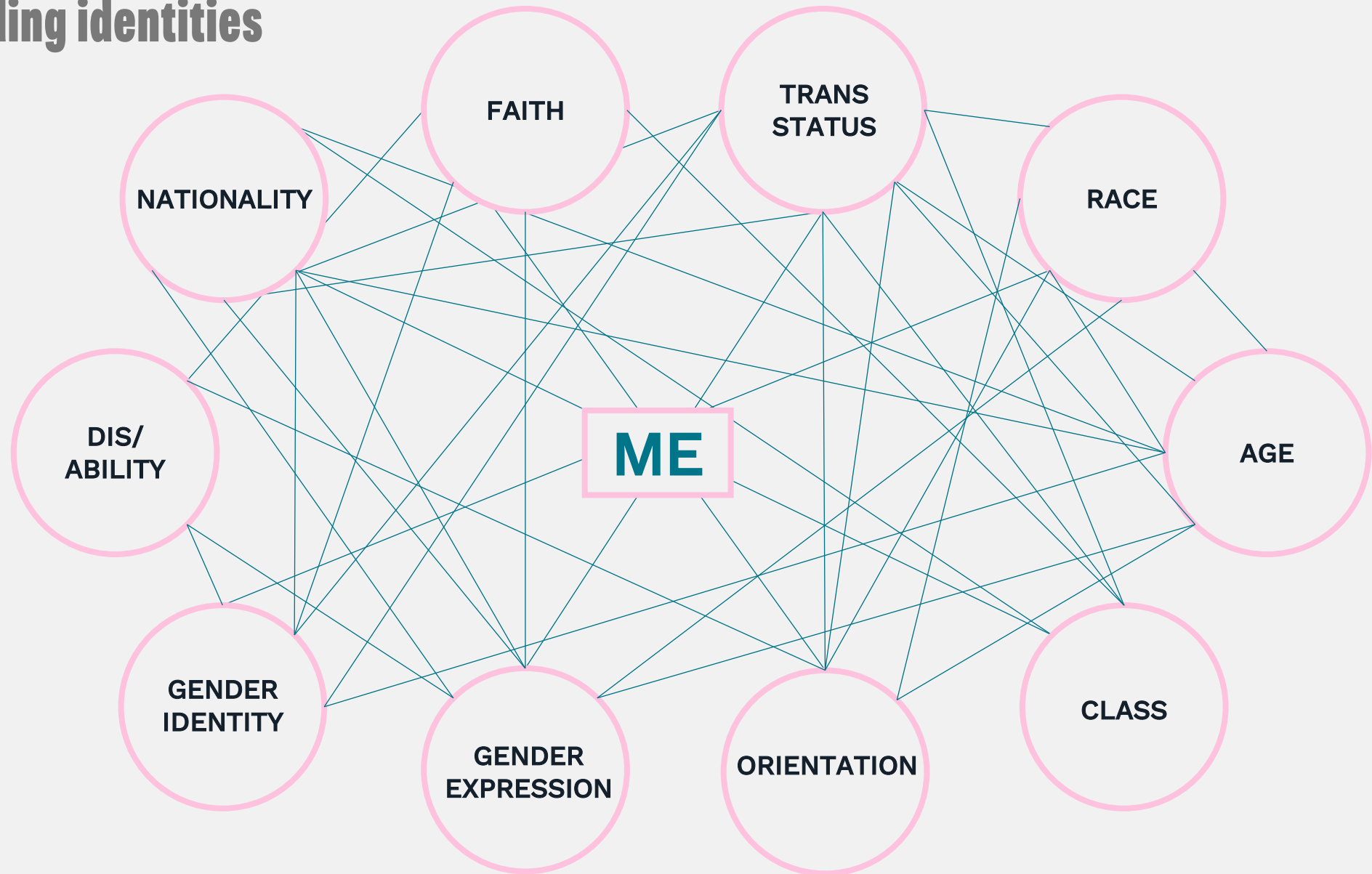
Understanding identities



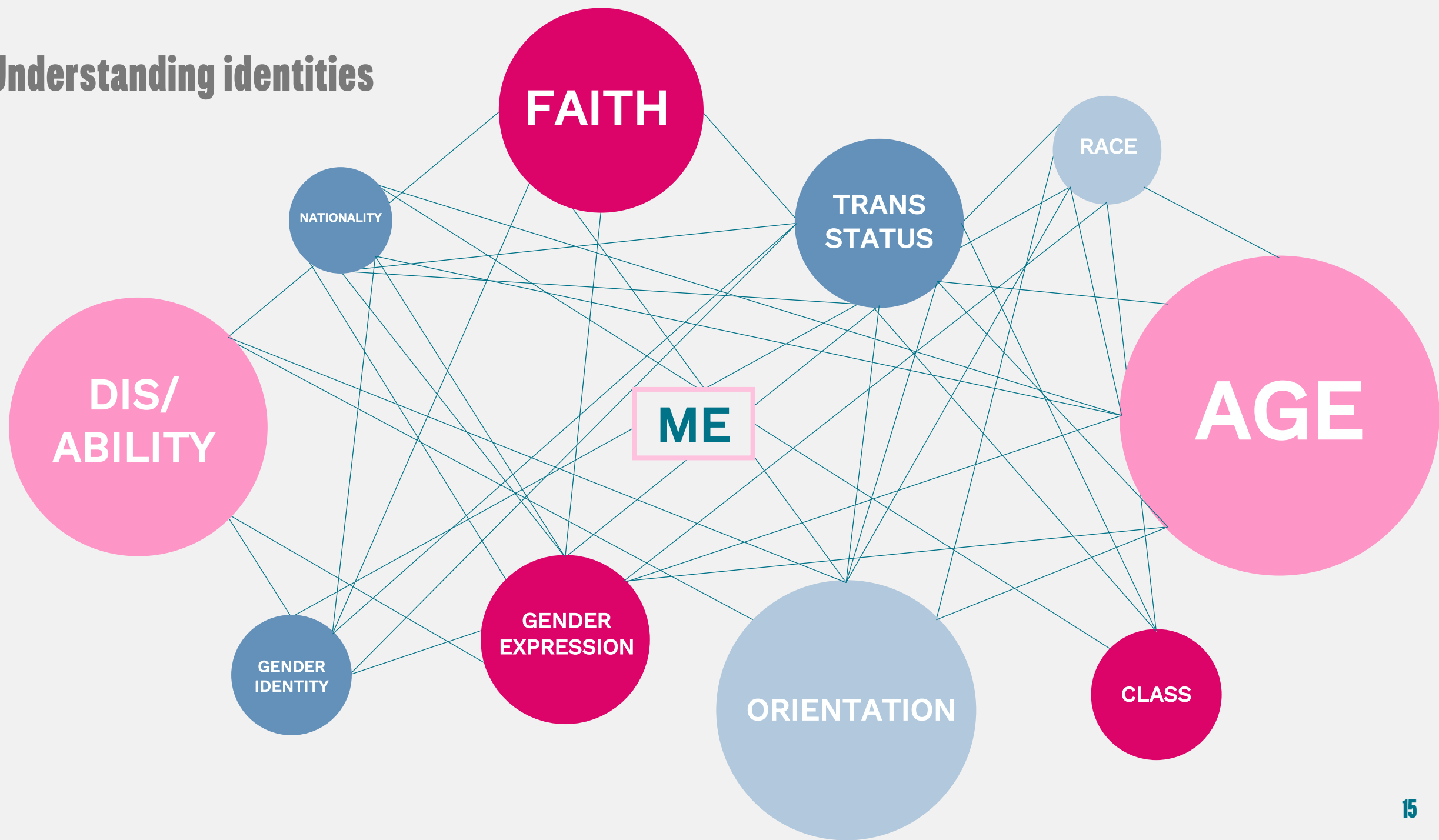
Understanding identities



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Understanding identities



YOUR IDENTITY

Thinking about yourself in the workplace, draw out/think about your own identity map.

Consider what each circle consists of for you, and how important each circle is to defining your identity. Think about how they are linked.

LGBTQ+ EXPERIENCES

Content warning

Discussions of discrimination

LGBT Experiences in England, Scotland and Wales

1 in **5** LGBT people of colour have experienced abuse online in the last month.

1 in **3** LGBT people say they don't feel comfortable walking down the street holding their partner's hand.

1 in **6** LGBT people who visited a café, restaurant, bar or nightclub in the last 12 months have been discriminated against because of their sexual orientation or gender identity.

Almost **1** in **2** trans people don't feel comfortable using public toilets.

Being yourself in the workplace

Workplace LGBTQ+ Experiences

[Watch Vodaphone LGBTQ+ Friends: Belong](#)

Reflection

41% of LGBT+ people go back into the closet in their first job.
And **1 in 5** people who identify as LGBTQ+ say being open about their sexual orientation or gender identity at work is the hardest thing they've ever done.

Why do you think this is the case?

Content warning over

LGBTQ+ INCLUSION AT WORK

The Legal Situation:

The Equality Act

LGBT people in England, Scotland and Wales are protected from discrimination by **The Equality Act 2010**.

Lesbian, gay and bi people are protected from discrimination on the grounds of their **sexual orientation**.

Trans people are protected due to '**gender reassignment**', which is seen by some as an outdated term. The Act states “To be protected from gender reassignment discrimination, you do not need to have undergone any specific treatment or surgery to change from your birth sex to your preferred gender. This is because changing your physiological or other gender attributes is a personal process rather than a medical one. You can be at any stage in the transition process – from proposing to reassign your gender, to undergoing a process to reassign your gender, or having completed it.”

The Legal Situation:

The Gender Recognition Act

The **Gender Recognition Act 2004** enables a person to have legal recognition of their gender by obtaining a Gender Recognition Certificate (GRC), which leads to the issue of a new birth certificate. A person does not have to undergo any physical medical intervention to receive a GRC. They do however have to comply with the requirements laid down in the Act. The Act works to protect a person's rights to privacy and information pertaining to a person's gender history is confidential.

Trans people can change their name, title and gender marker with most service providers, including the DVLA, Banks and the Passport Officer without a GRC.

If you are aware someone has a GRC in an official capacity (including employment) it is illegal to disclose this information without their permission.

CREATING AN INCLUSIVE ENVIRONMENT

Feeling Included

What does it feel like to be included?

What does it feel like not to be included?

Feeling Included

Not being yourself

Barriers to relationships
Wasted energy
Impact on team creativity
Isolation
Fear of being 'outed'

Being yourself in a non-inclusive environment

Bullying
Fear of bullying
Being the 'trans one'
Tokenism
Isolation
Hinderance to career development

Being yourself in an inclusive environment

Freedom to be yourself
Knowing you are protected
Closer relationships
Higher team outputs
Higher discretionary work
Higher job satisfaction

The impact on organisations

- ✓ Talent attraction and retention
- ✓ Increase employee satisfaction
- ✓ Strengthen customer orientation
- ✓ Enhance company image
- ✓ Improve decision making

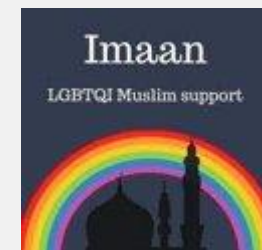
Creating an Inclusive Environment

- Avoid gendered language such as girlfriend, boyfriend, wife and husband until someone shares how they refer to people in their life and normalise the introduction of pronouns
- Ensure your monitoring systems are asking the right questions about LGBTQ+ identities
- Add gender neutral terms to key policies and support LGBTQ+ people to navigate policies which might exclude them including parental leave policies
- Talk about your LGBTQ+ inclusion work and why it's important, profile people from across the organisation at all levels with different identities
- Ensure there are a variety of educational opportunities available including events, workshops, reading material for all staff
- Engage and educate when you hear outdated or offensive views in a way that supports understanding

Signposting



UK BLACK PRIDE



THANK YOU

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complete our evaluation form

