LGBTQIA* Common Terms

- **LESBIAN**: A woman identified woman who experiences the human need for warmth, affection, and/or love from another woman identified woman

- **GAY**: A man identified man who experiences the human need for warmth, affection, and/or love from another man identified man

- **BISEXUAL**: A person whose need for warmth, affection, and love can be satisfied by people who identify as a man or a woman

- **TRANSGENDER**: An umbrella term for people who have a gender identity/expression not commonly associated with their assigned sex at birth
• **QUEER**: Once used primarily as a pejorative term, queer is being reclaimed by many LGBTQIA* people. Many who choose to use the term feel that it is more inclusive.

• **QUESTIONING**: Someone who does not identify as LGBTQIA* —because they haven’t determined how best to identify themselves or they do not wish to associate themselves.

• **INTERSEX**: A term used to describe a person whose chromosomes, genitalia, and/or secondary sex characteristics are determined to be neither exclusively male nor female.

• **ASEXUAL**: A person who is not sexually/physically attracted to other people; however, this does not exclude romantic feelings/attachment.
How Many Tech Students Are LGBTQIA*?
3.4% of U.S. Adults Identify as LGBT

| Do you, personally, identify as lesbian, gay, bisexual, or transgender? |
|---|---|---|
| | Yes | No | DK/Ref |
| 18 to 29 | 6.4 | 90.1 | 3.5 |
| 30 to 49 | 3.2 | 93.6 | 3.2 |
| 50 to 64 | 2.6 | 93.1 | 4.3 |
| 65+ | 1.9 | 91.5 | 6.5 |
| 18 to 29 Women | 8.3 | 88.0 | 3.8 |
| 18 to 29 Men | 4.6 | 92.1 | 3.3 |

Gallup Daily tracking
June 1-Sept. 30, 2012

GALLUP
About 12% of college students identify as LGB
2010 Report on The State of Higher Education for LGBT People

- Documents experiences of over 5,000 students, faculty, and staff who identify as LGBTQ
- 38% identified as men, 48% as women
- 3% as transmasculine, 2% as transfeminine
- 33% identified as gay
- 20% identified as lesbian
- 12% identified as bisexual
- 2% identified as asexual
Why Does It Matter?
35% of LGBT employees feel compelled to lie about their personal lives while at work.
Top Reasons for Not Being Open

- **38%** Possibly making people feel uncomfortable
- **36%** Possibility of being stereotyped
- **31%** Possibility of losing connections or relationships with coworkers
- **26%** People might think I will be attracted to them just because I’m LGBT
- **23%** Coworkers or management will think talking about my sexual orientation and/or gender identity is not professional
- **23%** May not be considered for advancement or development opportunities

Because it is nobody's business... Or is it?

64% of respondents cited “Because it's nobody's business” as one of the reasons for not being openly LGBT in the workplace. Statistical analysis reveals the highest correlation between this key response and workplace experiences of harassment, anti-LGBT jokes and comments made on a frequent basis, along with other demeaning behavior from coworkers.
In a mark of overall progress in attitudinal shifts, 81% of non-LGBT people report that they feel LGBT people “should not have to hide” who they are at work.

**However**

Less than half would feel comfortable hearing an LGBT coworker talk about their social lives, dating or related subject.

Over 70% agree that “it is unprofessional” to talk about your sexual orientation or gender identity in the workplace.
The Cost of the Closet and the Rewards of Inclusion
Why the Workplace Environment for LGBT People Matters to Employers

Overall Business Impact

Employee engagement suffers by up to 30 percent due to unwelcoming environments. When asked about the following results of experiencing a negative workplace environment and/or feeling compelled to be closeted, LGBT workers reported the following effects on their productivity, engagement with coworkers and overall sentiments about their job.

- Stayed home from work: 15%
- Searched for a different job: 22%
- Felt distracted from work: 30%
- Avoided working on a certain project: 9%
- Avoided working with certain clients or customers: 17%
- Avoided a social event at work such as lunch, happy hour, or a holiday party: 24%
- Had to lie about my personal life: 35%
- Felt exhausted from spending time and energy hiding my sexual orientation: 20%
- Felt exhausted from spending time and energy hiding my gender identity: 15%
- Felt unhappy or depressed at work: 30%
- Avoided certain people at work: 27%
- Had to lie about the reason to take off work in order to care for your partner, child, or other family member: 14%
Employee Retention | On the flip side, the rewards of an inclusive environment for LGBT employees are borne out in retention data with a full one in four employees reporting staying in a job specifically because the environment was inclusive.

26% of LGBT Employees Stayed in a Job Because the Environment was Accepting

9% of LGBT Employees Left a Job Because the Environment was Not Accepting
How Can You Be LGBTQIA* Inclusive?
Language And Terminology

• The language we use can show respect for how people describe their own bodies, genders, and relationships.
Identity

- Biological sex, Sexual orientation, and gender expression are not dependent on each other, but rather, are interconnected.
Biological Sex

- Objectively measurable organs, hormones, chromosomes, etc.
- Asex- “without sex”
Gender Identity

- Non-gendered-existing without a gender
- All about how you think about yourself
- Typically form identity by age 4
Gender Expression

• Can’t determined based on biological sex, sexual orientation, or attraction
• Can be aligned with bio sex and attraction or not
• Androgynous-presenting with some aspects of both masculinity and femininity
Attraction (Emotional/Sexual/Spiritual)

- Assex(ual) = NOT sexually attracted to anyone
- Aromantic = NOT romantically attracted to anyone
Talking The Talk

• The best way to ensure that you are using the proper terminology when referring to an individual is to find out the terminology they themselves prefer.
A Gender-neutral Pronoun Is One That Gives No Implications About Gender

<table>
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<th>Object</th>
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<td>xyr</td>
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</tbody>
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*used as singular
they
love
cheese
a lot
SUBJECT
i'm in love with them
I learned their pronouns
RESPECT A PERSON’S GENDER IDENTITY BY USING THE CORRECT PRONOUN:

1. If you’re not sure which pronoun to use when writing about or chatting with someone, ask them which pronoun they’d like you to use. If that’s not possible, use the pronoun consistent with their appearance and gender expression (e.g. name).

2. Always use the gender people currently identify with, even when describing them in a context prior to their transition.

3. Never use quotation marks around a transgender person’s chosen name or the pronoun that reflects their gender identity.
LGBTQIA* Microaggressions

- “That’s so gay”
- “Tranny” or “She-male”
- “You’re not a ‘typical’ gay guy”
- “Who is the man in the relationship?”
- “What is your real name?” (to a transgender person)

Microaggression:
“social exchanges in which a member of a dominant culture says or does something, often accidentally, and without intended malice, that belittles and alienates a member of a marginalized group.”
Avoid Offensive & Inaccurate Language

- Homosexual lifestyle
- Gay Marriage
- Sexual preference
- “A transgender”
- Sex change
- Lesbian, Gay
- Marriage equality
- Sexual orientation
- Transgender person
- Transition
Consider The Following Questions:

• Should I be out on my resume?
• Should I be out at the interview?
• Will the clothes I wear to an interview be gendered and judged even if they are professional clothes?
• When is it okay to come out at work? How do I do so?
• When should I keep my sexual orientation/gender identity private?
Questions Continued

• How do I know if a work/internship/Co-op environment is safe?
• How do I handle discrimination in the workplace? Am I protected?
• Are there going to be other people who identify as LGBTQIA* in the company? How do I find them?
• Does the company have gender-neutral restrooms?
• Does the company participate in or sponsor LGBT-related events?
Diversity Initiatives

• Need to be aligned with organizational objectives, mission, and strategic plan
• Need full company buy-in and employee participation
• Need to be more than just numerical diversity…systemic diversity is key
• Need to be the responsibility of top-level and senior executives, not just diversity officers or the human resource department
  • A visible, top priority
Assessment and Evaluation

Check effectiveness & outcomes
- Some diversity measures include:
  1) Employee attrition rates
  2) Workforce satisfaction
  3) Market share within new customer bases
  4) External awards and recognition for diversity efforts
  5) Workplace climate satisfaction

Actively seek employee input
- Cultural diversity audits
- Employee satisfaction surveys
- Employee feedback hotline
- Focus groups
- Training evaluations
Diversity Affinity Groups

- Input is sought from these groups to determine their perception of progress achieved with regard to diversity
- They focus on retention of LGBTQIA* and allied employees and support business opportunities with LGBTQIA* consumers
Rating U.S. Workplaces on LGBTQIA* Equality

• Human Rights Campaign Foundation’s 2016 **CEI** is the national benchmarking tool on corporate policies and practices pertinent to LGBT employees

• **CEI** does not rate public sector (government) employers or businesses with fewer than 500 full-time U.S. employees
CEI Rates Companies On 6 Categories

• Businesses that achieve a rating of 100% in this report are recognized as “Best Places to Work for LGBT Equality”
1. Non-discrimination Policies

- There is no federal law that protect workers from discrimination in the workplace based on sexual orientation and gender identity.
- Your Equal Employment Opportunity policy includes:
  - Sexual orientation – 15 pts.
  - Gender identity – 15 pts.
2. EEO Policy Extended

- If an employee is traveling or being relocated internationally, the non-discrimination guidelines of your company must be portable.
- Where supplier mandates exist to protect named categories, sexual orientation and gender identity are included in this list.
- HRC holds companies accountable for any giving to a non-religious organization that explicitly discriminated against members of the LGBT community.
  - Pts. On theses are TBD.
3. Employment Benefits

- Equivalent partner and spousal medical benefits – 15 pts.
- Consistency between employees with different-sex and same-sex spouses or partners – 10 pts.
- Equal health coverage without exclusion for medically necessary care for transgender individuals – 10 pts.
4. LGBT Competency & Accountability

- Diversity Council or employee LGBT group – 10 pts.
- Corporations demonstrate at least 3 of the following – 10 pts.:
  - New hire training that explains/demonstrates how the nondiscrimination's policy includes sexual orientation and gender identity
  - Supervisors get trained on the difference between sexual orientation and gender identity
  - Inclusion of sexual orientation/gender identity in professional development training
  - Gender transition guidelines (restroom, dress code and documentation guidance)
  - Anonymous employment climate surveys
  - Data collection on forms that includes optional gender identity and sexual orientation
  - Executive/senior management performance measures include LGBT diversity metrics
5. Public Commitment to LGBT Equality

- LGBT engagement includes at least 3 of the following – 15 pts.:
  - Efforts to recruit LGBT employees
  - Advertising in LGBT media
  - Supporting at least one LGBT org.
  - Supporting LGBT equality through local, state, or federal legislation or initiatives
  - Efforts to include certified LGBT suppliers
6. Responsible Citizenship

- Large-scale public or official anti-LGBT “blemish” on recent records – MINUS 25 pts.
- Examples include:
  - Philanthropic giving to organizations whose primary mission includes anti-LGBT advocacy
  - Revoking inclusive LGBT practices or policies
2016 CEI CRITERIA CHANGES AT A GLANCE

Non-Discrimination: 360° of Corporate Equality

Global Workplace Non-Discrimination Policy and/or Code of Conduct

Inclusive Non-Discrimination Requirements for Contractors and Vendors

Corporate Giving Guidelines
There’s a difference

**Being Politically Correct**

- Externally driven
- Can be equated to censorship and conflicts with personal values

**Being Inclusive**

- Internally driven
- Is a mindset and does not conflict with personal values
Questions to Ask Yourself

• What are your organization’s top three diversity goals and objectives?
• Does your organization measure its diversity strategy’s effectiveness? If so, how and how often?
• Who has responsibility for managing diversity in your organization?
• What identifies how employees are held accountable for diversity?
Questions Continued

- What does senior leadership currently do to demonstrate its commitment to diversity?
- Is it obvious on your website that you support LGBT employees and diversity?
- What type of language, images, and assumptions do you use in your publications and materials?
Thank you! Now, it’s time for Q&A.
References

