LGBTQ Inclusion in the Workplace

Presented By:
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Participation Objectives

- Develop a greater understanding of language used to describe the LGBTQ communities
- Develop a deeper understanding of the common forms of inter-related oppressions that impact LGBTQ communities
- Develop a generalized greater understanding of LGBTQ communities and the barriers often faced when accessing community support
- Recap
Language and Terminology

Developing an understanding of the words, definitions and concepts commonly used to describe the LGBT communities
Activity: Impacts of Silence

Please list:

1) 2-4 important relationships in your life
2) 2-4 places of personal significance for you
3) 2-4 Common “life topics” that you discuss with your family/friends
4) 2-4 Hobbies and/or leisure time activities

- How did this activity make you feel?
- What did you think about?
- Other discussion
Do We Talk About Our Sexual Orientation or Identity at Work?

- Sharing aspects of one's personal life with coworkers is a normal part of everyone's workday.

- Conversations about spouses, friends and family help form bonds of mutual respect and trust that support a productive workplace.
  - Many more LGBT employees are now feeling more comfortable with these conversations; however

- LGBT employees may experience real or perceived fear that they will be rejected, harassed or threatened by other employees, possibly preventing opportunities for career progression.
Language and Terminology

- Language is not universal!
- Use the language of the person you are talking to:
  - Increases mutual respect
  - Builds bridges and increases trust
- Highlights positive aspects of self
- Claiming identity is claiming one’s power

- Language should never be used to demean, exclude or offend.
- People should feel free to change the language they use to describe themselves.
- And... WE do not EVER get to determine someone else’s identity
SEX
Body / Biology

GENDER
Culture

SEXUAL ORIENTATION
Attractions / Relationships

Adapted From: University of Minnesota GLBTA Programs Office materials 2010
Language and Terminology: SEXUAL ORIENTATION: ATTRACTIONS/ RELATIONSHIPS

What is Sexual Orientation?
- It can be understood as the relationships between your sex (body) / gender and others’ sexes (bodies) / genders

Components
- Sexual desire
- Sexual behavior
- Sexual identity
Language and Terminology:
SEXUAL ORIENTATION: ATTRACTIONS/ RELATIONSHIPS

- Various sexual orientations include:
  - Ambisexual
  - Asexual
  - Bisexual
  - Fluid
  - Gay
  - Heterosexual / Straight

- Not exhaustive list
  - Lesbian
  - Multisexual
  - Omnisexual / Pansexual
  - Queer
  - Same-Gender Loving
  - Two Spirit

Adapted From: University of Minnesota GLBTA Programs Office materials 2010
What is **Sex**?
- Category assigned to each of us at birth based on a variety of physical and biological characteristics

**Components**
- Chromosomes
- Genitals
- Hormones
- Reproductive Organs
- Secondary Sex Characteristics

**Variations**
- Female
- Male
- Intersex
Language and Terminology: 

**GENDER: CULTURE**

- What is **Gender**?
  - System of meanings and symbols and the rules, privileges and punishments for their use

- Components
  - Gender expression
  - Gender roles
  - Gender identity

Adapted From: University of Minnesota GLBTA Programs Office materials 2010
The Gender Unicorn

Gender Identity
- Female/Woman/Girl
- Male/Man/Boy
- Other Gender(s)

Gender Expression/Presentation
- Feminine
- Masculine
- Other

Sex Assigned at Birth
- Female
- Male
- Other/Intersex

Sexually Attracted To
- Women
- Men
- Other Gender(s)

Romantically/Emotionally Attracted To
- Women
- Men
- Other Gender(s)

To learn more, go to: www.transstudent.org/gender

Design by Landyn Pan
Pronouns

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Language and Terminology:

What is Transgender?

An umbrella term for people whose gender identity or gender expression differs from the sex they were assigned at birth and/or whose gender is not validated by the dominant culture.

- Trans people may or may not choose to (or may or may not be able to) alter their bodies with surgery or hormone therapy.
- Transitioning is a complex process that varies for each individual.
- Folks may change name, pronouns, gender markers, clothing, hairstyles, mannerisms, etc.

Other terms:

- Gender variant
- Gender non-normative
- Gender non-conforming (GNC)

Adapted From: University of Minnesota GLBTA Programs Office materials 2010
Language and Terminology:

**GENDER: CULTURE** - Gender Identities

- Various gender identities include:
  - Androgynous
  - Bi- / Multi-gendered
  - Butch / Femme
  - Cross Dresser
  - Drag Queen / Drag King
  - FTMI (female-to-male)
  - Genderqueer

- Not exhaustive list

- Intersex
- Man / Male
- MTF (male-to-female)
- Trans-man / -woman
- Transexual
- Two Spirit
- Woman / Female

Adapted From: University of Minnesota GLBTA Programs Office materials 2010
Methods and Mechanics of Marginalization

Inter-related Oppressions and Understanding Bias
Interrelated Oppressions

“If you have come here to help me, you are wasting our time.

But if you have come because your liberation is bound up with mine, then let us work together.”  (Lilla Watson)
WHAT IS OPPRESSION?

PREJUDICE: A set of negative personal beliefs about a person or group

POWER: The capacity to make and enforce decisions. Access to systems, groups or individuals who own/control resources

OPPRESSION: Racism, sexism, ableism, classism, homophobia, transphobia, biphobia, ageism...
What is Diversity?

In its broadest context, diversity includes all that makes us unique:

- race, color, gender, religion,
- national origin, age, disability,
- culture, sexual orientation, gender identity, parental status,
- educational background,
- socioeconomic status, intellectual perspective, organizational level, and more.

Nine Dimensions of Difference

From ODI’s Glossary of Terms
Language of Marginalization

**Heterosexism**
System of oppression that reinforces the belief in heterosexual superiority/validity over LGBTQ orientations

**Homophobia/Transphobia/Bi Phobia**
Negative feelings, attitudes and behaviors against LG BTQ people/active fear and hatred of “homosexuals”

**Heterosexual Privilege**
Basic civil rights, social privileges and status automatically awarded to heterosexuals that is automatically denied to LG BTQ communities based solely on sexual or gender orientation
Language of Marginalization cont.

- **Sexism** - Fear of someone who “violates” social sex/gender roles and identities, or judgments about who a person is or what a person is capable of because of their gender (assigned or self-identified)

- **Racism** - Fear of or bias towards who a person is or what a person is capable of because of their race or ethnicity (assumed or self-identified)

- **Erotophobia** - Individual and cultural anxiety about issues relating to human sexuality

- **Xenophobia** - Fear of difference or perceived difference

**Internalization of Phobic Messages** - The process of claiming bias/hate-based social and cultural messages as internal/core truths without seeing the root of those messages as methods to maintain control by those in positions of power and the goal of those messages being to limit or deny access
Small Group Discussion: Working through Difference

Please discuss the following (and assign a person to report back for each group):

- What is my initial response to people who are different than me?

- What kinds of things do I need in order to feel safe/comfortable when I am in a place where people are different than me?

- What resources or information would I need to be an LGBTQ ally?
Mapping the Route to Understanding

THE RIDDLE SCALE

REPULSION

PITY

TOLERANCE

ADMIRATION

APPRECIATION

NURTURANCE

Today I Feel...
Coming Out

Authenticity

Identity Pride

Identity Congruence

Identity Integrity

Outing Response

Because we want to!
Overcoming the Barriers
Among the 26,965 respondents:

- 25,093 (93.1%) reported being heterosexual
- 502 (1.9%) reported being gay/lesbian
- 801 (3.0%) reported being bisexual
- 481 (1.8%) reported being unsure of their sexual orientation
- 88 (0.3%) declined to answer

Final sample size is 26,396.
LGBQ Youth Mental Health: 2013 MN Student Survey

Long term mental health, behavioral or emotional problems:
- Gay/lesbian - 32.11%
- Bisexual - 47.57%
- Questioning - 24.63%
- Non-LGBQ - 10.94%

Ever treated for an alcohol or drug problem:
- Gay/lesbian - 10.37%
- Bisexual - 9.28%
- Questioning - 5.67%
- Non-LGBQ - 2.20%
LGBTQ History Timeline – a few snippets

- 1903 – First raid on a gay bathhouse in New York City
- 1924 – First gay rights org founded (shut down by the police within months)
- 1952 – First gender reassignment surgery
- 1958 – Supreme Court protects One Magazine
- 1969 – Stonewall Riots
- 1970 – First Prides
- 1973 – Homosexuality removed from the DSM
- 1975 – Minneapolis passes first legislation to protect trans people
Timeline Continued

- 1978 – Rainbow flags are used as a symbol for the community
- 1986 – Supreme Court upholds Georgia’s ban on homosexual activity
- 1993 – Don’t ask Don’t tell
- 1993 – MN passes first statewide LG BTQ protection
- 1996 – DOMA
- 2000 – Civil Unions in Vermont
- 2003 – Lawrence v. Texas
Recent Wins/Current Protection

- DOMA overturned
- Marriage equality nationwide!
- MN Human Rights Act
- Safe Schools
Overcoming the Barriers: Moving Forward

Workplaces
Key Attitude and Approaches

- Regardless of the various demographic groups each person is an individual with unique identities, strengths and perspectives.

- Each of us wants to be respected and understood.

- Being more respectful with conversation

- Being open-minded

- Flexibility and adaptability
To Start...

- What makes you feel welcome in a new environment?

- LGBTQ people have experienced a history of “deviance” and “pathology” in medical and mental health communities.

- Because of this history, safety cues are very important.
Examples of Verbal Safety Cues

- Person, instead of man or woman
- They rather than he or she
- Relationship status instead of marital status
- Parent or guardian rather than mother or father
- Interrupt homo/bi/transphobic remarks or jokes

Visual Safety Cues - magazines, posters, gender neutral bathrooms
Trans-friendly Customer Service

- No assumptions
- Cut “sir” and “ma’am” out of greetings and goodbyes
- Be sensitive about payment methods (if applicable)
- Practice using “they” as a gender neutral pronoun
- If you mess up – apologize and move on
- Be flexible, adaptable, and open-minded
Overcoming the Barriers: Safer and Supportive Workplaces

- Adjust organization statements and other relevant documents to include an affirmative nondiscrimination clause concerning membership, hiring practices, and the communities served.
- Use inclusive language and content in organization structure and meetings.
- Welcome persons in your organization’s brochures.
- Create an environment in which people feel comfortable to come out at work.
- Interrupt homophobic remarks/jokes.
- Put up posters from LGTB organizations, events.
Conclusion

Next Steps
Recap

- LG BTQ are present in all walks of life
- Oppressions are interrelated
- Identities are self-determined and should be valued
- NO assumptions
CONTACT OUTFRONT!

CLIENT AND COMMUNITY SERVICES:
- Crisis hotline
- Short term counseling
- Support Groups
- Advocacy
- Community Education and Outreach

CONTACT INFORMATION:

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