

The background of the entire image is a soft, out-of-focus photograph of two hands clasped together. The left hand is in the foreground, and the right hand is slightly behind it. The skin tones are natural, but the entire image is overlaid with a vibrant rainbow gradient that transitions from red on the left to purple on the right. A diagonal line of white light separates the two hands. In the lower right, the text 'LGBTQIA+' is written in a clean, white, sans-serif font. Below the text is a thin white horizontal line with a small dark blue circle in the center.

LGBTQIA+

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Lesbian

Gay

Bisexual

Pansexual

Transgender

Genderqueer

Queer

Intersexed

Agender

Asexual

Ally

LGBTQIA+

readyssetpresent.com

LGBTQIA+

BEFORE WE BEGIN

(1 of 3)

Discussion of sensitive and personal topics is forthcoming.

Some content may feel uncomfortable to discuss.

No pressure or obligation to answer questions or contribute to group discussion — our goal is to encourage participation, but not at cost of personal well-being.

LGBTQIA+

BEFORE WE BEGIN

(2 of 3)

Open and **safe** space for conversation about these subjects.

Open and **safe** space for conversation about these subjects.

No judgment is to be passed on anyone.

We ask that everyone help create environment of **respect**, **sensitivity**, and **understanding**.

LGBTQIA+

BEFORE WE BEGIN

(3 of 3)

If at any point you feel you need to disengage for your own well-being, **please do so.**

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Breaks planned throughout—may exit room at this time or at any time during presentation.

If you would like to speak privately with the presenter about any information, you may do so during breaks and after presentation.

Program Objectives



Understand importance of LGBTQ+ equality in the workplace.



Understand how LGBTQ+ equality benefits the workplace.



Build awareness of LGBTQ+ history and culture.



Increase familiarity with LGBTQ+ terminology.



Learn how to increase LGBTQ+ inclusion and equity in the workplace/



Apply methods of increasing LGBTQ+ equality to real-world scenarios.

LGBTQIA+

Activity

(1 of 3)

To start...

Which terms in the following acronym do you know?



LGBTQIA+

LGBTQIA+

Activity

(2 of 3)

L: Lesbian

G: Gay

T: Transgender

Q: Quer or Questioning

I: Intersex

A: Asexual



LGBTQIA+

Activity

(3 of 3)

NOTE: the terms in “LGBTQIA” (and their definitions) are always evolving and often mean different things to different people in the community

Starting point for
discussion and
understanding



Meaning and
significance of
terms to be
discussed later in
more detail



The Value of LGBTQ+ Equality in the Workplace

First place to start is demonstration of why LGBTQ+ equality in the workplace is important.

May seem obvious to some, but it is vital that we are all on the same page.

When there is a shared understanding of why LGBTQ+ inclusion is important, we are better able to promote it in our workplace.

LGBTQ+ Equality: Overview

(1 of 6)

GROUP ACTIVITY

Discrimination: treating someone differently and/or negatively based on their identity

**WHAT ARE SOME WAYS IN WHICH
LGBTQ+ PEOPLE MIGHT
EXPERIENCE DISCRIMINATION IN
THE WORKPLACE?**

LGBTQ+ Equality: Overview

(2 of 6)

Includes, but not limited to:

Not being hired, or
being fired, on the
basis of identity



Being overlooked
for a promotion or
pay raise




Receiving disciplinary
action or write-ups on
no basis



LGBTQ+ Equality: Overview

(3 of 6)



Comments on
personality,
mannerisms,
behavior, etc.

Offensive
gestures, jokes,
slurs, etc.

Pressure for dates
or requests for
sexual favors.

Sexual
harassment or
sexual assault.

LGBTQ+ Equality: Overview

(4 of 6)

Transgender workers experience additional forms of discrimination

Includes the above as well as (but not limited to):



Bathroom
inaccessibility.

Being deliberately
referred to by
incorrect
pronouns.

Having to tolerate
inappropriate
questions.

LGBTQ+ Equality: Overview

(5 of 6)

LGBTQ+ discrimination in the workplace:

Is illegal (*Bostock v. Clayton County*, 2020) ●

Breeds intolerance ●

Lowers morale ●

Strains relationships ●

Decreases inclusivity ●

Harms productivity ●

LGBTQ+ Equality: Overview

(6 of 6)

LGBTQ+ equality
is more than just
tolerating
differences



It is full
acceptance,
respect, and
celebration of
LGBTQ+
community



Appreciation and
understanding of
LGBTQ+
community will
create better
workplace for all



LGBTQIA+

LGBTQ+ in the Workplace: Current Status

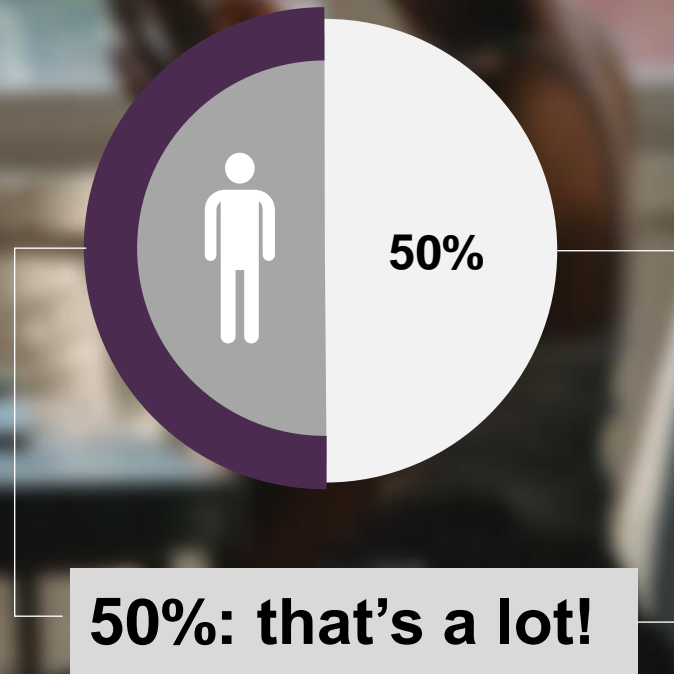
(1 of 14)

**WHERE ARE WE NOW
REGARDING LGBTQ+ EQUALITY
_____ IN THE WORKPLACE? _____**

LGBTQ+ in the Workplace: Current Status

(2 of 14)

What percentage of non-LGBTQ+ workers don't think there are any LGBTQ+ people in their workplace?

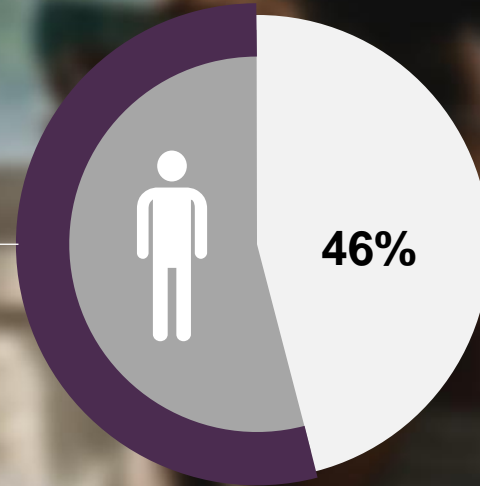


LGBTQ+ in the Workplace: Current Status

(2 of 14)

GROUP ACTIVITY

Any guesses as to potential reasons why?



Almost half (46%) of LGBTQ+ workers in the US are closeted in the workplace (2019)

LGBTQ+ in the Workplace: Current Status

(3 of 14)

Possibility of being stereotyped **(38%)**

Possibly making people feel uncomfortable **(38%)**


Possibility of losing connections or relationships with coworkers **(31%)**

People might think I am attracted to them just because I am LGBTQ+ **(27%)**

LGBTQ+ in the Workplace: Current Status

(4 of 14)

Subtle biases toward LGBTQ+ people remain prevalent



73% of LGBTQ+ workers and
78% of non-LGBTQ+ workers
say they are comfortable talking
about their spouse, partner, or
dating to coworkers, but...

LGBTQ+ in the Workplace: Current Status

(5 of 14)

25% of LGBTQ+ workers report coworkers seem uncomfortable when they say something related to their sexual orientation or gender identity (e.g. mentioning a partner or spouse).

36% of non-LGBTQ+ workers say they would feel uncomfortable hearing an LGBTQ+ colleague talk about dating.

59% of non-LGBTQ+ workers believe it is unprofessional to discuss sexual orientation and gender identity in the workplace.

LGBTQ+ in the Workplace: Current Status

(6 of 14)

LGBTQ+ workers lack faith in accountability systems

1 in 10 LGBTQ+ employees
have heard their own
supervisor make negative
comments about LGBTQ+
people



45% of LGBTQ+ employees
believe enforcement of their
workplace's non-discrimination
policy is dependent on their
supervisor's feelings toward
LGBTQ+ people

LGBTQ+ in the Workplace: Current Status

(7 of 14)

GROUP ACTIVITY

When LGBTQ+ people feel unwelcome in the workplace, what happens?

Consequences include, but not limited to:

Feeling distracted, unhappy, or depressed

Lying about personal life

Avoiding social events at work (lunches, happy hours, holiday parties)

Avoiding certain people at work

Staying home from work or searching for a different job

LGBTQ+ in the Workplace: Current Status

(8 of 14)

20% of LGBTQ+ Americans have experienced discrimination based on their sexual orientation or gender identity when applying to jobs (2017)

LGBTQ+ people of color are more likely to experience this type of discrimination than white LGBTQ+ people (2017)



22% of LGBTQ+ Americans have not been paid equally or promoted at the same rate as their heterosexual peers (2017)



LGBTQ+ in the Workplace: Current Status

(9 of 14)

Most states and countries do NOT provide legal protections for LGBTQ+ employees.

77 countries prohibit discrimination in employment due to sexual orientation.

Includes: Australia, Canada, France, Germany, Mexico, the Netherlands, Switzerland, and the United Kingdom.

LGBTQ+ in the Workplace: Current Status

(10 of 14)

Bostock v. Clayton County (2020): United States Supreme Court ruled that the Civil Rights Act of 1964 protects employees from discrimination based on sexual orientation or gender identity.

Workers cannot be fired for being LGBTQ+

Before ruling, no state-level protection for sexual orientation or gender identity in 28/50 US states.

Out of estimated 8.1 million LGBTQ+ workers 16 or older, 3.9 million lived in states without legal protections.

LGBTQ+ in the Workplace: Current Status

(11 of 14)

June 2017: Canadian government amended Human Rights Act to outlaw employment discrimination based on gender identity and expression

2017

2018

Sep 2018: India Supreme Court struck down section of penal code that penalized consensual same-sex relations

LGBTQ+ in the Workplace: Current Status

(12 of 14)

2020: 93% of Fortune 500 companies have non-discrimination policies that include sexual orientation

91% have non-discrimination policies that include gender identity

53% include domestic partner benefits

65% include transgender-inclusive benefits

LGBTQ+ in the Workplace: Current Status

(13 of 14)

Most progress made for the LGBTQ+ community in the workplace has occurred in the last decade.

Important to remember: we are still in the early stages of creating an equitable environment for all.

Opportunity for each of us to participate in and contribute to this environment.

LGBTQ+ in the Workplace: Current Status

(14 of 14)

What are you most surprised to have learned?

Was there anything that was unsurprising?

Practical ways to make the workplace more welcoming for LGBTQ+ people to follow in detail.