

LGBTQ+ Population and the workplace

Provided by
PA Commission on LGBT Affairs

Learning Objectives

- 1) Expand awareness of intersections of sex, gender identity, gender expression, and sexual orientation
- 2) Understand how these intersections uniquely impact the workplace
- 3) Increase understanding about the need for creating a LGBTQ+ inclusive work place through
- 4) Address current policy and procedures that create potential barriers for LGBTQ+ employees

LGBT Diversity

◉ **LGBT**

- > Lesbian
- > Gay
- > Bisexual
- > Transgender
- > VS. Cisgender
- > Queer

◉ **SOGI/E**

◉ **Heterosexism & Cisgender Assumption**

◉ **Homophobia & Transphobia**



Why is diversity inclusion important?

An inclusive workplace:

1. Realizes FULL Potential
2. Empowers Employees
3. Brings in more Business

Inclusion: A practice that enables the full participation and contribution of the workforce in support of the mission of the organization by eliminating implicit and explicit barriers.

Key Attitudes and Approaches

- Each person has unique
 - > Preferences (SOGI/E is not a choice)
 - > strengths, and
 - > perspectives.
- Respect NOT Agreement
- Understanding
- Being Open Minded
- Flexibility and Adaptability

Why Is LGBT Diversity Significant in Business?

- 2017: 4.5 % of American adults identify as lesbian, gay, bisexual &/or transgender
- That's more than 11 million U.S. adults
- And yet... LGBTQ+ People are discriminated against on a daily basis.

Why is LGBT Competency important at work?

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.



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

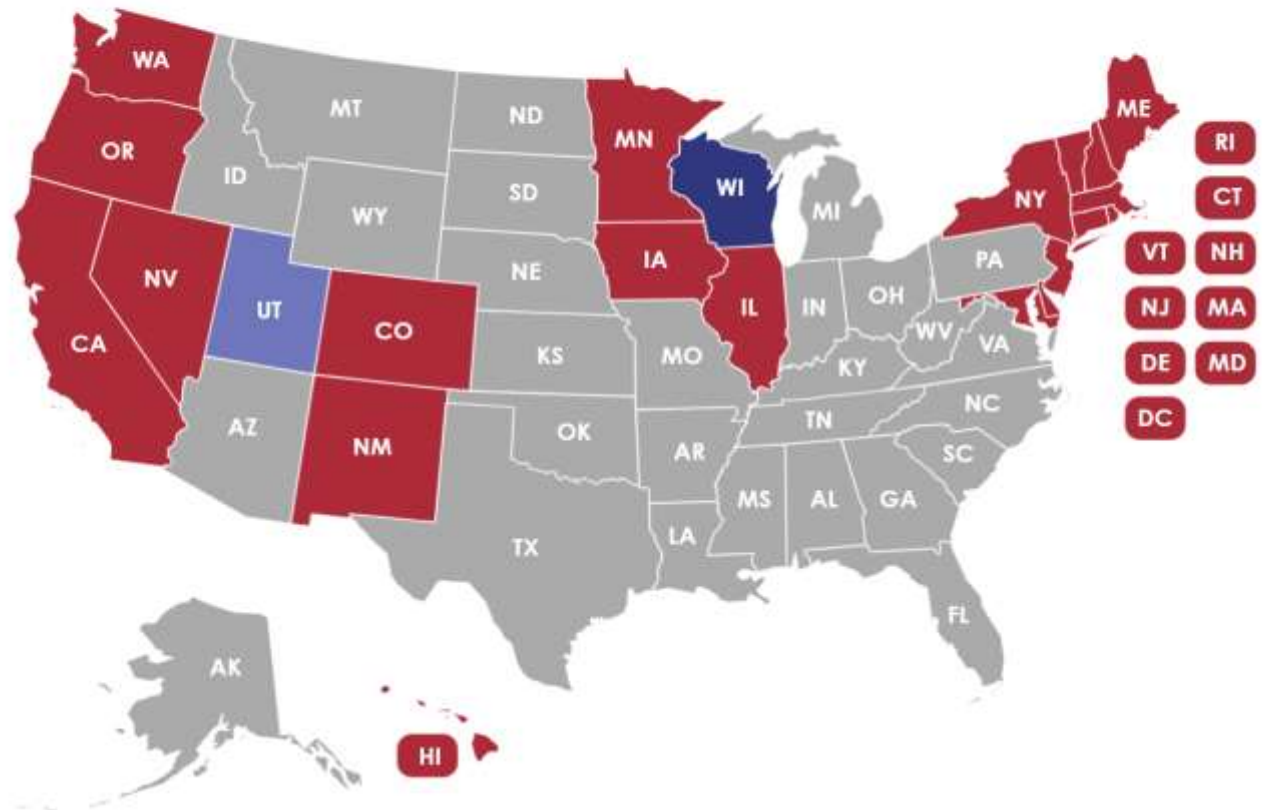
Take a minute to ponder...

- How often do people share about their personal life (children, friends, vacations, etc.)

Because it's happening

- ◉ LGBTQ+ employees experience fear:
 - > rejected,
 - > Harassed
 - > Denied Advancement
 - > Fired

LGBTQ Americans Aren't Fully Protected From Discrimination in 30 States



- States with No LGBT Non-Discrimination Protections
- States with Non-Discrimination Laws Lacking Gender Identity Protections
- States with Some LGBT Non-Discrimination Protections
- States with Full LGBT Non-Discrimination Protections

Break Down of PA

Short comings in current PA Law

HOUSING

State does not prohibit housing discrimination based on sexual orientation and gender identity.

EMPLOYMENT

State does not prohibit employment discrimination based on sexual orientation and gender identity.

HATE CRIMES

State does not have a law that addresses hate or bias crimes based on sexual orientation and gender identity.

PUBLIC ACCOMMODATIONS

State does not prohibit discrimination in public accommodations based on sexual orientation and gender identity.

SCHOOL ANTI-BULLYING

State does not have a law that addresses harassment and/or bullying of students based on sexual orientation and gender identity.

EDUCATION

State does not have a law that addresses discrimination against students based on sexual orientation and gender identity.

CONVERSION THERAPY

This state has no restrictions on so-called "conversion therapy."

Why is LGBT Competency important?

- ✓ We talk about SOGI/E all the time
 - ✓ But is our conversation presumptive?
 - ✓ Are we projecting personal beliefs/views
- ✓ Conversations that flow freely increase trust, awareness, safety, and productivity

Myths and Stereotypes

A cross-dresser is the same as a transgender person.

- > False! A cross-dresser is someone who dresses up for sexual gratification or entertainment purposes. A transgender person who does not identify as the sex they were assigned at birth

You can tell a person's orientation by looking at them

- > False! Gay-dar is not a real thing

Myths and Stereotypes

- ◉ Gay men are pedophiles.
 - > False! In fact, more pedophiles identify as heterosexual than homosexual.
- ◉ Lesbians will “trick” you into becoming a lesbian.
 - > False! LGBT people don't want to try to trick anyone into changing their sexual orientation – even if it were possible, which it isn't!

Some Basic Considerations:

- ◉ Know your company policies (inclusive or exclusive)
- ◉ Check heterosexist and cisgender assuming language (i.e. use spouse/partner)
- ◉ Be respectful of language and pronouns
- ◉ Know the basic facts for people in transition (There is no one way & surgery talk is personal)
- ◉ Bathrooms (Gender identity or Gender neutral)

Important points to remember:

Competent

Informed

Open

Blind

Harmful or Fearful



- ◉ **This is a process!**
- ◉ **It isn't impossible!**
- ◉ **Help is available!**

Our lived experiences and questions about LGBTQ people...

- ◉ What have been some of your experiences with LGBTQ+ people?
- ◉ What are your questions about LGBTQ+ people and identities?

Questions

- What's lingering?
- What needs clarified?

Presented by:

- ◉ PA Commission of LGBT Affairs
- ◉ With information from:
 - > The American Psychological Association
 - > Human Rights Campaign, HRC
 - > The Department of Veterans Affairs
 - > The Center for American Progress
 - > GLADD