

LGBTQ+ (or LGBTQIA)

What are all the initials for?

Lesbian: women attracted to women

Gay: men attracted to men

Bisexual: people attracted to either men or women

Transgender: people whose gender identity and/or expression does not match their sex assigned at birth

Queer: umbrella term for people who do not identify as heterosexual or gender binary. Use with caution – originally an insult, now being reclaimed. Youth are more likely to identify as queer than older people.

Intersex: born with sex chromosomes, anatomy and/or a reproductive system not considered standard for either male or female

Asexual: doesn't experience sexual attraction

Ally: a straight or cisgender advocate/supporter

At work: addressing the "DOUBLE STANDARD"

Research by the HRC₁ identified a common issue for LGBTQ+ workers. On the one hand, **80%** of all US workers agree it's normal to get to know each other by chatting about what you did at the weekend, **and 80%** of non-LGBTQ workers also agree that their LGBTQ+ coworkers shouldn't have to hide who they are. **But, 59%** of non-LGBTQ+ workers think it's unprofessional to talk about sexual orientation or gender-identity in the workplace. This is a double standard; non-LGBTQ+ workers may not recognize that we **all** have a sexual orientation and a gender-identity.

“

How was your weekend? We celebrated Julie's birthday with the kids.

”

Great -- we saw Tom's family and for once his Dad didn't make any anti-gay jokes!



Reflection: Does this Monday morning co-worker exchange seem inappropriate to you? If so, why? LGBTQ+ people want to be able to talk about their families just like others.

1 in 6 of Gen Z identifies as LGBTQ+ according to Gallup₂

Gen Z (Born 1997-2002)	15.9%
Millennials (Born 1981-1996)	9.1%
Generation X (Born 1965-1980)	3.8%
Baby Boomers (Born 1946-1964)	2.0%
Traditionalist (Born Before 1946)	1.3%

The percentage of people identifying as LGBTQ+ has quadrupled since 1996 as people feel safer and more comfortable to be themselves. Workplaces and professional associations need to adopt more inclusive language and guard against homophobic or transphobic behaviors to attract and retain younger members and their friends.

Additional terms

Two Spirit (2S, or 2): Used by Indigenous LGBTQ+ folk, and has a complex meaning honoring the fluid nature of gender-identity and sexual attraction and embodying both the masculine and feminine spirit.

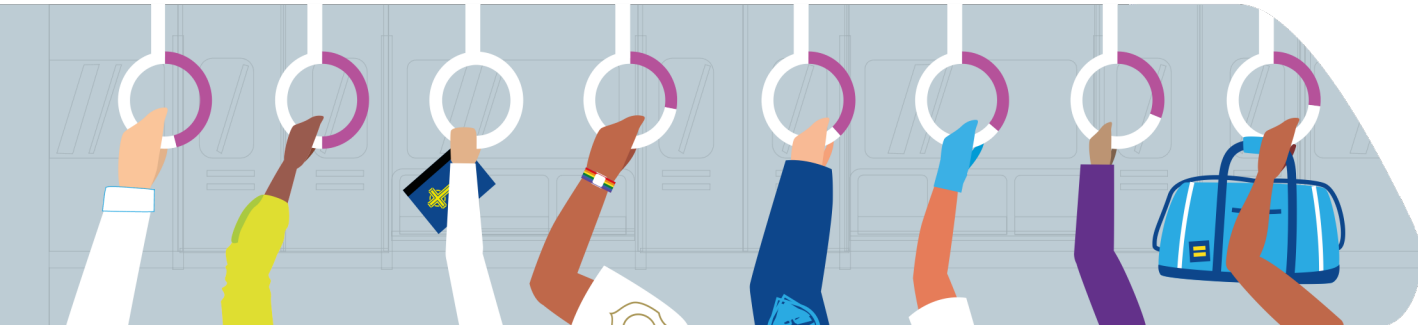
Nonbinary: a person whose gender identity and/or expression is neither male nor female. Nonbinary individuals may identify as somewhere between male and female or reject a binary categorization of gender altogether. People may also self-identify as genderfluid or genderqueer.

Cisgender, Cis Man, Cis Woman: Refers to a person whose gender identity aligns with the gender and sex assigned at birth, that is, not a transgender man or woman.

Workplace data from HRC's "A Workplace Divided" Report,

As people head off to work each day:

LGBTQ employees say that they are not open at work because:



46%

of LGBTQ workers are closeted at work

50%

of non-LGBTQ workers don't think that there are any LGBTQ people at their workplace

Non-LGBTQ workers' feelings towards LGBTQ people have been most shaped by their up-bringing, having a friend who is LGBTQ, and their religion

28%

of LGBTQ workers are totally closeted and not open to anyone in their lives

38%

The possibility of being stereotyped

36%

The possibility of making people uncomfortable.

31%

The possibility of losing connections/relationships with co-workers

27%

People might think I'm attracted to them just because I am LGBTQ+

1 in 5

LGBTQ workers have been told or had coworkers imply they need to dress more feminine or more masculine

1 in 24

Non-LGBTQ workers who were told to dress more feminine or masculine

53%

LGBTQ workers who have heard anti-LGBTQ jokes or remarks at work

37%

Non-LGBTQ workers who have heard similar jokes

1. Source: A Workplace Divided, HRC Foundation, 2018 www.hrc.org



Where can I go to learn more?

- Canada: **Egale**: 2SLGBTQI advocacy. <https://egale.ca>
- US: **Human Rights Campaign** produces annual Corporate Equality Index, State Equality Index, Municipal Equality Index and Equidad MX www.hrc.org
- Out and Equal, Workplace Advocacy <https://outandequal.org>
- [NLGJA Association of LGBTQ Journalists style-guide](#);
- [Trans Journalists style guide](#)
- www.wef.org/dei for WEF DEI Subcommittee contacts

What not to say (instead, listen)

- "This is so hard" when someone asks you to use a different pronoun, e.g. "they"
- "There are only two genders"
- "Your lifestyle" or "sexual preference" -- both imply a choice. Instead, use "sexual orientation" or "gender-expression"
- "When did you decide to be a lesbian?"
- "Oh, I have a gay friend...."
- "Transgendered" (instead of Transgender)