



LGBTQ+ Communities & The Workplace

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Ground Rules

- Respect
- E.L.M.O.
- Positive Identifiers
- Meet Folks in the Process
- One Diva, One Mic

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Ice Breaker



- **Name**
- **Pronoun (she/her, he/him, they/them)**
- **Favorite Colors**

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LGBTQ+

- **Lesbian**
- **Gay**
- **Bisexual**
- **Transgender**
- **Queer/Questioning**
- **Pansexual**
- **Intersex**
- **Asexual/Ally**

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“Preferred” Pronouns

		Nominative (subject)	Objective (object)	Possessive Determiner	Possessive Pronoun	Reflexive
Traditional Pronouns						
Masculine	He	<i>He</i> laughed	I called <i>him</i>	<i>His</i> eyes gleam	This is <i>his</i>	He likes <i>himself</i>
Feminine	She	<i>She</i> laughed	I called <i>her</i>	<i>Her</i> eyes gleam	This is <i>hers</i>	She likes <i>herself</i>
Gender Neutral	They	<i>They</i> laughed	I called <i>them</i>	<i>Their</i> eyes gleam	That is <i>theirs</i>	They like <i>themselves</i>

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“Preferred” Pronouns

		Nominative (subject)	Objective (object)	Possessive Determiner	Possessive Pronoun	Reflexive
Traditional Pronouns						
Masculine	He	<i>He</i> laughed	I called <i>him</i>	<i>His</i> eyes gleam	This is <i>his</i>	He likes <i>himself</i>
Feminine	She	<i>She</i> laughed	I called <i>her</i>	<i>Her</i> eyes gleam	This is <i>hers</i>	She likes <i>herself</i>
Gender Neutral	They	<i>They</i> laughed	I called <i>them</i>	<i>Their</i> eyes gleam	That is <i>theirs</i>	They like <i>themselves</i>
Invented Pronouns						
Gender Neutral	Ne	<i>Ne</i> laughed	I called <i>nem</i>	<i>Nir</i> eyes gleam	That is <i>nirs</i>	Ne likes <i>nemself</i>
Gender Neutral	Ve	<i>Ve</i> laughed	I called <i>ver</i>	<i>Vis</i> eyes gleam	That is <i>vis</i>	Ve likes <i>verself</i>
Gender Neutral	Spivak	<i>Ey</i> laughed	I called <i>em</i>	<i>Eir</i> eyes gleam	That is <i>eirs</i>	Ey likes <i>emself</i>
Gender Neutral	Ze (or Zie) and Zir	<i>Ze</i> laughed	I called <i>hir</i>	<i>Hir</i> eyes gleam	That is <i>hirs</i>	Ze likes <i>hirself</i>
Gender Neutral	Ze (or Zie) and Zir	<i>Ze</i> laughed	I called <i>zir</i>	<i>Zir</i> eyes gleam	That is <i>zirs</i>	Ze likes <i>zirself</i>
Gender Neutral	Xe	<i>Xe</i> laughed	I called <i>xem</i>	<i>Xyr</i> eyes gleam	That is <i>xyrs</i>	Xe likes <i>xemself</i>

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A Few Key Words

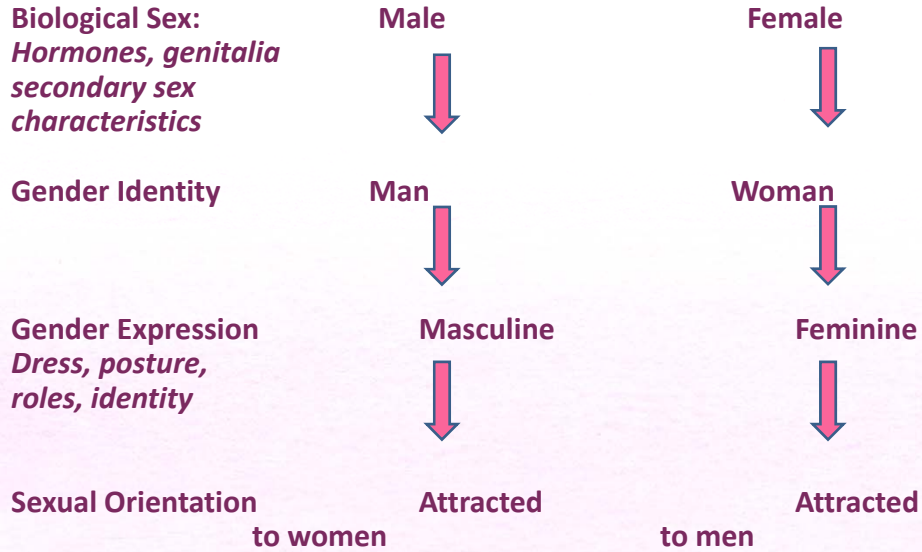
- Ally
- Asexual
- Assigned Sex
- Cisgender
- Closeted
- Coming Out
- Gender
- Gender Binary
- Gender Identity
- Genderqueer
- Heterosexism
- Homophobia
- Intersectionality
- Intersex
- Outing
- Pansexual
- Queer
- Transgender

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GENDER MODELS

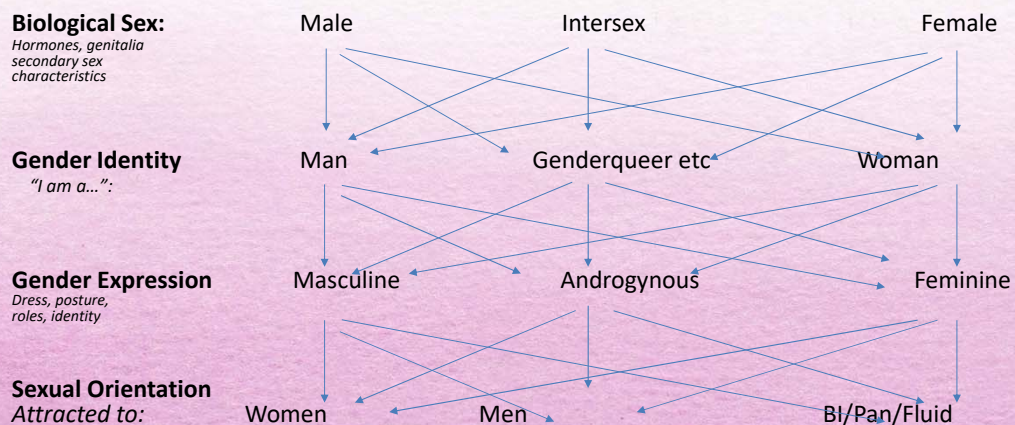
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Traditional Gender Model



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Revolutionary Gender Model



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Language

- Homosexual
 - Transsexual
 - Hermaphrodite
 - Frigid/Low Sex Drive
 - Friend
 - Choice/Preference
 - Lifestyle
 - Special Rights
 - Queer
- LGBTQ
 - Transgender
 - Intersex
 - Asexual
 - Partner
 - Orientation/Identity
 - Life
 - Equal Rights
 - Queer



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Institutional Mistrust

- LGBTQ people do not feel comfortable in the institutions designed to help
- Historic oppression by governments, companies, society still leave scars
- “Coming out” is an exercise in trust

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Creating Inclusive Work Practices

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Human Rights Campaign Corporate Equality Index

Founded in 2002,

The number of employers rated from the first CEI to the present has expanded from 319 to 947, encompassing all major industry sectors and a global impact on 553 international employers. Originally 13 companies qualified for a 100 rating. In 2018, it was 609.

The criteria for rating in the CEI:

- Non-discrimination policies across business entities;
- Equitable benefits for LGBTQ workers and their families;
- Internal education and accountability metrics to promote LGBTQ inclusion competency; and,
- Public commitment to LGBTQ equality.



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Employee Resource Groups

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Employee Resource Groups

- **Bring together LGBTQ+ Employees & Allies**
- **Create a forum for discussion, advancement, and community**
- **Employee Recruitment and Retention**
- **Build programs which create a safe environment for employees**
- **Support local community groups**
- **Honest evaluation of inclusivity practices**

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BEING AN ALLY

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Being an Ally

- Educate yourself.
- Assume that making mistakes is part of the learning process of being an effective ally.
- Use appropriate language. Learn new terms as language and terminology evolve.
- Confront inappropriate language and behaviors.
- Take responsibility for equalizing power.
- Ask questions and accept feedback.
- Appreciate the risk people who are LGBTQ+ take in coming out.
- Regard people who are LGBTQ+ as whole human beings.
- Continue to work on your level of acceptance.
- Openly and honestly express your feelings.

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Questions?

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Word Match

Part 1

1. Ally
2. Asexual
3. Assigned Sex
4. Cisgender
5. Closeted
6. Coming Out
7. Gender
8. Gender Binary
9. Gender Identity

Word Match

Part 2

1. Genderqueer
2. Heterosexism
3. Homophobia
4. Intersectionality
5. Intersex
6. Outing
7. Pansexual
8. Queer
9. Transgender

Word Match

Answers

1. **Ally** - A straight ally or heterosexual ally is a heterosexual and cisgender person who supports equal civil rights, gender equality, LGBT social movements, and challenges homophobia, biphobia and transphobia.
2. **Asexual** - without sexual feelings or associations.
3. **Assigned Sex** - Sex assignment (sometimes known as gender assignment) is the determination of an infant's sex at birth.
4. **Cisgender** - denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex.
5. **Closeted** – adjectives for those who have not disclosed their sexual orientation or gender identity and aspects thereof, including sexual identity and sexual behavior.
6. **Coming Out** – disclosing sexual orientation or gender identity
7. **Gender** - Gender is the range of characteristics pertaining to, and differentiating between, masculinity and femininity. Depending on the context, these characteristics may include biological sex, sex-based social structures, or gender identity.
8. **Gender Binary** - the classification of gender into two distinct, opposite, and disconnected forms of masculine and feminine, whether by social system or cultural belief.
9. **Gender Identity** - Gender identity is the personal sense of one's own gender. Gender identity can correlate with assigned sex at birth or can differ from it. All societies have a set of gender categories that can serve as the basis of the formation of a person's social identity in relation to other members of society.
10. **Genderqueer** - denoting or relating to a person who does not subscribe to conventional gender distinctions but identifies with neither, both, or a combination of male and female genders.

11. **Heterosexism** - Heterosexism is a system of attitudes, bias, and discrimination in favor of opposite-sex sexuality and relationships. It can include the presumption that other people are heterosexual or that opposite-sex attractions and relationships are the only norm and therefore superior.
12. **Homophobia** - Homophobia encompasses a range of negative attitudes and feelings toward homosexuality or people who are identified or perceived as being lesbian, gay, bisexual or transgender.
13. **Intersectionality** - The term intersectionality was coined by Black feminist scholar Kimberlé Crenshaw in 1989. It is the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.
14. **Intersex** - Intersex people are individuals born with any of several variations in sex characteristics including chromosomes, gonads, sex hormones, or genitals that, according to the UN Office of the High Commissioner for Human Rights, "do not fit the typical definitions for male or female bodies".
15. **Outing** - the act of disclosing an LGBT person's sexual orientation or gender identity without that person's consent.
16. **Pansexual** - Pansexuality, or omnisexuality, is the sexual, romantic or emotional attraction towards people regardless of their sex or gender identity.
17. **Queer** - Queer is an umbrella term for sexual and gender minorities who are not heterosexual or cisgender.
18. **Transgender** - Transgender people have a gender identity or gender expression that differs from their assigned sex.