



Advancing Workplace Inclusion by Building LGBTQ Cultural Competency

Presentation + Discussion Notes

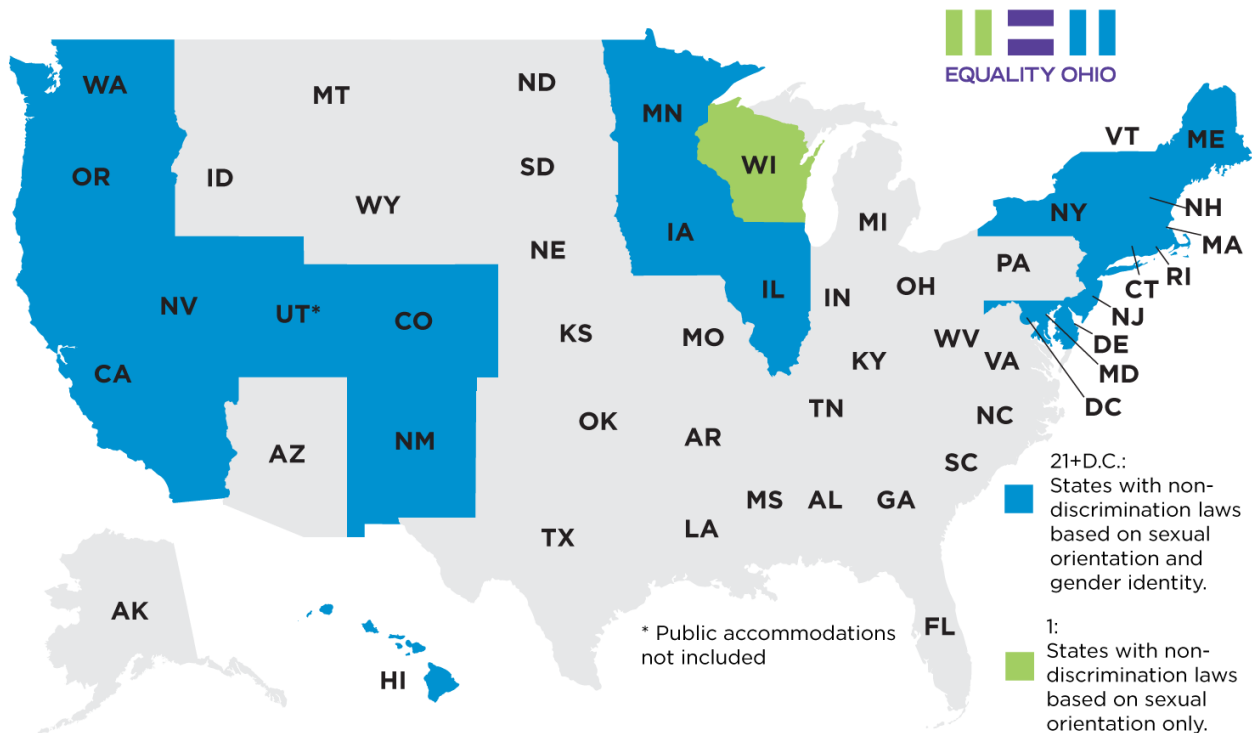
October 23, 2018



in partnership with:



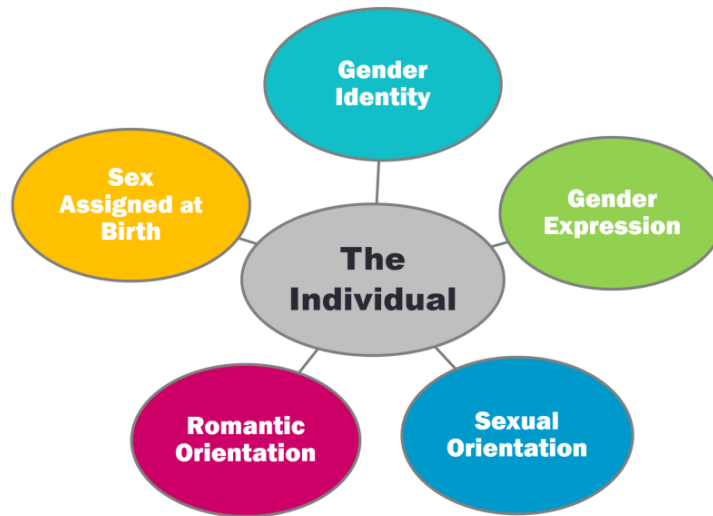
Current Status of LGBT Nondiscrimination Laws



- Ohio is 1 of 28 states without statewide nondiscrimination protections.
- Ohio is 1 of 3 states where trans people cannot correct their birth certificate to reflect their gender identity (Kansas, Ohio, Tennessee).
- 21 municipalities in Ohio protect LGBTQ people from discrimination in employment, housing, and public accommodations: Akron, Athens, Bexley, Bowling Green, Cincinnati, Cleveland, Cleveland Heights, Columbus, Coshocton, Cuyahoga County, Dayton, East Cleveland, Lakewood, Kent, Newark, Olmsted Falls, Oxford, South Euclid, Toledo, Yellow Springs, and Youngstown.
- Based on geography, these ordinances cover about 27% of all Ohioans. www.equalityohio.org/city-map
- Ohio House Bill 160, The Ohio Fairness Act, if passed, would add sexual orientation and gender identity protections where other classes are protected.
- Ohio Business Competes is a nonpartisan coalition of businesses committed to achieving nondiscrimination policies at the state level in order to attract the best talent, to increase business-to-business and business-to-consumer relationships, and to grow Ohio's economy. Over 500 organizations have signed on. <http://ohiobusinesscompetes.org/>



The FIVE DIMENSIONS of SEXUALITY and GENDER:



- **Sex Assigned at Birth:** the biological and psychological characteristics that define human beings
 - Female
 - Male
 - Intersex
- **Gender Identity:** our internal perception of how we see ourselves as man, woman, or something else
 - (Trans/Cis) Man
 - (Trans/Cis) Woman
 - Questioning
 - Gender Queer
 - Gender Fluid
 - Agender
 - Non-Binary
 - Two Spirit
 - Hijra
- **Gender Expression:** our external display of gender through dress, demeanor, social behavior, and other factors
- **Sexual Orientation:** an attraction for someone that evokes the desire for physically intimate behavior (kissing, touching, intercourse, etc.) experienced in varying degrees
 - Gay
 - Straight
 - Lesbian
 - Bisexual
 - Queer
 - Questioning
 - Pansexual
 - Asexual
- **Romantic Orientation:** an attraction for someone that evokes the desire for relational behavior (flirting, dating, association, marriage) experienced in varying degrees

The Case for an Inclusive Workplace

- Good for business
- Retain and attract talent
- Higher employee retention rates
- Higher employee satisfaction
- Increased motivation
- Increased work performance & productivity
- Decreased stress
- Higher attendance rates
- Reduction in destructive behaviors



Creating LGBTQ Competency

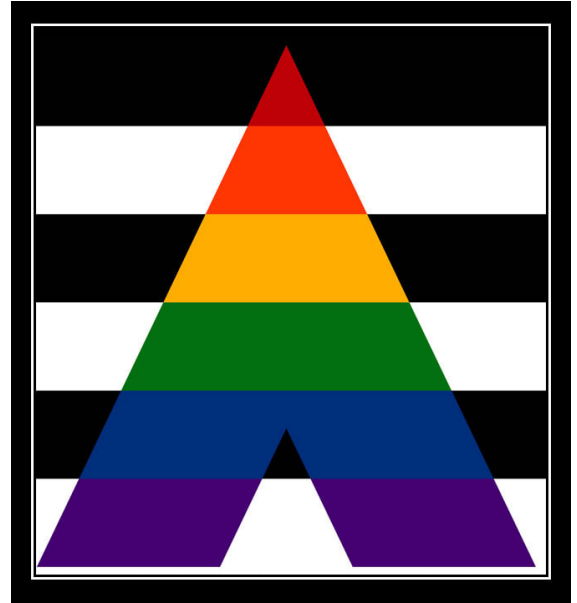
- Cultivate an environment in which everyone can bring their authentic selves to work.
- Make awareness of LGBT issues and concerns a part of the conversation of inclusion and diversity in the work place.
- Increase your self-awareness by understanding your cultural identity and unconscious bias. (What beliefs do you hold about others? In what areas could I learn more?)
- Share your thoughts, ask questions, explore statements made by others to help create a culture of openness and influence behaviors.
- Practice the skill of inquiry to help you understand specific behaviors you observed (“Can you help me understand...”, “Did I hear/see...”).
- Assume the best intentions and that disrespect is never intended.
- Use “I” statements and a tone where your intent is in sync with your impact.
- Encourage and support other people (HR, line managers, leaders, etc.) who are addressing inappropriate behavior or statements.
- Set goals for diversity metrics and tracking.
- Set goals and make inclusive practices a priority for the organization.
- Embrace and acknowledge differences within your workforce and your leadership.

Transgender 101:

- Transgender individuals are likely to use the restroom where they feel most safe.
- There is no "right" or "wrong" way to transition.
- Respect each person's identity. You don't have to understand it to respect it.
- Use “sex assigned at birth” instead of “previous gender or gender they used to be”
- Ask someone's pronouns if you don't know.
- Avoid dead-naming.
- Don't ask about a person's genitals, surgical status, or sex life.

Being an Ally | Showing Support

- Ensure external facing communications (website, social media, LinkedIn, brochures, job portals, job applications) have value statements (diversity and inclusion statements, EEOC statements, etc.).
- Display these values within the workplace (signage, programs, intranet, etc.).
- Encourage employees to display visible signs of support of the LGBTQ community that signal acceptance and openness to others (pins, workstation certificates or stickers, badges, etc.)
- Develop some form of ally program with goals, strategy, kickoff, membership/engagement, visible representation of allyship, videos/stories, etc.) to show support and raise awareness.
- Promote, sponsor, and/or support LGBTQ events in the community. Find ones that are a fit for your company (network nights, pride, film screenings, partner events, arts/culture events, sporting events, etc.)
- Have resources/make referrals for LGBTQ employees and those with LGBTQ family/friends to connect in the community.
- Develop/host LGBTQ programs or events within your company: lunch and learns, awareness building, celebrations (June as Pride month, October is National Coming Out Day and LGBTQ heritage month).
- Become members of your local LGBTQ chamber of commerce (Plexus LGTBTA Chamber of Commerce <http://business.thinkplexus.org/member/newmemberapp/>)
- Sign on to Ohio Business Competes, a non-partisan coalition of businesses to support non-discrimination in Ohio | www.OhioBusinessCompetes.org
- Promote the results of your HRC Equality Index if you have scored
- Actively support local municipality ordinances as needed and support HB 160.



RESOURCES

Equality Ohio

Equality Ohio advocates and educates to achieve fair treatment and equal opportunity for all Ohioans regardless of their sexual orientation or gender identity or expression.

www.equalityohio.org

www.OhioBusinessCompetes.org

facebook.com/equalityohio

[@equalityohio](https://twitter.com/equalityohio)

GLAAD

GLAAD has been at the forefront of cultural change, accelerating acceptance for the LGBTQ community for 30 years.

<https://www.glaad.org/resources/ally/2>

Human Rights Campaign

The Human Rights Campaign is America's largest civil rights organization working to achieve lesbian, gay, bisexual, transgender and queer equality.

<https://www.hrc.org/campaigns/corporate-equality-index>

<https://www.hrc.org/explore/topic/allies>

<https://www.hrc.org/resources/straight-guide-to-lgbt-americans>

<https://www.hrc.org/resources/>

LGBT Center of Greater Cleveland

Since 1975, The LGBT Community Center of Greater Cleveland has been serving the needs of the LGBT+ community in Northeastern Ohio.

<https://lgbtcleveland.org/>

<https://lgbtcleveland.org/lgbt-center-programs-training/>

Out and Equal

Global nonprofit organization working to advance LGBTQ workplace equality

<http://outandequal.org/>

<http://outandequal.org/webinars/>

OutSupport Medina

Medina-based group for the local LGBTQ community and their families

www.outsupport.org

PFLAG

PFLAG has been saving lives, strengthening families, changing hearts, minds and laws since 1972. Our family and ally voice is integral to advancing equality.

www.PFLAG.org

<http://www.straightforequality.org/about>

Akron contact: pflagakron@aol.com

Cleveland contact: mail@pflagcleveland.org

Plexus LGBT and Allied Chamber of Commerce

Plexus is a community of people dedicated to economic development, professional advancement, workplace diversity & inclusion, and business growth. The Chamber is open to everyone and allies are an important part of our membership.

- Event listing: <http://business.thinkplexus.org/events/>
- Contact Plexus about training, facilitation and consulting on LGBTQ competency and strengthen your company by meeting with other LGBTQ Employee Resource Group leaders to share best practices
- info@ThinkPlexus.org | www.ThinkPlexus.org

