

CHAMPIONING LGBTQ+ INCLUSION AS A SENIOR LEADER

POST SESSION RESOURCE

Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where we're all free to be. This does not constitute legal advice and is not intended to be a substitute for legal counsel on any subject matter.

LANGUAGE, TERMINOLOGY & IDENTITY

Key Terms

Lesbian

Refers to a woman who has a romantic, emotional and/or sexual orientation towards women. Some non-binary people may also identify with this term.

Gay

Refers to a man who has a romantic, emotional and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality - some women define themselves as gay rather than lesbian. Some non-binary people may also identify with this term.

Bi

Bi is an umbrella term used to describe a romantic and/or sexual orientation towards more than one gender.

Trans

An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

Queer is often used as a more fluid term to describe someone's romantic/sexual/emotional attraction to others and/or their gender identity. Queer has been and still can be used as a slur, others view it as a word that has been reclaimed.

+ is used to express the inclusion of the broad range of identities held by people within the community, e.g. intersex, asexual, aromantic, two-spirit.

Key Terms

Transition

Non-binary

Gender expression

Transphobia

Intersex

Pan

QTIPOC

Ace

Cisgender

Inclusive Language

Most of us worry about saying the wrong thing and causing offence to the person we're talking to. Some ways to avoid or approach that include:

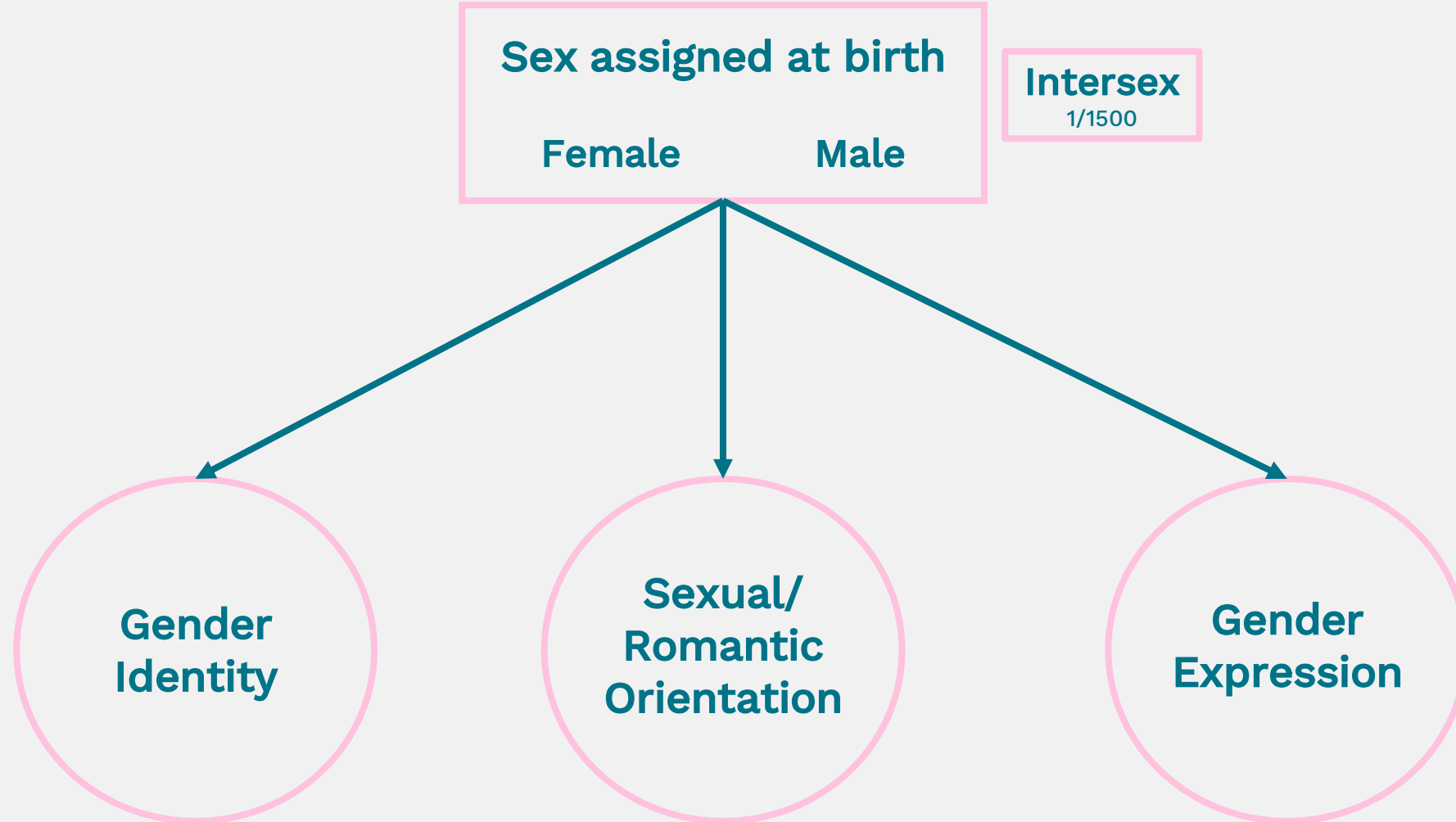
- Keeping things gender neutral until you've been told someone's pronouns or gender or the gender of someone they're referring to.
- If you do make a mistake apologise, correct yourself and move on. Think about what you can learn from the experience afterwards but don't over-apologise in the moment.
- Keep things open – there are a huge range of experiences within the LGBTQ+ community. If something comes up it's absolutely okay to say “I have a bit of an understanding of xxx but could you tell me a little more about what that means for you?”

IDENTITY

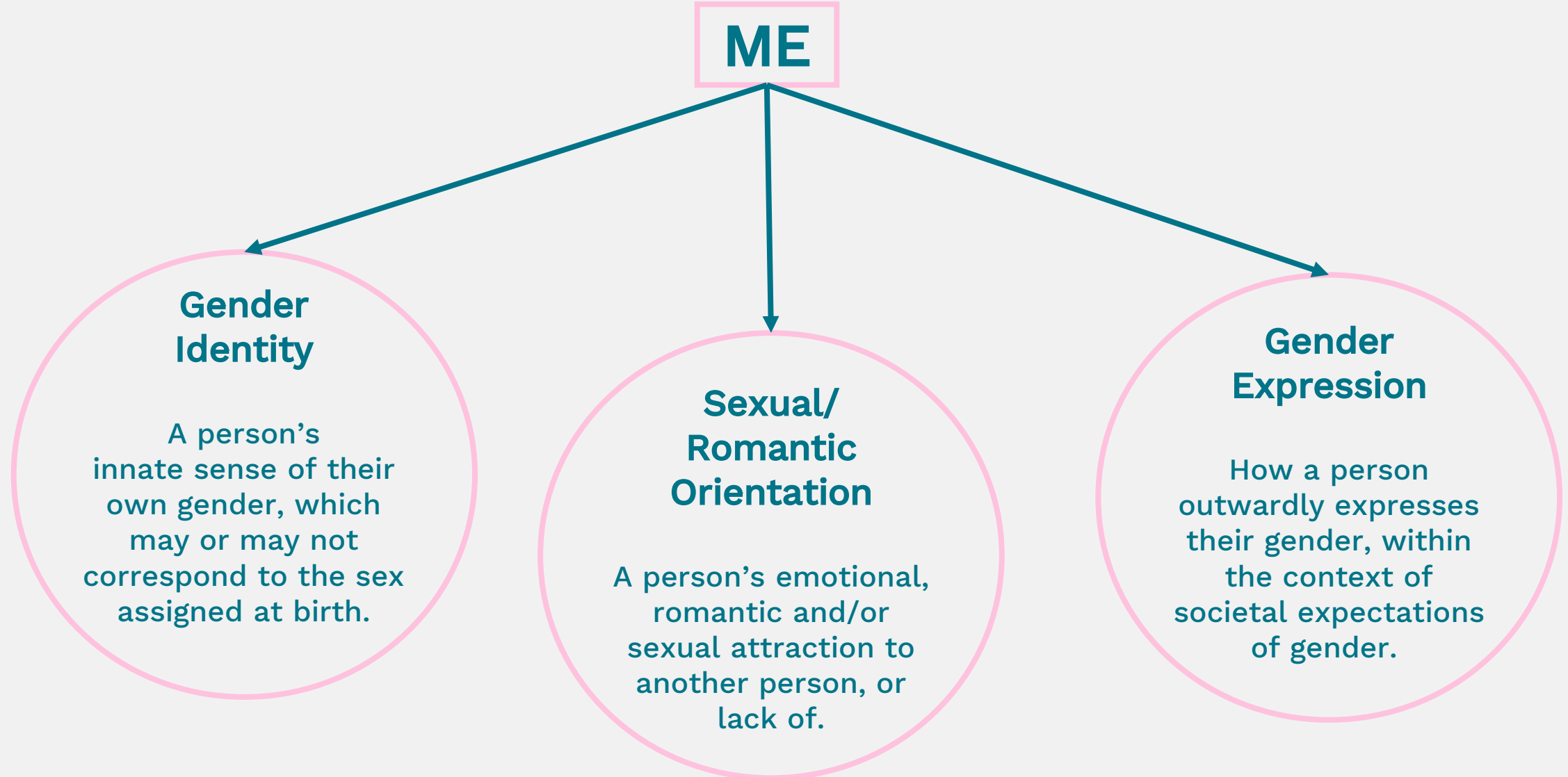
Your identity

Identity is someone's innate sense of self and ownership of the components that make up who they are.

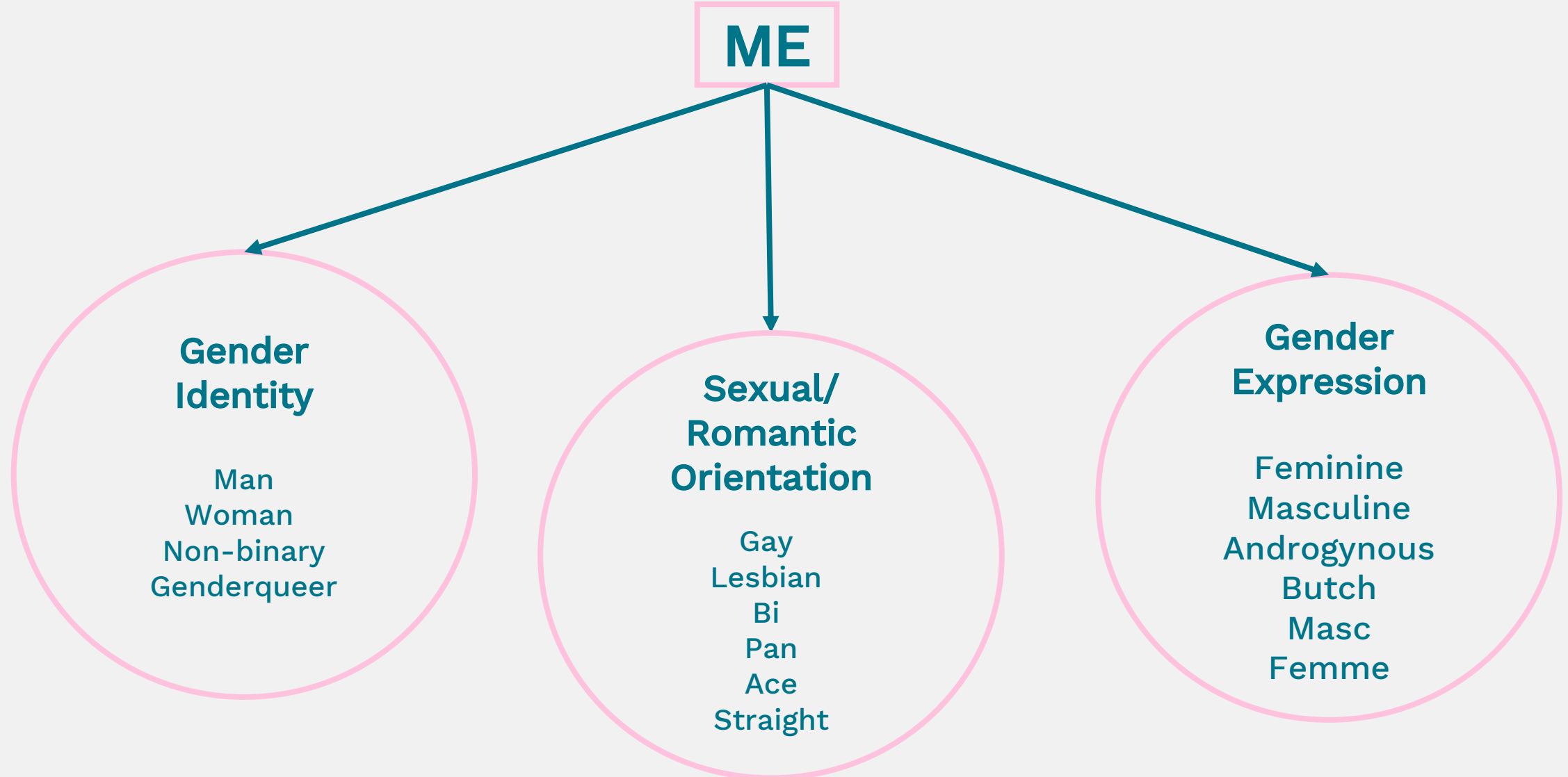
Understanding Identities



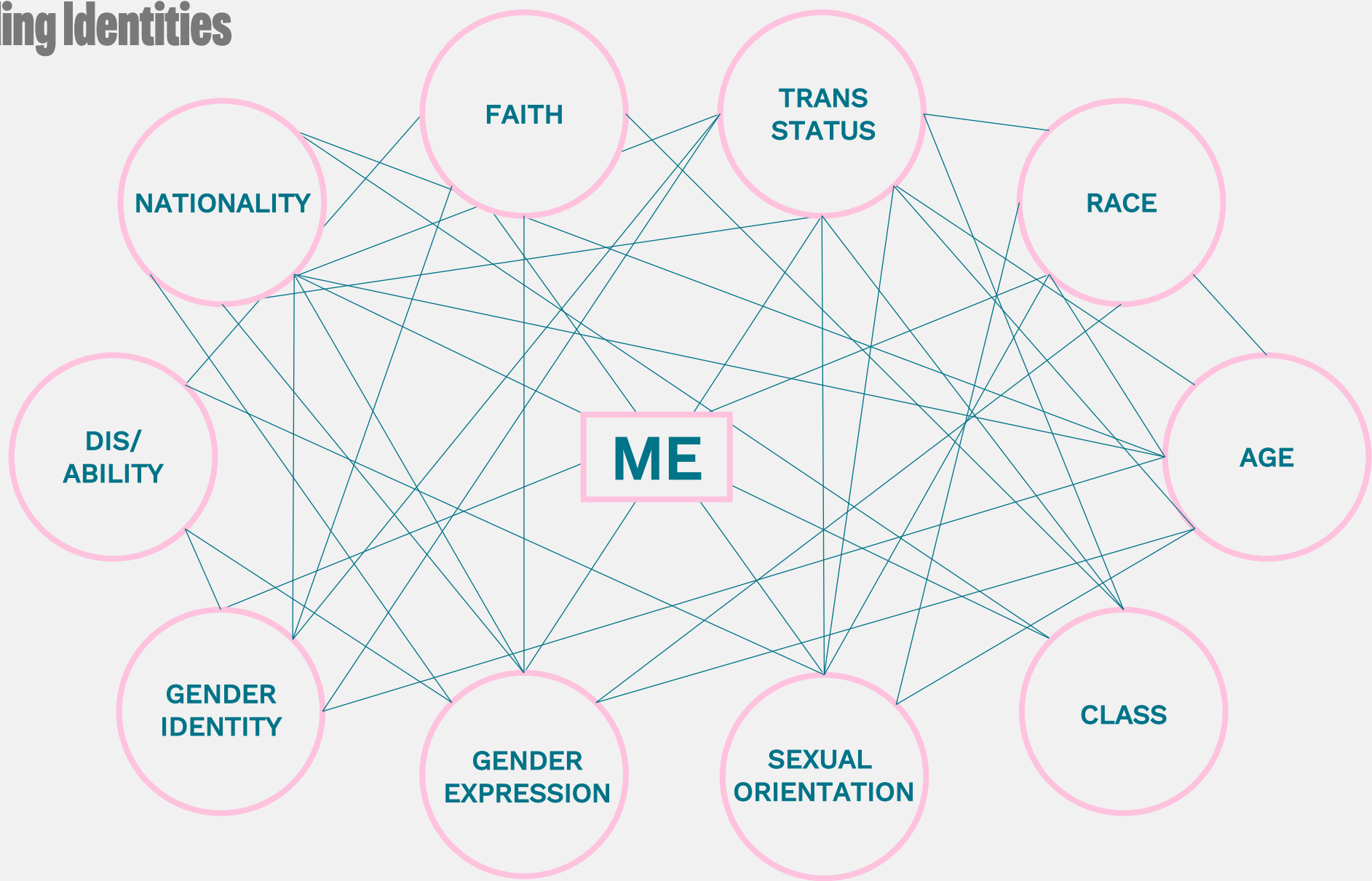
Understanding Identities



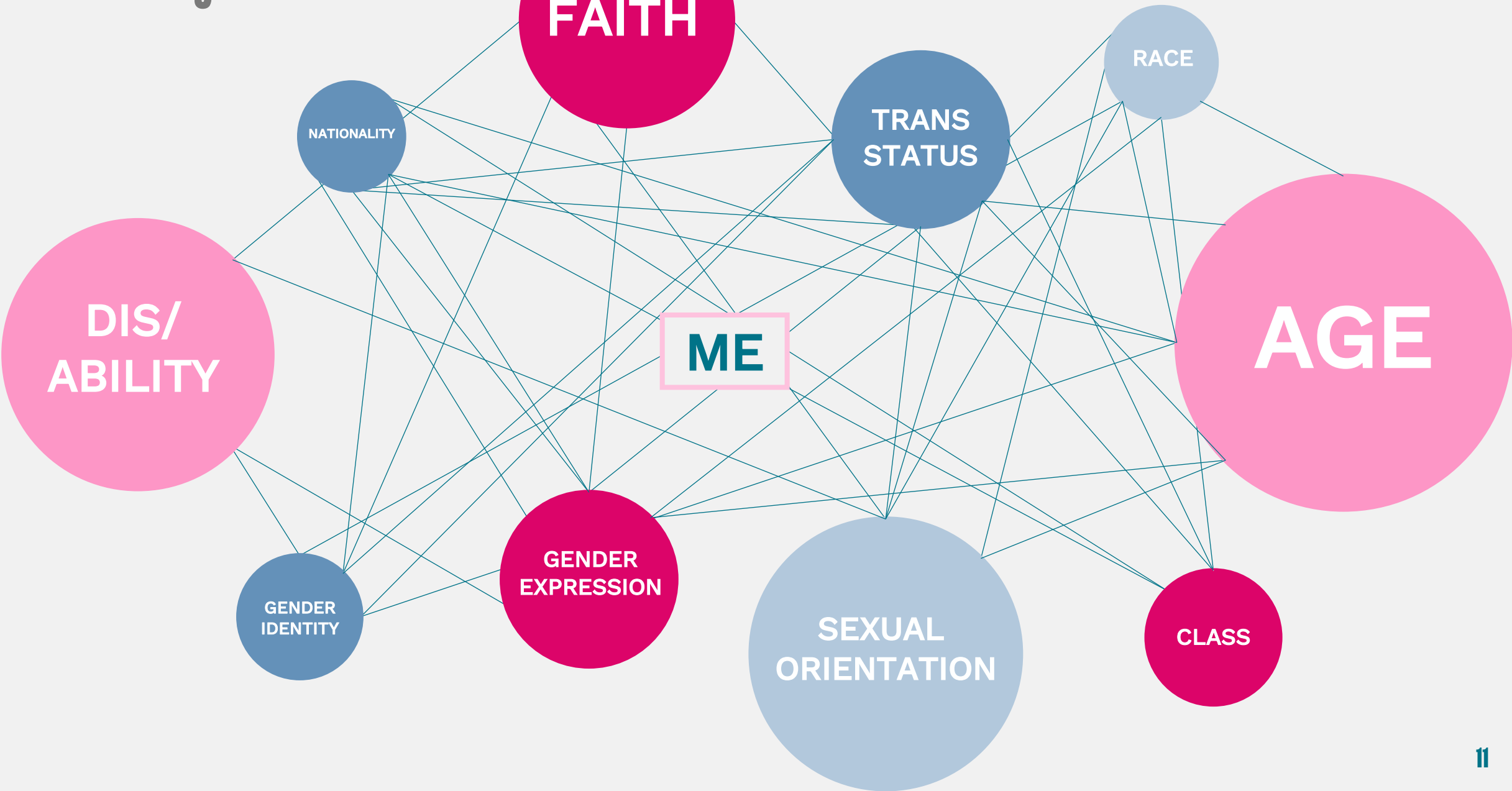
Understanding Identities



Understanding Identities



Understanding Identities



PRIVILEGE

Advantages are afforded to people in certain contexts based on specific elements of their identity.

We all experience different types of privilege in different contexts.

Acknowledging this can be challenging and uncomfortable.

With privilege, comes power.

WHY DOES INCLUSION MATTER?

LGBT EXPERIENCES

1 in 5 Black, Asian and minority ethnic LGBT people have experienced abuse online in the last month.

More than **1 in 3** LGBT people say they don't feel comfortable walking down the street holding their partners hand.

1 in 6 LGBT people who visited a café, bar or nightclub in the last 12 months have been discriminated against because of their sexual orientation or gender identity.

Almost **1 in 2** trans people don't feel comfortable using public toilets

1 in 3 bi people don't feel able to be open about their sexual orientation to anyone in their family.

1 in 5 non-binary people have experienced discrimination while looking for a new home.

BEING LGBT AT WORK

Almost **1 in 5** LGBT people had been the target of negative comments or conduct from colleagues in the last year because they're LGBT.

Almost **1 in 5** LGBT employees who were black, Asian or minority ethnic say they didn't get a promotion they were up for at work in the past year because they're LGBT.

Almost **2 in 5** bi people weren't out to anyone at work about their sexual orientation.

Almost **1 in 3** non-binary people don't feel able to wear work attire representing their gender expression.

1 in 8 trans people had been physically attacked by a colleague or customer in the last year because they were trans.

The Impact on People

Not being yourself	Being yourself in a non-inclusive environment	Being yourself in an inclusive environment
Barriers to relationships Wasted energy Impact on team creativity Isolation Fear of being 'outed'	Bullying Fear of bullying Being the 'trans one' Tokenism Isolation Hinderance to career development	Freedom to be yourself Knowing you are protected Closer relationships Higher team outputs Higher discretionary work Higher job satisfaction

The Impact on Organisations

**Talent
attraction
and retention**

**Trust from
customers
and service
users**

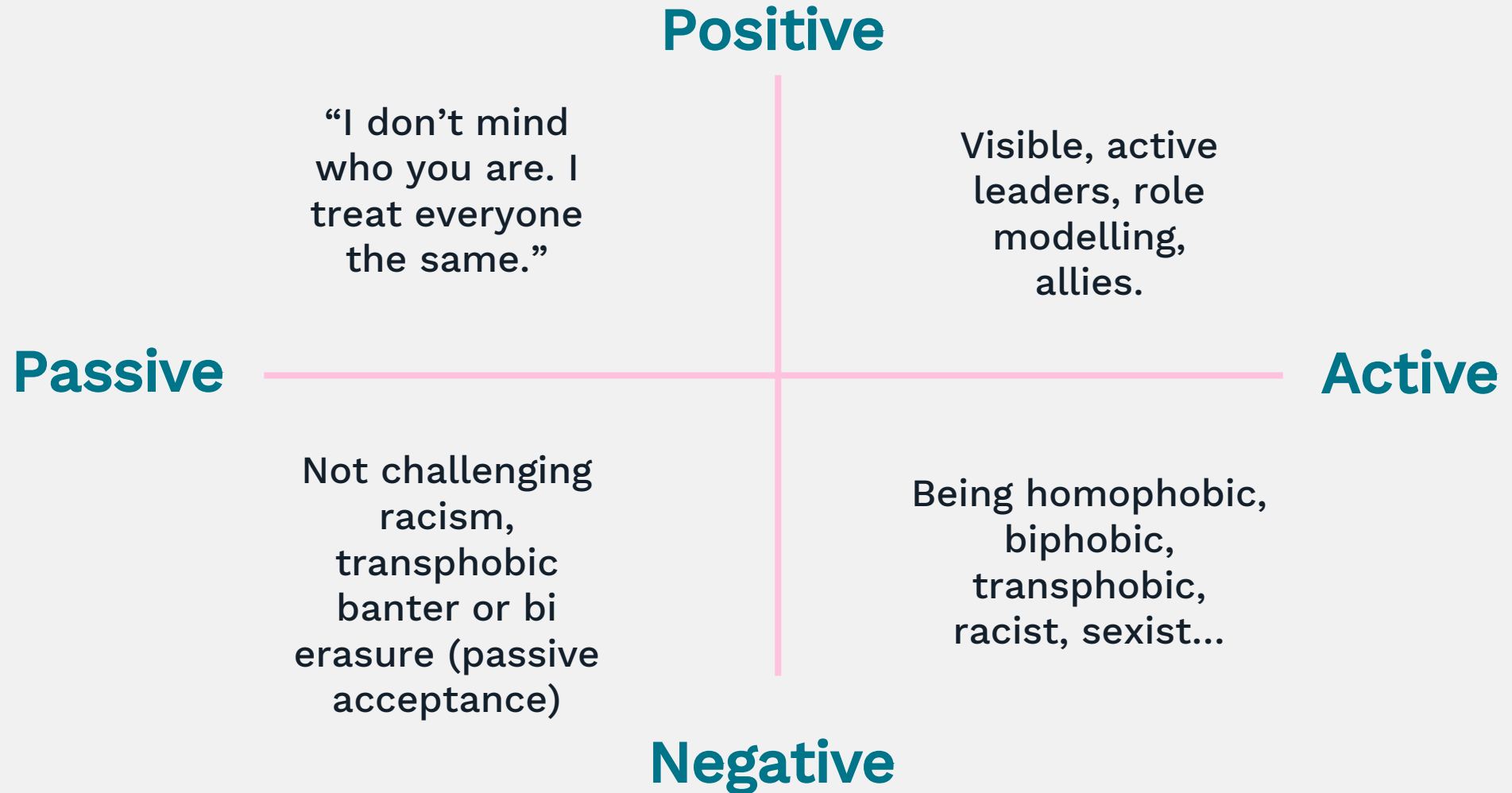
**Increase
employee
satisfaction**

**Improved
credibility**

**Improve
decision
making**

BEING AN INCLUSIVE LEADER

Feeling included



Inclusive Leadership for LGBTQ+ People

**Culture
setting**

Visibility

**Decision
Making**

Recognition

CULTURE SETTING

You play a crucial role in setting an example for the rest of your organisation. By stepping up as an active advocate of LGBTQ+ equality, you'll demonstrate to your employees that inclusion is central to your organisation's way of working and must be embedded in all behaviours, cultures and practices.

VISIBILITY

You have a powerful opportunity to raise the profile of LGBTQ+ inclusion. Internally, your support will give LGBTQ+ colleagues confidence to be themselves at work and encourage non-LGBTQ+ colleagues to take inclusion seriously.

Externally, this visible support will send an equally important message to customers, clients, service users, potential employees and wider communities that LGBTQ+ people are welcome and valued at your organisation.

DECISION MAKING

As a senior leader, you're often able to approve important initiatives and influence your senior colleagues' decisions. Whether that's signing off a suitable budget for your LGBTQ+ network group or approving gender-neutral facilities in your offices, this support is vital for LGBTQ+ employees.

RECOGNITION

You can use your platform to recognise and celebrate LGBTQ+ inclusion work in your organisation.

Recognising and rewarding LGBTQ+ network group work ensures this is a core part of your work rather than an add on.

Setting strategies and KPIs around LGBTQ+ inclusion that departments are measured on embeds this work in every area of the organisation.

Practical Steps

- Learn about LGBTQ+ issues
- Meet regularly with your LGBTQ+ network group
- Communicate your commitment with all staff
- Raise awareness among your peers
- Review and share monitoring reports
- Support LGBTQ+ events
- Help secure appropriate resource for your network group
- Amplify and promote LGBTQ+ inclusion work or activities

ACTION PLANNING

CHAMPIONING LGBTQ+ INCLUSION

What excites you about championing LGBTQ+ inclusion as a senior leader, what skills and experience will you bring?

What are you nervous about, what would you like to learn, how can you develop your practice?

CHAMPIONING LGBTQ+ INCLUSION

