

LGBTQ+



LGBTQIA Umbrella



LGBTQIA:

- Lesbian
- Gay
- Bisexual
- Transgender
- Queer*
- Intersex (Variations in Biological Sex)
- Aromantic and/or Asexual

*The term queer is now an embraced term for everyone under the LGBTQIA umbrella

Pronouns – Traditional and Neopronouns

Using someone’s preferred pronouns is a kind gesture.

- Not sure what someone’s pronouns are?
- The easiest way to find out is to introduce yourself and tell them your pronouns.

Nonbinary people have a gender identity that does not fit into the male/female binary.

Neopronouns are new pronouns that differ from traditional pronouns. While it is not expected to know all these, taking the time to learn them for someone you know is a simple and meaningful gesture.

	Subject Pronoun	Object Pronoun	Possessive Adjective (Determiner)	Possessive Pronoun	Reflexive or Intensive Pronoun
<u>He/him</u>	he	him	his	his	himself
<u>She/her</u>	she	her	her	hers	herself
<u>They/them</u>	they	them	their	theirs	themselves/theirselves
<u>Xe/Xem</u>	xe ("zee")	xem ("zem")	xyr ("zer")	xyrs ("zers")	xemself ("zemself")
<u>Ze/Hir</u>	ze ("zee")	hir ("hear")	hir ("hear")	hirs ("hears")	hirself ("hear-self")
<u>Ze/Zir</u>	zer ("zee")	zir ("zeer")	zir ("zeer")	zirs ("zeers")	zirself ("zeer-self")

Transgender Etiquette

Transgender is an adjective, so a transgender woman is someone who now identifies as female.

Gender dysphoria is a condition where a person experiences discomfort or distress because there's a mismatch between their biological sex and gender identity. You can help in the workplace by:

- Using preferred pronouns
- Using their chosen name (not previous or “dead” name)
- Make them feel noticed and supported – “you look great today” or “have a nice day.”



Practice Allyship

A lifelong process of building relationships based on trust, consistency, and accountability with underserved people.

Ask questions, be open minded and listen – Don't be afraid to introduce yourself to someone whose gender or sexual orientation isn't apparent to you. Take the time to ask what is happening in their life, keep an open mind, and listen.

Advocate and be inclusive – This can be in the workplace (e.g., inclusion on project teams, supporting their growth and promotion) or beyond (attending a rally or event, advocating for equal rights and fair treatment).

Inclusive Climate Resources



Books:

- Side Affects: On Being Trans and Feeling Bad Paperback – April 19, 2022 by Hil Malatino (Author)

Websites:

- [How the LGBTQ community fares in the workplace | McKinsey](#)
- [LGBTQIA Articles - Everyday Feminism](#)
- [What Does LGBT Mean? Know the Basics. | Youth Engaged 4 Change](#)

Videos:

- [LGBTQ | How You See Me – YouTube](#)
- [What It's Like To Be Intersex: https://youtu.be/cAUDKEI4QKI](https://youtu.be/cAUDKEI4QKI)