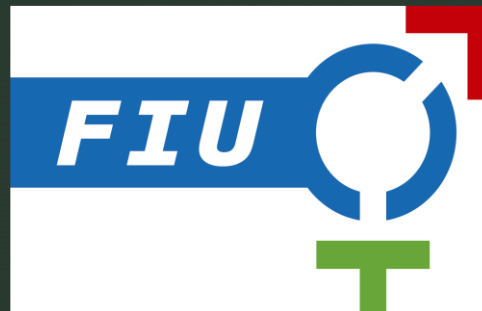


LGBT+ inclusion and equality in the workplace



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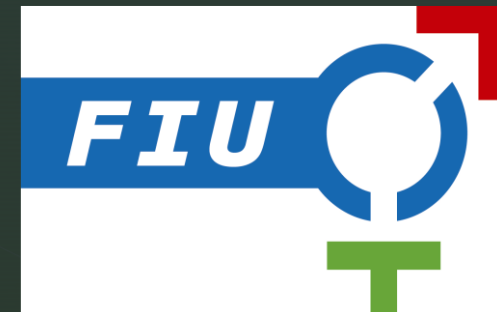
Plan for today's course

Knowledge about:

- Why focus on LGBT+ inclusion?
- Basic LGBT+ knowledge – definitions, myths and facts
- LGBT+ people's challenges in the workplace
- LGBT+ and sexual harassment

Tools: How to work towards diversity and LGBT+ inclusion

A final quiz!

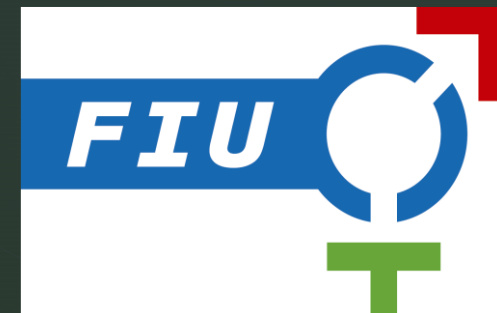


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Why focus on LGBT+ inclusion

- Studies show that LGBT+ people experience specific challenges in regards to work life and work life satisfaction
- Making sure LGBT+ people thrive and are included requires an active, informed effort
- Work life satisfaction leads to: Productive employees and it attracts the best employees



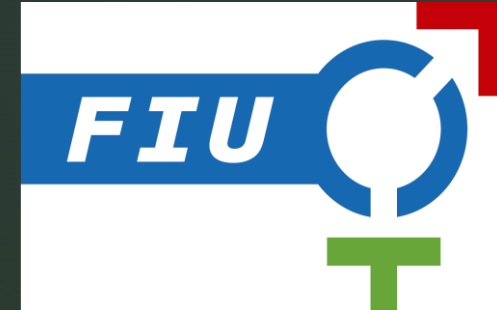
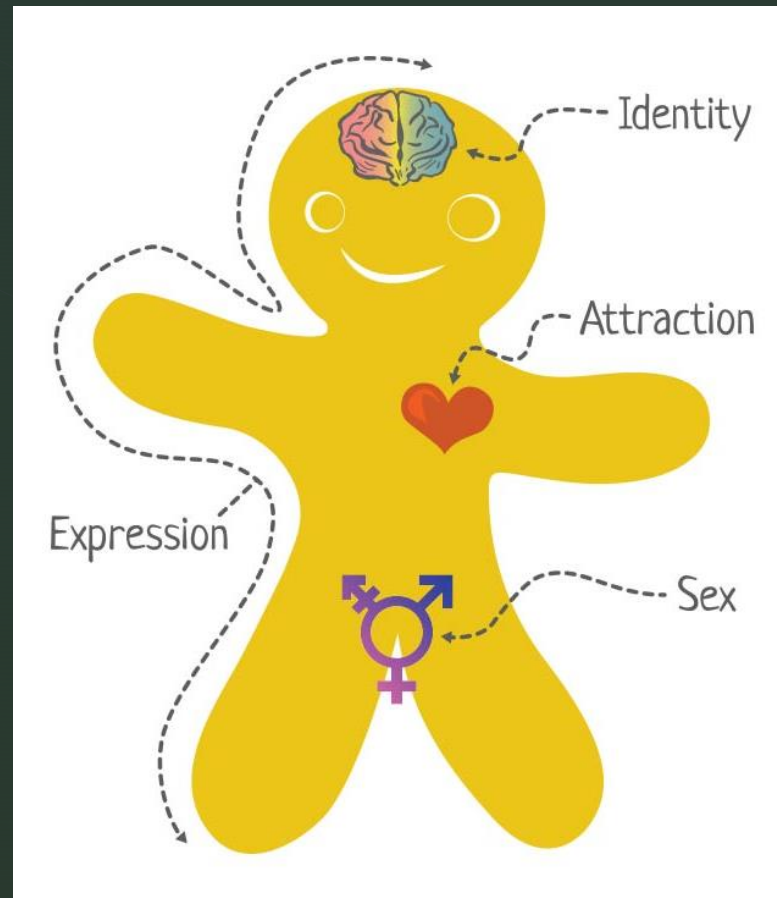
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Definitions

What does **LGBT+** stand for?

- **L**esbian, **G**ay, **B**isexual, **T**ransgender, **+** (Queer, Intersex, Asexual ...)



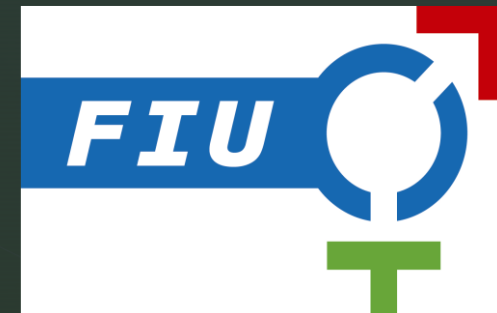
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The facts

- 40 % not open/only open to a small degree*
→ 70 + % worries about reactions/don't feel safe being open*
- 65 % not comfortable reaching out to their union/do not think they can get help in their union*
- Openness: Co-workers, managers, clients*

*(Als Research, "LGBT+ people and work life", 2019)



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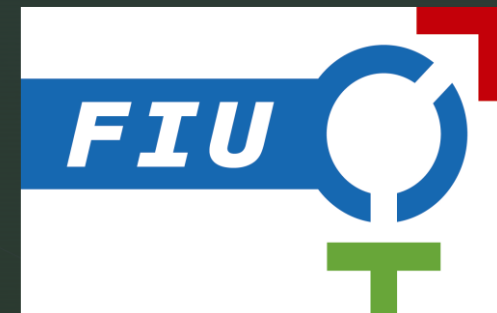


Myths and the (in)visible norms

- Myth: “Why the need to ‘be open’? I don’t go around talking about who I sleep with at work – that’s a private matter”
- Myth: “We don’t need specific LGBT+ knowledge – we treat everyone with the same respect!”

Norms

- Unwritten social rules that contribute to deciding what we expect from each other and how we behave around each other
 - Invisible to those who fit the norm, visible to those who break it
 - Decides who’s included and who’s excluded
- Minority stress



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Sexual harassment and LGBT+ people

- 68% who responded reported being sexually harassed at work
- 2/3 didn't report it to their employer. 1/4 of those who didn't report it was due to fear of being 'outed' at work.

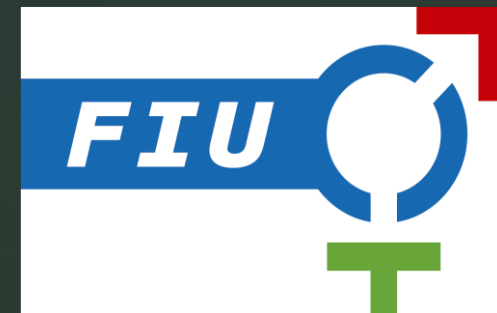
LGBT+ women (compared to men) were **twice** as likely to report:

- unwanted touching (35%),
- sexual assault (21%)
- rape (12 %)

Why?

- Sexualisation of LGBT+ identities
- Stereotypes lead to 'invitation' of inappropriate question etc.

Source: Trades Unions Congress report "Sexual harassment of LGBT people in the workplace", 2019

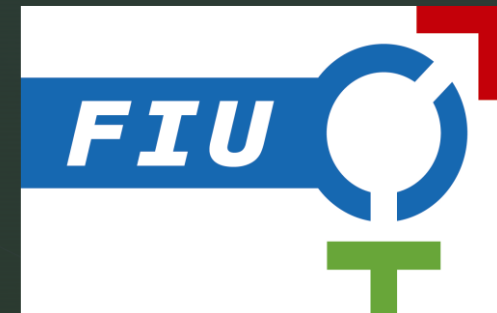


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What to do?

- Humour – inclusive or exclusive? Talk about it in a meeting
- Show support, awareness, and commitment to LGBT+ inclusion – internally and externally
- Policies (parental leave, family, bullying, sexual harassment)

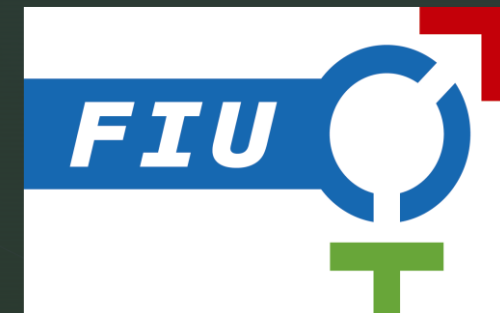


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What to do? Support your transgender colleague

- Use the correct pronoun
- Free choice of work attire
- Ensure available toilet/bath facilities
- Offer support in the person's transition
- Speak up to gossip, "jokes", discrimination. Enter a dialogue to eliminate prejudice and ignorance.
- Days off for legal or medical appointments
- Alter the person's workplan for a period to suit their transition.

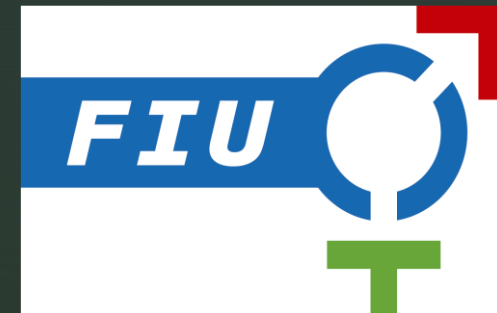


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What to do? Recruitment + interviews

- Declare: “We see diversity and difference as a resource and encourage everyone regardless of gender, gender identity, and sexual orientation to apply for the job.”
- Consider the choice of words in the job advertisement
- Be aware of your own unconscious bias in the selection process – make a checklist or blur identities
- Diversify the hiring committee
- Gender-neutral language
- Ask the same questions

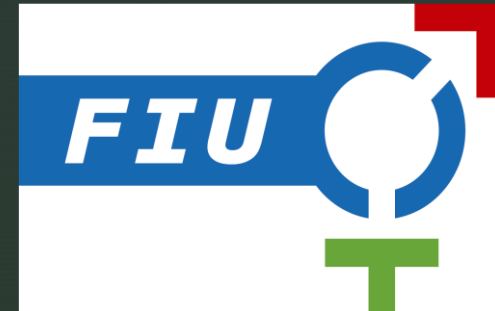


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Quiz

1. What is important to remember about people's gender identity, sexual attraction, sex, and gendered expression?
2. How many LGBT+ people reported not being comfortable reaching out to their union? 35 %, 55 % or 65 %?
3. Why is it important that LGBT+ are comfortable being open?
4. Why is it important to look at the norms of a workplace?
5. What is minority stress?
6. How many LGBT+ people reported experiencing sexual harassment? 38 %, 48 % or 68 %?
7. What is important to be aware of and work actively against when you recruit new employees?



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