



BUILDING INCLUSIVE WORKPLACES

FOR GENDER, SEXUAL, AND ROMANTIC MINORITIES

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AGENDA

1. Laying the foundation (~15 minutes)
2. Building inclusive workplaces (~15 minutes)
3. Workshop and discussion (~30 minutes)



LAYING THE FOUNDATION

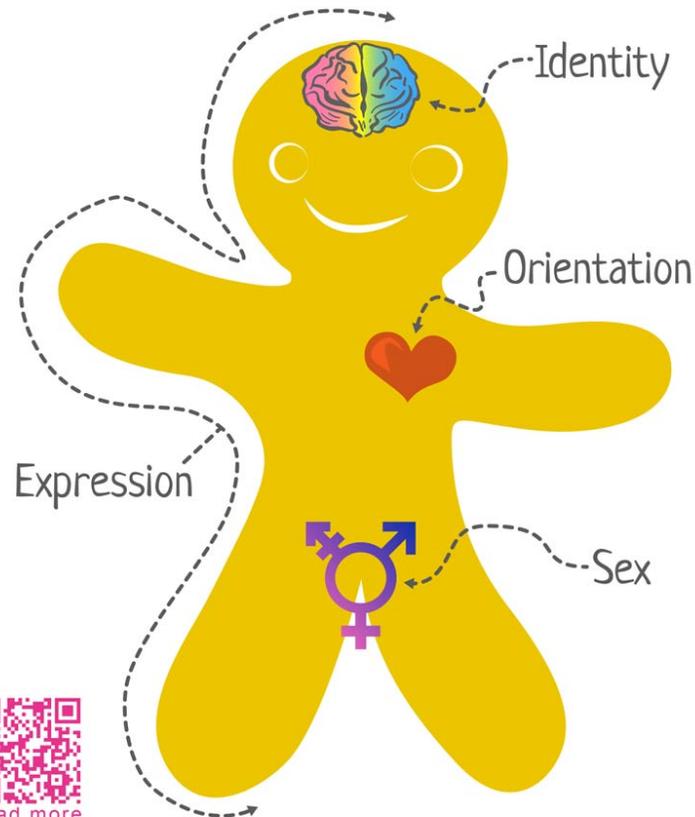
Language and terminology | Practical benefits | Legal considerations



GENDER, SEXUAL, AND ROMANTIC MINORITIES

The Genderbread Person

by www.ItsPronouncedMetrosexual.com



<https://rancom.files.wordpress.com/2012/07/gender5.jpg>



Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.



Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.



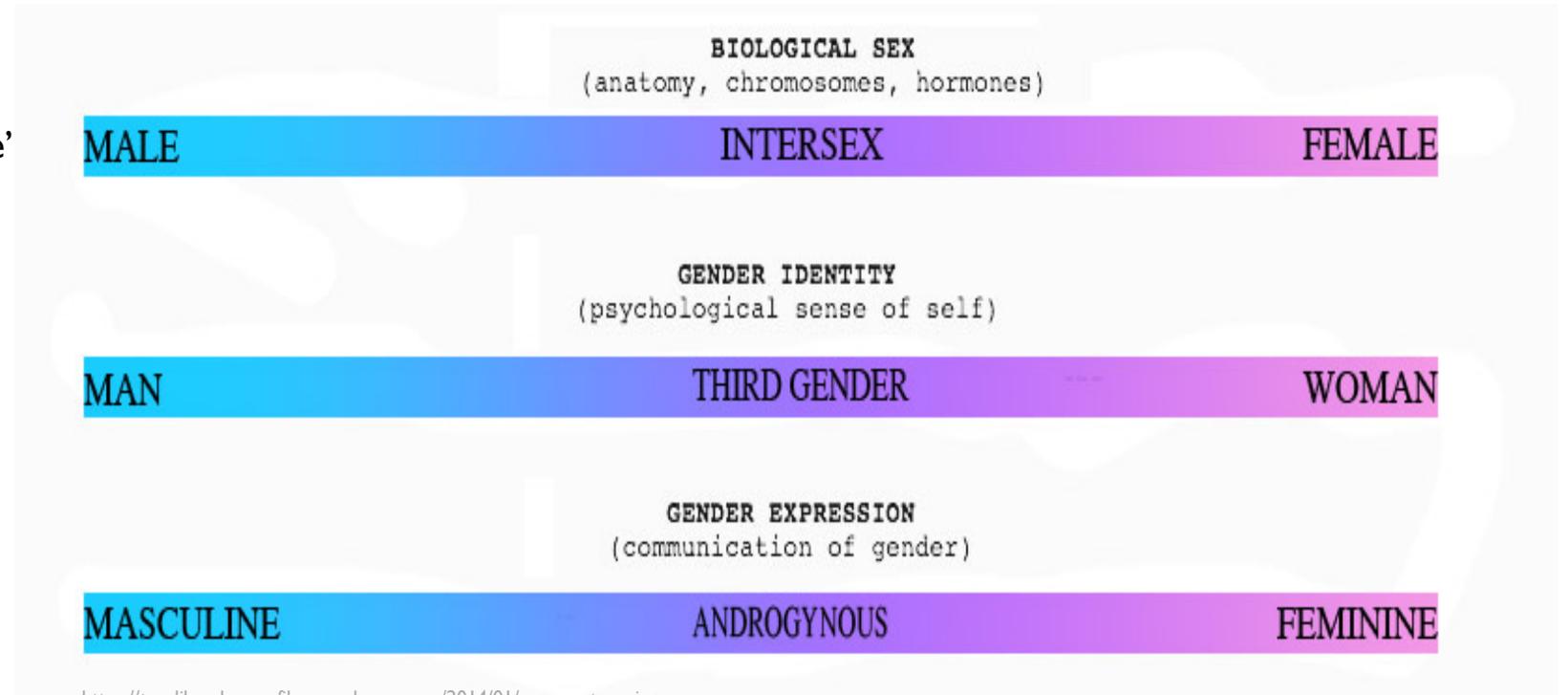
Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.



Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.

GENDER MINORITIES

- **Cis-**
“on the near side of; on this side of”
- **Trans-**
“across; beyond; on the opposite side”
- Transgender
- Transsexual
- Trans*
- Agender
- Genderflexible
- Genderfluid
- Two-spirit

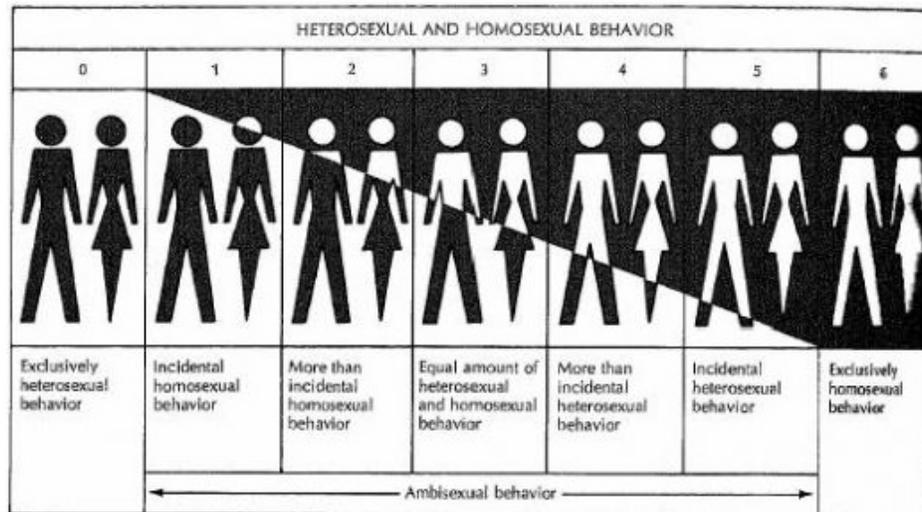


<https://trueliberalnexus.files.wordpress.com/2014/01/newspectrum.jpg>

SEXUAL MINORITIES

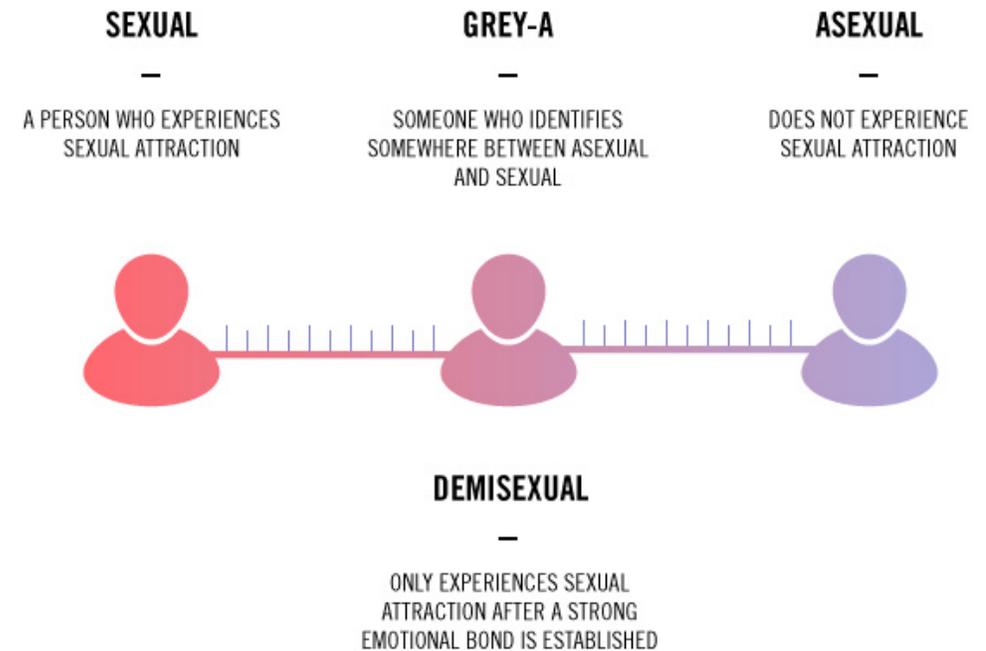
Homosexual | Queer | Non-heterosexual

- Bisexual
- Heteroflexible
- Pansexual
- Gay
- Lesbian
- Questioning



<http://www.mookychick.co.uk/wp-content/uploads/2014/09/kinsey-scale-asexual.jpg>

Asexual



<http://assets.vice.com/content-images/contentimage/185116/Screen-Shot-2014-09-17-at-19-05-30.jpg>

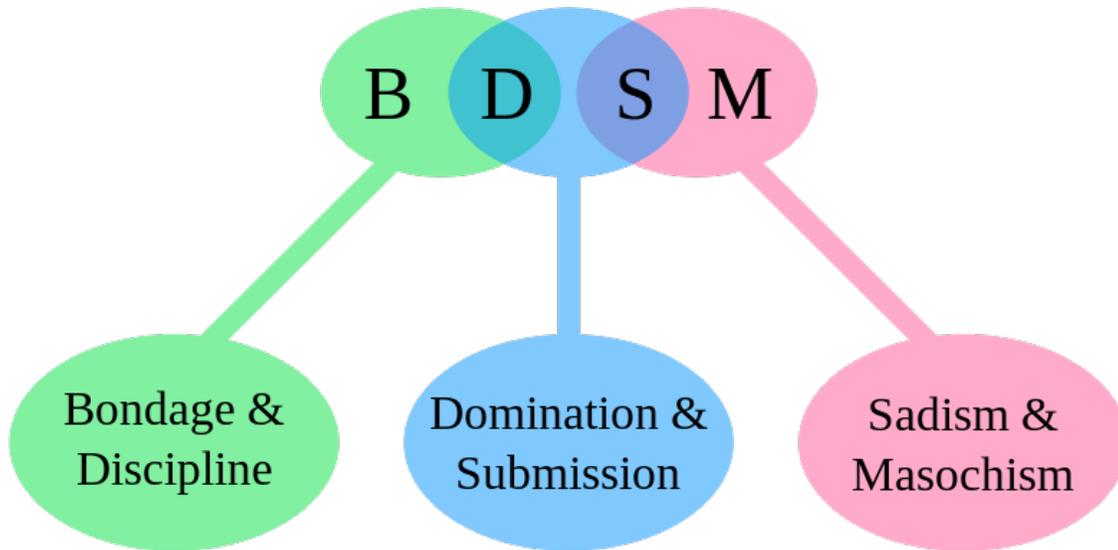
ROMANTIC MINORITIES

	a/an- [not]	mono- [single]	poly- [many]
-amorous <i>Love attraction</i>	Non-amorous	Monoamorous	Polyamorous
-gamous <i>Marriage orientation</i>	Anagamous	Monogamous	Polygamous
-romantic <i>Romantic attraction</i>	Aromantic	Monoromantic	Polyromantic
-sexual <i>Sexual identity style</i>	Asexual	Monosexual	Polysexual

- Open relationships
- Polyfidelitous
- Swingers
- Triad, quad
- V,W, or multi-pronged

KINK & FETISH

Not GSRM, but a similar topic worth addressing openly.



Bill 168, An Act to amend the Occupational Health and Safety Act with respect to violence and harassment in the workplace and other matters

“If an employer becomes aware, or ought reasonably to be aware, that domestic violence that would likely expose a worker to physical injury may occur in the workplace, the employer shall take every precaution reasonable in the circumstances for the protection of the worker.”

PRACTICAL BENEFITS

- Expand pool of talent interested in working for you
- Research has shown that 88 percent of lesbian and gay adults and 70 percent of heterosexuals are likely to consider purchases from organizations that are known to provide equal workplace benefits
- Many policies developed for minority groups help other groups, too

LEGAL CONSIDERATIONS

- **Canadian Charter of Rights and Freedoms, s. 15**
 - 15. (1) Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.
 - (2) Subsection (1) does not preclude any law, program or activity that has as its object the amelioration of conditions of disadvantaged individuals or groups including those that are disadvantaged because of race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

LEGAL CONSIDERATIONS

- **Ontario Human Rights Commission**

- Sexual orientation is more than simply a 'status' that an individual possesses; it is an immutable personal characteristic that forms part of an individual's core identity. Sexual orientation encompasses the range of human sexuality from gay and lesbian to bisexual and heterosexual orientations.
- Gender identity is linked to an individual's intrinsic sense of self and, particularly the sense of being male or female. Gender identity may or may not conform to a person's birth assigned sex. The personal characteristics that are associated with gender identity include self-image, physical and biological appearance, expression, behaviour and conduct, as they relate to gender. ... Individuals whose birth-assigned sex does not conform to their gender identity include transsexuals, transgenderists, intersexed persons and cross-dressers. A person's gender identity is fundamentally different from and not determinative of their sexual orientation.



BUILDING INCLUSIVE WORKPLACES

DICTION | LEADERSHIP | MONITORING | SUPPORT | VISIBILITY



DICTION

- Writing guide
- Ask open questions
 - “Are you involved with anyone?”
 - “Do you have any significant others?”
- Be consistent
- Gender neutral language
 - Avoid calling attention to someone’s gender or sex
 - Avoid depicting sex or gender as binary
 - Avoid asking about sex; it’s a medical consideration and is often difficult to change on ID

LEADERSHIP

- Lead by example
- Reward employees
 - Diversity Leader of the Year
 - Ally of the Year

MONITORING

- Surveys, focus groups
- Exit interviews
- Track signifiers of possible bias
 - income disparity?
 - promotion disparity?

SUPPORT

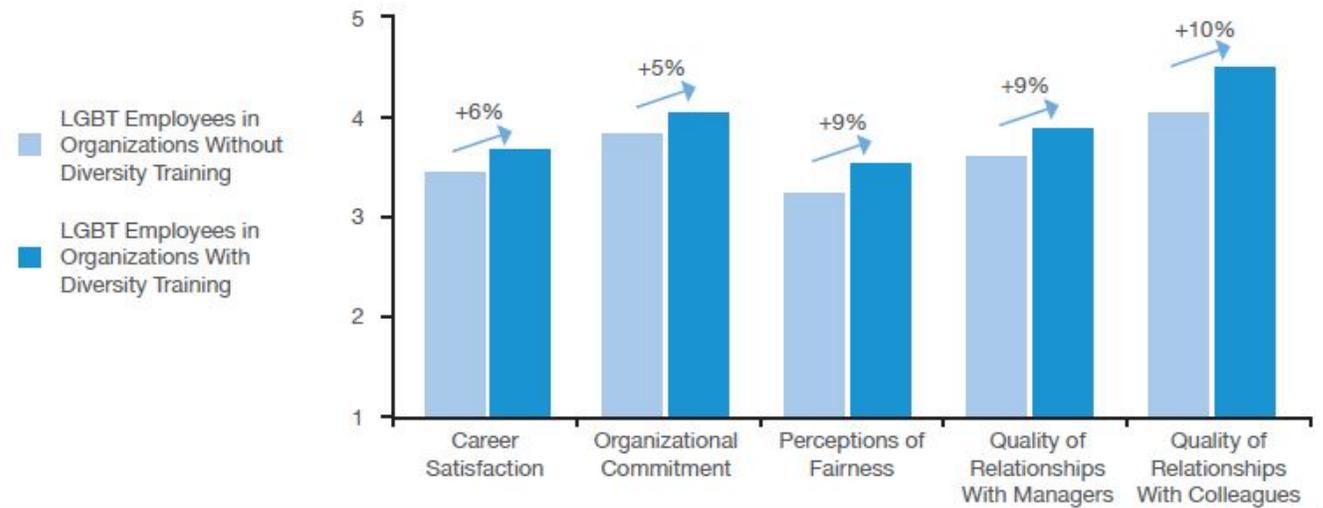
- Flexible work
- Sponsor community engagement
- Mentorship programs
 - eg LGBT-LGBT and/or LGBT-ally

VISIBILITY

- Clearly state policies internally *AND* externally
- Ally buttons
- Make note of important dates
- Management blogs
- Discussion groups

FIGURE 5

Workplace Perceptions of LGBT Employees at Organizations With and Without Diversity Training⁴²



<http://www.glen.ie/attachments/Catalyst.PDF>



DISCUSSION AND QUESTIONS

WORKSHOP SCENARIOS | OPEN FORUM



SCENARIO #1

An androgynous patron is asking to apply for a library card. Library policy states that employees are to fill out applications so as to ensure the information is entered correctly. You don't want to make the patron feel uncomfortable, but the very first requirement of the application is to enter the patron's preferred term of address.

How do you help the patron?
Are there policy changes you might recommend based on this experience?

Inglewood Public Library
Card Application
PLEASE PRINT CLEARLY

Name Mr. Mrs. Miss Ms
(Circle one) _____ First _____ Middle Initial _____ Last _____

Home Address _____ Number _____ Street _____ Apt. # _____
City _____ Zip Code _____

Mailing Address (If different) _____ Number _____ Street _____ Apt. # _____
City _____ Zip Code _____

Home Phone (_____) _____ Business Phone (_____) _____

Date of Birth _____ Age _____ (Month/ Day/ Year) Mother's Maiden Name _____

CA ID, Driver's License # or Social Security # _____ Expiration _____

I agree to be responsible for all materials charged out to my card with or without my consent, to observe library rules, and to notify the library of any change in my address. Parents are responsible for materials charged out by their minor child.

Applicant's signature _____
Parent's signature _____
(Required for applicants under 14 years of age)

Library Use Only:	Dist.	Date	Init.	Loc: M	X1	X2	Other	ipl 4/97
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SCENARIO #2

Jordan has only been working for your company for about a year, but she has already managed to impress management and staff alike. In fact, she's recently been informed that at the yearly employee appreciation gala, she is going to receive an award for her community work. Today, Jordan has knocked on your door to ask you a question about the gala. She's wondering if you can make an exception to the one-guest-per-employee rule so that she can invite her husband and her boyfriend; they've both been greatly involved in her community work, so she wants to be sure to thank them both for their support. She even offers to make a monetary contribution to cover the extra cost, if that's a concern.

How do you respond to Jordan?
What sort of concerns or repercussions might follow from your decision?

SCENARIO #3

With Martin on paternity leave and Lara about to go back to school, you're pretty desperate to hire on someone new. You've narrowed the applicants down to three candidates. Your star candidate so far is Malcolm. While in for a final interview, Malcolm discloses that as a transman, he occasionally needs to travel to the city for hormone replacement therapy. Specifically, he will need Friday off every other week. He has been talking to his doctor about switching to pills or a patch instead of injections so that he doesn't have to go in so often, but he can't guarantee when, or even if, that will happen. You know it will be hard to cover those shifts, especially when already short staffed.

How do you respond to Malcolm in the interview?

Will this affect your hiring decision?

If you were to hire Malcolm, what might you do in order to accommodate him?

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Thank you
Any questions?

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Selected resources

Catalyst, *Building LGBT-Inclusive Workplaces*

<http://www.glen.ie/attachments/Catalyst.PDF>

Equality and Human Rights Commission, *An employer's guide to... Creating an inclusive workplace*

http://www.equalityhumanrights.com/sites/default/files/documents/publications/an_employer_s_guide_to_creating_an_inclusive_workplace.pdf

Kirk Snyder, "Bringing the outsiders in", *The Guardian*

<http://www.theguardian.com/money/2006/sep/09/gayfinance.careers>

Melissa J. Anderson, "Leading Your Team as a Straight Ally", *The Glass Hammer*

<http://www.theglasshammer.com/news/2012/06/27/leading-your-team-as-a-straight-ally/>

Teaching Tolerance, "Best practices: Creating an LGBT-inclusive School Climate"

<http://www.tolerance.org/lgbt-best-practices>