

Creating Affirming & Inclusive Environments



ChangeBridge Consulting
Engineered for Excellence



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(she/they)

- West-Central Illinois
- LCSW
- Obama Foundation Leaders USA
- EdD from WIU
- Providing Gender Affirming Care for 5+ years
- Lived + Professional Experience



Welcome



EXCITED YOU'RE HERE!



LEARNING ENVIRONMENT



VEGAS RULE

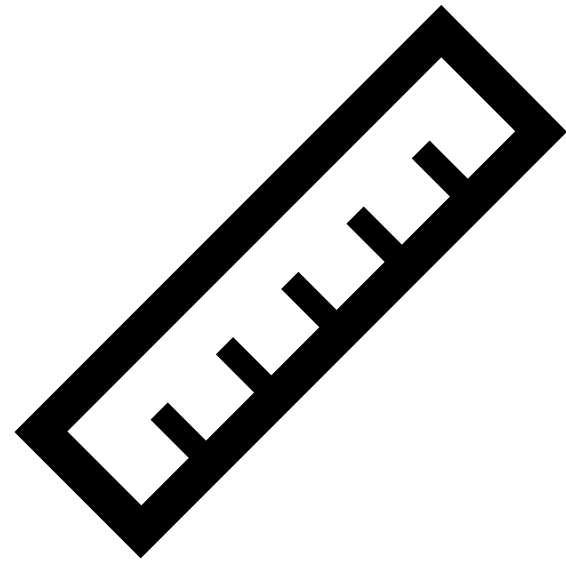


SHARE THE MIC

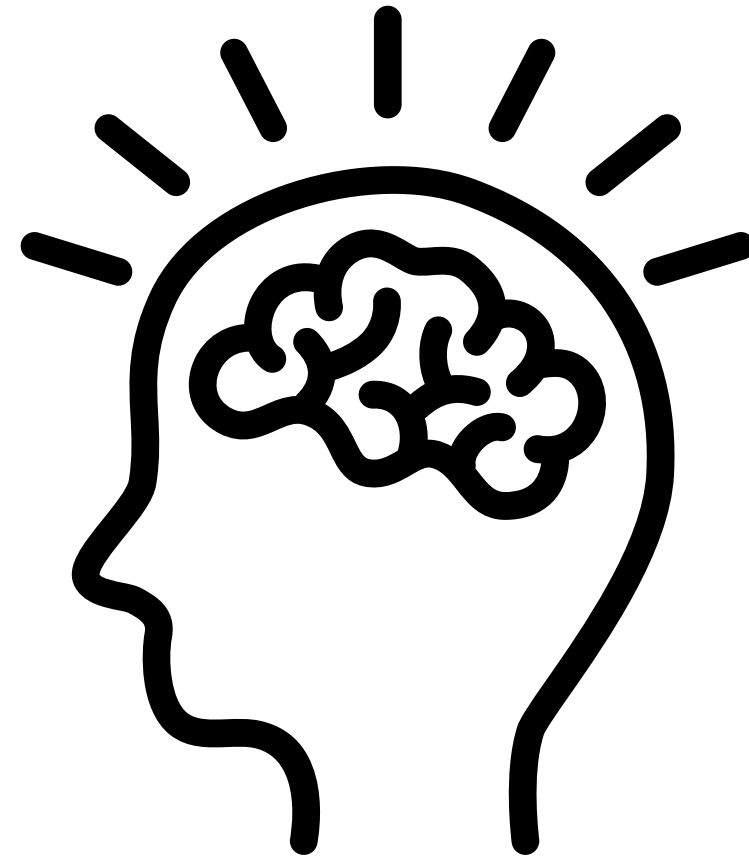


RESERVE THE RIGHT TO CHANGE YOUR MIND

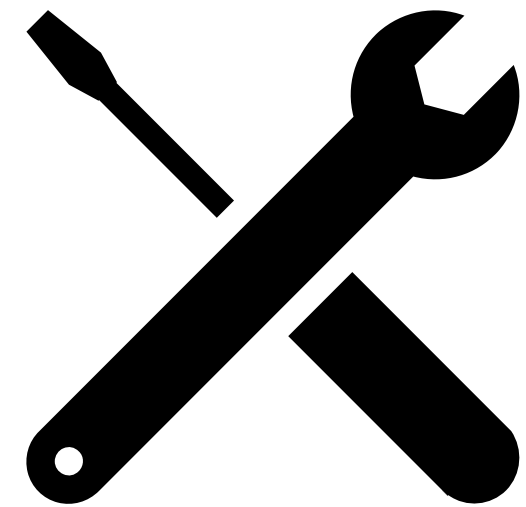
Objectives



Define Terms



Deepen Understanding



Add Tools



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Event Code: 4091433

Post anonymously to the group any questions or comments you would like to be covered today

What Should HR Professionals Know?



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How to be “in the know?”

- Where do you get your information about the LGBTQ+ community in your area/region/state?
- Who do you know in your network?*
- Have you addressed your own biases around the LGBTQ+ community?

First Impressions of LGBTQ+ Representation

When is the first time you can remember that some people identify as part of the LGBTQ+ community?

How have your impressions/understandings of LGBTQ+ folks evolved over time?

Where did most of the influence of your initial impressions of LGBTQ+ folks come from?

When is the first time you remember hearing someone identified as transgender?

Language Matters



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Inclusive Language

Inclusive language means choosing language that actively includes diverse groups of people, and treats others with dignity and respect.

Key Terminology

L	G	B	T	Q	Q	I	A	A	P	2S
Lesbian	Gay	Bisexual	Transgender	Queer	Questioning	Intersex	Asexual	Ally	Pansexual	Two-spirit
A woman who is attracted to other women.	Men who are attracted to men. Also a broad term for anyone who is attracted to people of their same gender.	A person who experiences sexual attraction to people of their own gender as well as other genders.	Someone whose gender does not match the sex assigned to them at birth.	An umbrella term for a range of people who are not heterosexual and/or cisgender.	The process of questioning or exploring one's own gender expression, gender identity, and/or sexual orientation.	An umbrella term that describes a person with reproductive or sexual anatomy and/or a chromosome pattern that does not fit typical binary notions of a male or female body.	A person who does not experience sexual attraction.	A heterosexual and/or cisgender person who supports and advocates for LGBT+ people.	A person who has the potential to be attracted to members of any gender and/or sex.	A general term for people within Native American communities who blend the masculine and feminine, and can have defined spiritual and societal roles.

From
Bloom for All

LGBTQ+ Speech and its Evolution

GENDER/SEXUALITY

- Separating sex from gender
- Assigned Female at Birth (AFAB)
- Assigned Male at Birth (AMAB)
- Gender: Who we go to bed as...
- Gender Identity: What pajamas we wear in bed...
- Sexuality: Who we go to bed with...
- Consider the whole person: Gender identity, gender expression, and sexuality.

PRONOUNS

- Words we use to describe our gender identity (she/her, they/them, etc.)
- Discrepancy occurs when our identity does not align with our assigned sex at birth.
- Best to trust the source.
- Avoid the pitfall of asking the person to explain.
- Be HUMAN!

Policies & Practices



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Policy Overview

- What do inclusive benefits look like? (Gender affirming care, IVF, IUI, parental leave, etc.)
- Reviewing employee handbooks to look for gendered language. Do you have non-discrimination clauses that explicitly include sexual orientation, gender identity, and gender expression?
- Onboarding and recruitment: Do you use gender-neutral language?
- ERGs?

Wrap-Up

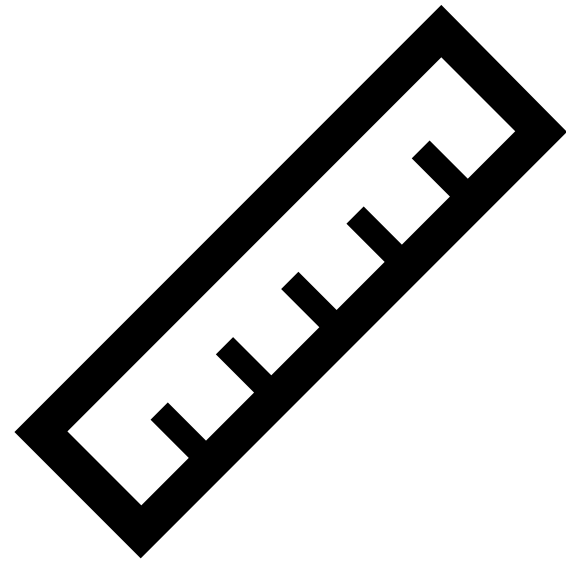


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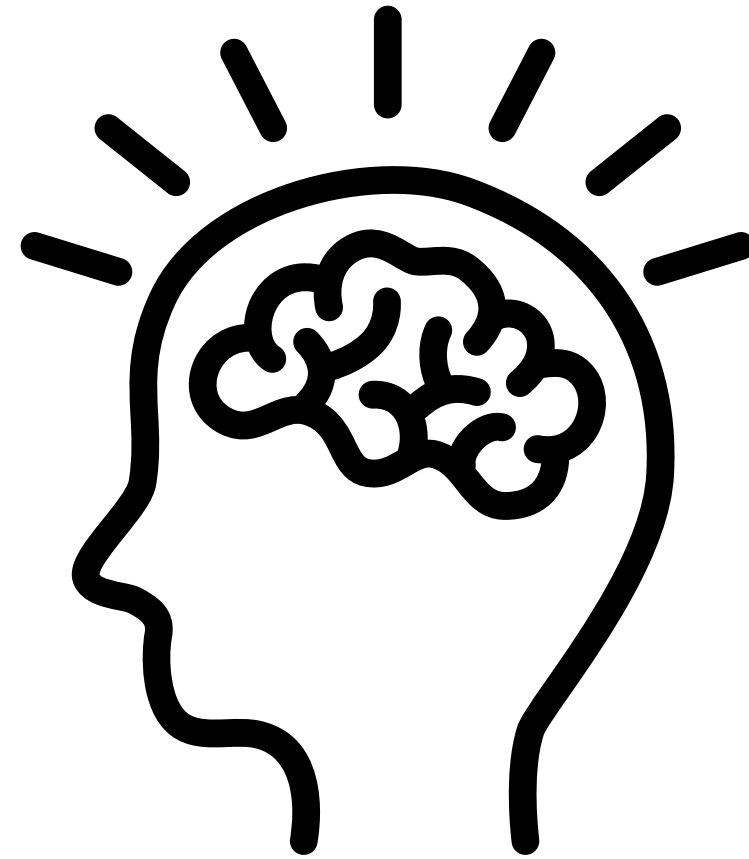


**Practice,
Practice,
Practice!**

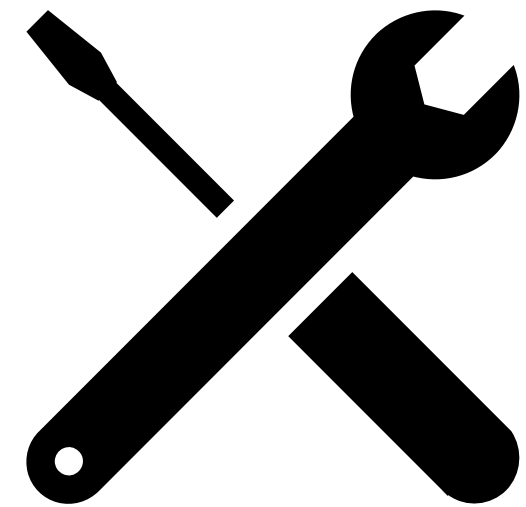
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Thank You

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