

## Housekeeping

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- Please mute your mic during the talk
- There will be time at the end for discussion, either by audio or in chat
- This session will be recorded
- Slides and recording will be available after
- Follow on twitter @equal4success

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# Top tips for LGBTQ+ inclusion



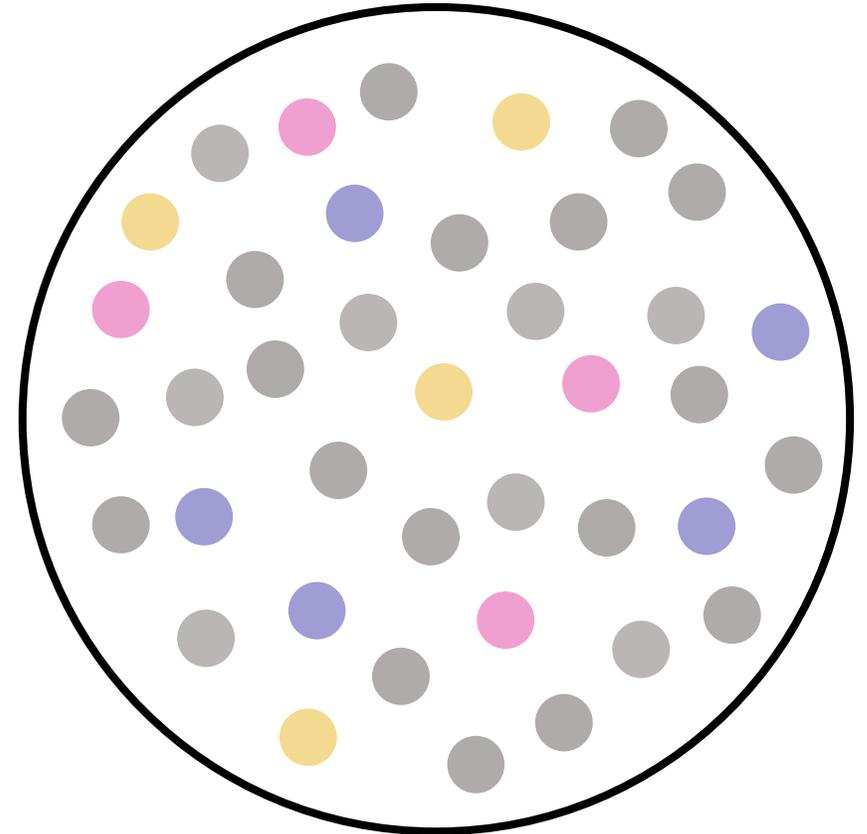
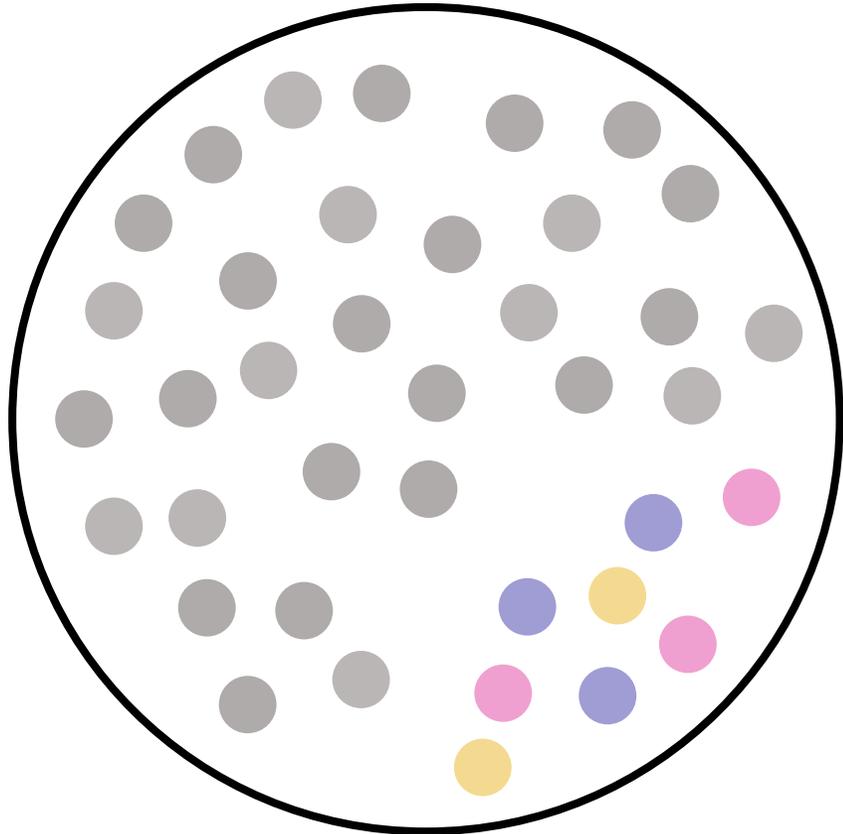
Elizabeth Wynn  
She/her  
9/4/2020



If you asked me to summarise the Babraham approach to achieving excellence in four words, I'd say: start with the individual. For the best science, you need the best people able to do their best.

# Tolerance vs inclusion

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Learn

# Learn

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## Terminology

gender binary **Gay** **LGBTQ**  
sexual orientation **Asexual**  
gender identity **androgynous** pronouns  
**Queer** sexual minority **Pansexual**  
**Transgender** **Bisexual** **Lesbian**  
**Genderqueer**

[www.stonewall.org.uk/help-advice/glossary-terms](http://www.stonewall.org.uk/help-advice/glossary-terms)

# Learn

## Terminology Privilege



 UNIVERSITY OF SAN FRANCISCO

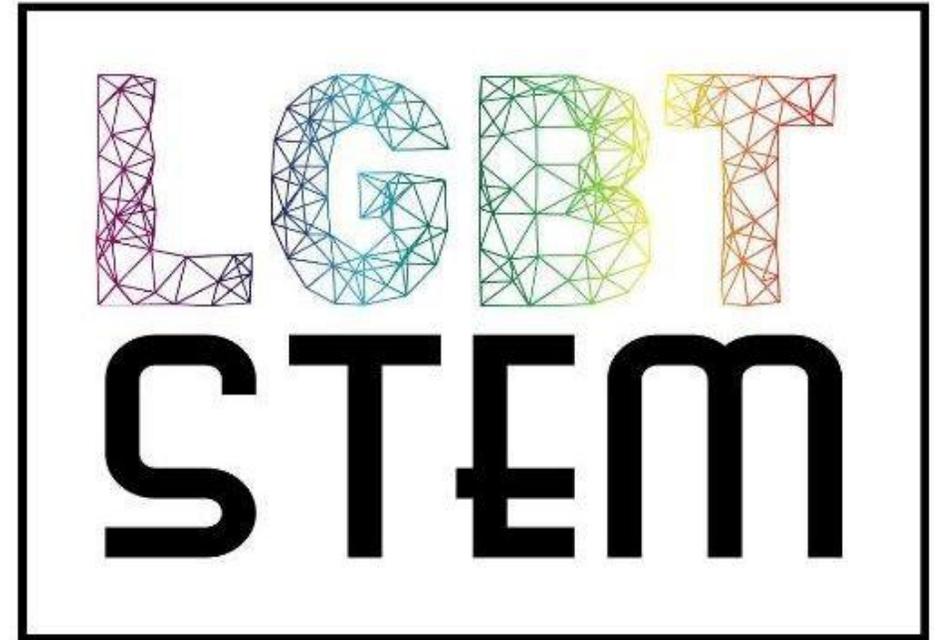
**Becoming aware of privilege** should not be viewed as a burden or source of guilt, but rather, **an opportunity** to learn and be responsible so that we may work toward **a more just and inclusive world.**

# Learn

Terminology  
Privilege  
Experiences



[500queerscientists.com](http://500queerscientists.com)



[lgbtstem.wordpress.com](http://lgbtstem.wordpress.com)

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Learn

Be visible

# Be visible

The absence of discrimination isn't the same as evidence of support



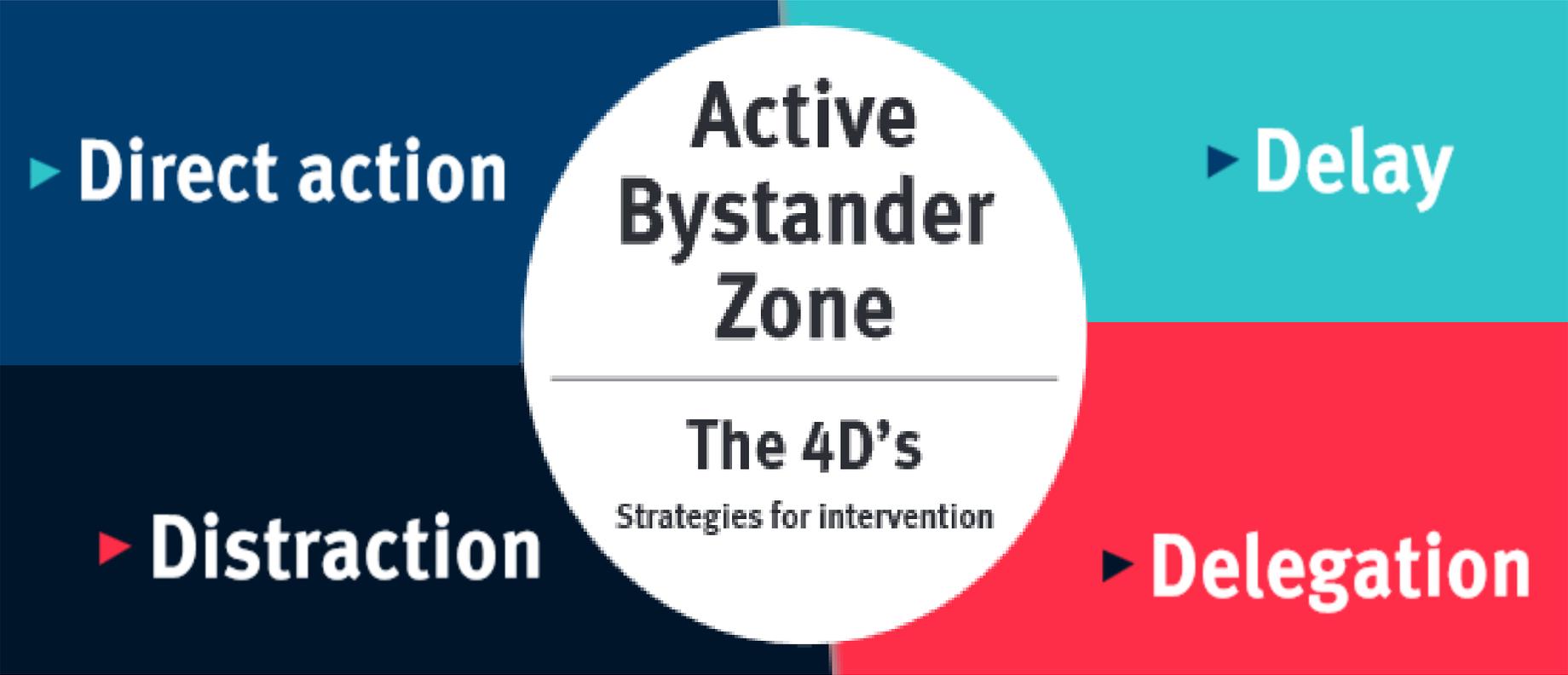
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Learn

Be visible

Challenge  
discrimination

# Challenge discrimination



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Learn

Be visible

Challenge

discri

Talk about  
pronouns

# Talk about pronouns

How do I normalise talking about pronouns?  
How do I ask someone their pronouns?  
What if I get it wrong?

Gender Pronouns				
Subjective	Objective	Possessive	Reflexive	Examples
He	Him	His	Himself	He is walking. It belongs to him. The record is his. He bought himself a Coke.
She	Her	Hers	Herself	She is walking. It belongs to her. The record is hers. She bought herself a Coke.
They	Them	Theirs	Themselves	They are walking. It belongs to them. The record is theirs. They bought themselves a Coke.
Ze	Hir/Zir	Hirs/Zirs	Hirself/Zirself	Ze is walking. It belongs to hir. The record is zirs. Ze bought hirself a Coke.
Ve	Ver	Vis/Vers	Verself	Ve is walking. It belongs to ver. The record is vers. Ve bought verself a Coke.



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Learn

Be visible

Challenge

discri

Talk about

pro

Any questions?

Listen

## Discussion prompts

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- What's a situation you wish you'd had more knowledge or confidence in?
- Did you have a time you realised your privilege around your own gender or sexual orientation?
- How would you handle the situation if a friend said "That's so gay"?

# Links

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- [Stonewall Glossary](#)
- [Examples of Straight Privilege](#)
- [500 Queer Scientists](#)
- [LGBTQ+ STEM](#)
- [The Safe Zone Project](#)
- [Sharing Your Pronouns](#)
- [Top Tips for Building Inclusive LGBTQ+ Workplaces](#)
- [10 Ways to Be an Ally and a Friend](#)
- [Straight for Equality](#)
- [What does it mean to be an LGBTQ 'ally'?](#)