

What does LGBTQ & LGBTQIA+ mean?

LGBTQ+ people have always existed, even if the language seems new. Conversations around sexual orientation and gender are nuanced -- and the "alphabet," if you will, is expanding.

"L" stands for Lesbian: A woman emotionally, romantically or sexually attracted to other women.

"G" stands for Gay: Used to describe men attracted to the same sex OR anyone attracted to the same or similar genders.

"B" stands for Bisexual: People attracted to more than one gender.

"T" stands for Transgender: Those whose gender identity and/or expression differs from cultural expectations. Being transgender does not imply any specific sexual orientation. Some non-binary people identify as trans, while others do not.

"Q" has two meanings. First, queer, a catch-all to include those who do not identify as exclusively straight and/or folks who have non-binary or gender-fluid identities. Queer was once used as a slur but has been reclaimed by some in the community. "Q" can also stand for those, questioning their identity.

In addition to **LGBTQ**, some also add the letters, **"I"** and **"A."**

"I" stands for Intersex: Those born with differences in their sex traits and reproductive anatomy.

"A" stands for Asexual: People are those who lack a sexual attraction or sexual interest in others.

The "+" symbol: Leaves room for the other sexual identities and orientations not covered in the acronym.

Diversity, Equity & Inclusion in the Workplace

7 Frequently Asked Questions On DEI

1

What is DEI?

- Diversity is the differences among people
- Equity is fair treatment for all and removal of all barriers
- Inclusion is creating a space where everyone belongs

What is Implicit Bias?

- Attitudes or stereotypes that affect understanding, actions, and decisions in an unconscious manner
- Address this by understanding what your biases are and learn how to counteract them

2

3

What is the business case for DEI?

- Increased creativity and innovation
- Higher employee engagement and retention
- Increased profitability

What is Psychological Safety?

- The ability to feel safe, supported, and without fear of retaliation
- Allows employees to speak up and take risk
- Lack of psychological safety can lead to decreased production

4

5

What are Employee Resource Groups?

- Voluntary, employee-lead groups formed around a shared identity, interest or goal
- ERG's help promote engagement and can help drive DEI strategy and initiatives

What role do leaders play in DEI?

- They set the tone and expectations for the organization
- They model inclusive behaviors
- Provide resources and support

6

7

How do companies measure effectiveness of DEI?

- Employee engagement
- Retention rates
- Diversity in Leadership Positions

Diversity & Inclusion Rhetoric

Diversity and inclusion rhetoric asks fundamentally different questions and is concerned with fundamentally different issues than efforts seeking equity and justice.

- Diversity asks, "Who's in the room?" Equity responds: "Who is trying to get in the room but can't? Whose presence in the room is under constant threat of erasure?"
- Inclusion asks, "Has everyone's ideas been heard?" Justice responds, "Whose ideas won't be taken as seriously because they aren't in the majority?"
- Diversity asks, "How many more of [pick any minoritized identity] group do we have this year than last?" Equity responds, "What conditions have we created that maintain certain groups as the perpetual majority here?"
- Inclusion asks, "Is this environment safe for everyone to feel like they belong?" Justice challenges, "Whose safety is being sacrificed and minimized to allow others to be comfortable maintaining dehumanizing views?"
- Diversity asks, "Isn't it separatist to provide funding for safe spaces and separate student centers?" Equity answers, "What are people experiencing on campus that they don't feel safe when isolated and separated from others like themselves?"
- Inclusion asks, "Wouldn't it be a great program to have a panel debate Black Lives Matter? We had a Black Lives Matter activist here last semester, so this semester we should invite someone from the alt-right." Justice answers, "Why would we allow the humanity and dignity of people or our students to be the subject of debate or the target of harassment and hate speech?"
- Diversity celebrates increases in numbers that still reflect minoritized status on campus and incremental growth. Equity celebrates reductions in harm, revisions to abusive systems and increases in supports for people's life chances as reported by those who have been targeted.
- Inclusion celebrates awards for initiatives and credits itself for having a diverse candidate pool. Justice celebrates getting rid of practices and policies that were having disparate impacts on minoritized groups.