### LGBTQ+ (or LGBTQIA)

**What are all the initials for?**

**Lesbian:** women attracted to women  
**Gay:** men attracted to men  
**Bisexual:** people attracted to either men or women  
**Transgender:** people whose gender identity and/or expression does not match their sex assigned at birth  
**Queer:** umbrella term for people who do not identify as heterosexual or gender binary. Use with caution — originally an insult, now being reclaimed. Youth are more likely to identify as queer than older people.  
**Intersex:** born with sex chromosomes, anatomy and/or a reproductive system not considered standard for either male or female  
**Asexual:** doesn’t experience sexual attraction  
**Ally:** a straight or cisgender advocate/supporter

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**At work: addressing the “DOUBLE STANDARD”**

Research by the HRC identified a common issue for LGBTQ+ workers. On the one hand, **80%** of all US workers agree it's normal to get to know each other by chatting about what you did at the weekend, **and 80%** of non-LGBTQ workers also agree that their LGBTQ+ coworkers shouldn’t have to hide who they are. **But, 59%** of non-LGBTQ+ workers think it’s unprofessional to talk about sexual orientation or gender-identity in the workplace. This is a double standard; non-LGBTQ+ workers may not recognize that we all have a sexual orientation and a gender-identity.

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**Additional terms**

**Two Spirit (2S, or 2):** Used by Indigenous LGBTQ+ folk, and has a complex meaning honoring the fluid nature of gender-identity and sexual attraction and embodying both the masculine and feminine spirit.  
**Nonbinary:** a person whose gender identity and/or expression is neither male nor female. Nonbinary individuals may identify as somewhere between male and female or reject a binary categorization of gender altogether. People may also self-identify as genderfluid or genderqueer.  
**Cisgender, Cis Man, Cis Woman:** Refers to a person whose gender identity aligns with the gender and sex assigned at birth, that is, not a transgender man or woman.

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1. A Workplace Divided, HRC Foundation, 2018  

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**Reflection:** Does this Monday morning co-worker exchange seem inappropriate to you? If so, why? LGBTQ+ people want to be able to talk about their families just like others.
Workplace data from HRC’s “A Workplace Divided” Report,

As people head off to work each day:

- 46% of LGBTQ workers are closeted at work
- 50% of non-LGBTQ workers don’t think that there are any LGBTQ people at their workplace

LGBTQ employees say that they are not open at work because:

- 28% of LGBTQ workers are totally closeted and not open to anyone in their lives
- 38% of LGBTQ workers are stereotyped
- 36% of LGBTQ workers are uncomfortable
- 31% of LGBTQ workers are losing connections/relationships with co-workers
- 27% of LGBTQ workers might think I’m attracted to them just because I am LGBTQ+

Where can I go to learn more?

1 in 5 LGBTQ workers have been told or had coworkers imply they need to dress more feminine or more masculine

1 in 24 Non-LGBTQ workers who were told to dress more feminine or masculine

53% LGBTQ workers who have heard anti-LGBTQ jokes or remarks at work

37% Non-LGBTQ workers who have heard similar jokes

What not to say (instead, listen)

“This is so hard” when someone asks you to use a different pronoun, e.g. “they”

“There are only two genders”

“Your lifestyle” or “sexual preference” -- both imply a choice. Instead, use “sexual orientation” or “gender-expression”

“When did you decide to be a lesbian?”

“Oh, I have a gay friend....”

“Transgenderered” (instead of Transgender)