

Introduction to LGBTQ+.

As the world changes and develops its vital businesses create a safe and non-judgemental environment for their teams to work in. We've created some terminology boards to show what LGBTQ+ stands for with some mindful tips that will allow your team to feel comfortable in the workplace.

Lesbian

The L stands for "lesbian," meaning a woman who is sexually and/or emotionally attracted to other women.

Gay

The G stands for "gay," this was predominantly used for men who are sexually and/or emotionally attracted to other men. However, today, the term can be used to refer to anyone who is attracted to their same-sex or gender.

Bisexual

The B stands for "bisexual," meaning people who are sexually and/or emotionally attracted to both men and women, or more than one gender identity.

Transgender

The T stands for "transgender." This term is used to describe someone whose gender identity or expression is different from the sex they were assigned at birth, as this is their true gender.

Queer

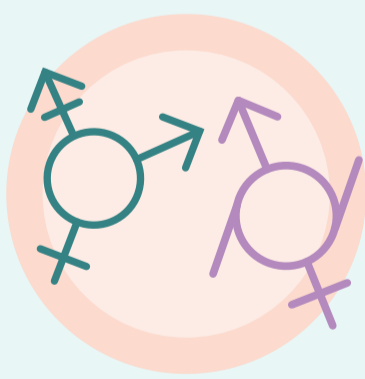
The Q stands for "Queer and Questioning." Queer is a broad term for anyone who is not straight or not "cisgender" - someone whose personal identity and gender corresponds with their birth sex. Questioning is a term for someone who is questioning their sexual orientation and/or gender identity.

+

The plus sign encompasses anyone who doesn't feel included in the other categories. This includes people who identify as other sexual orientations and gender identities not easily summed up in one term.

Mindful tips!

Challenge offensive language or "banter" when you hear it. Although 'banter' may be seen as just a "joke", it can often become incredibly hurtful. Open conversation and acceptance of people's sexual orientation and gender identity is vital to make everyone feel comfortable.



Don't assume everyone is straight, this avoids implying that a particular sexual orientation is the "norm" and makes it easier for colleagues to feel open and understood.

Don't force someone to "out" themselves or "out" them yourself, this is classed as harassment in the workplace. There is a right time for everyone to "come out" and it's the individual's choice if and when they choose to "come out".



We **only** work with organisations that want to bring about positive social change and people who want to do good. We think this is you... **let's talk.**