

Housekeeping

- 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

Top tips for LGBTQ+ inclusion



Elizabeth Wynn

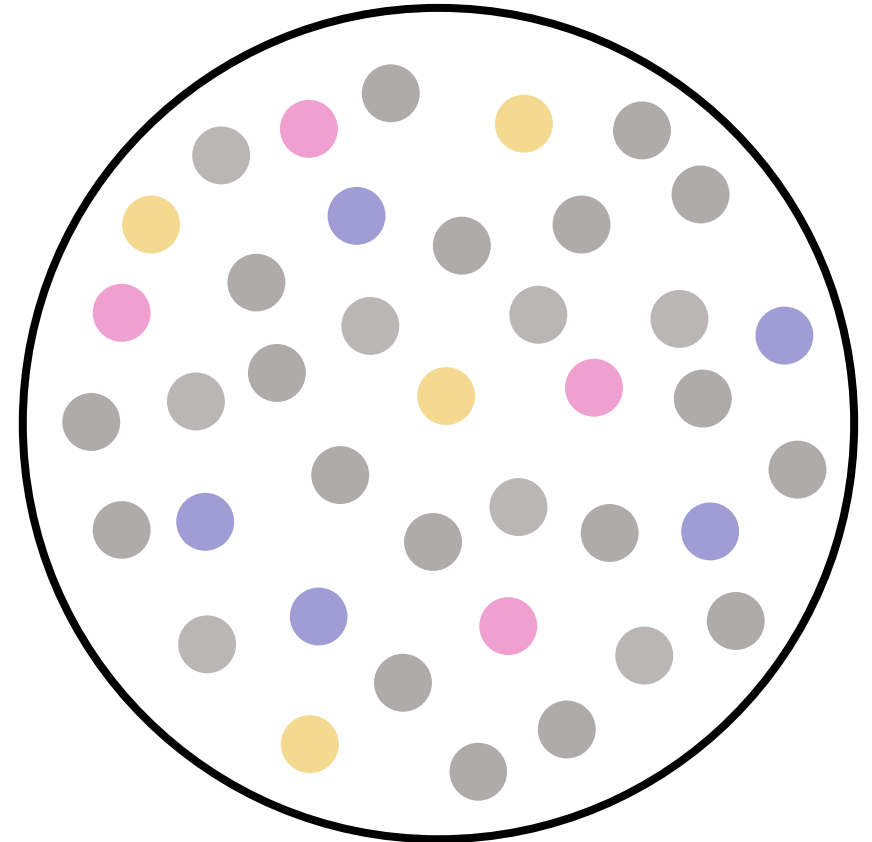
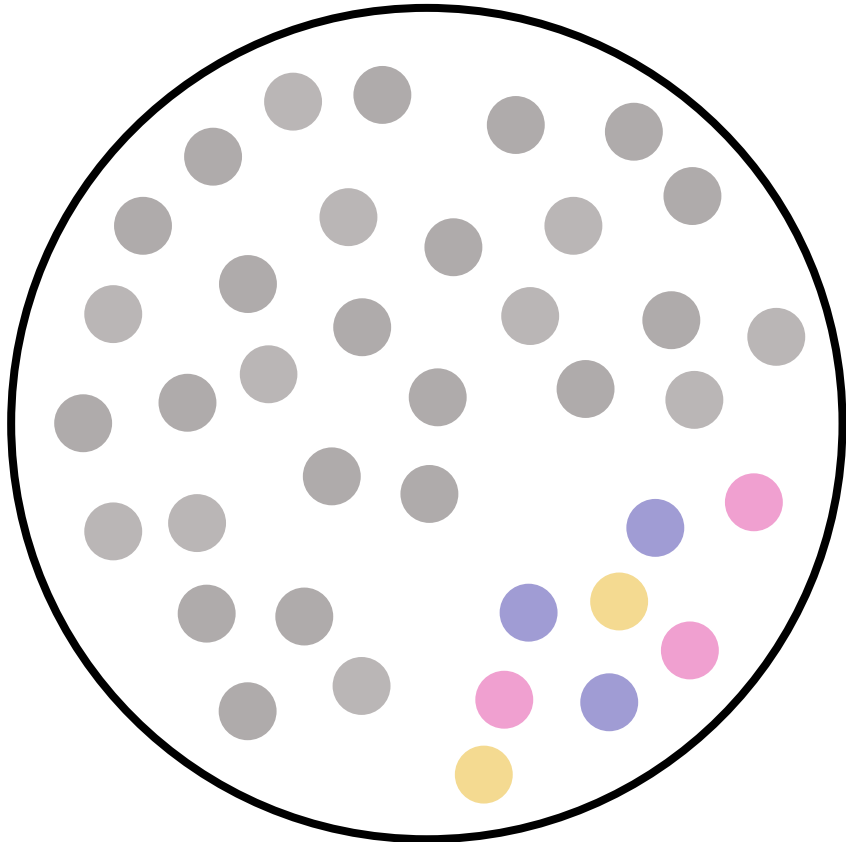
She/her

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



Learn

Learn

Terminology



www.stonewall.org.uk/help-advice/glossary-terms

Learn

Terminology Privilege



 UNIVERSITY OF SAN FRANCISCO

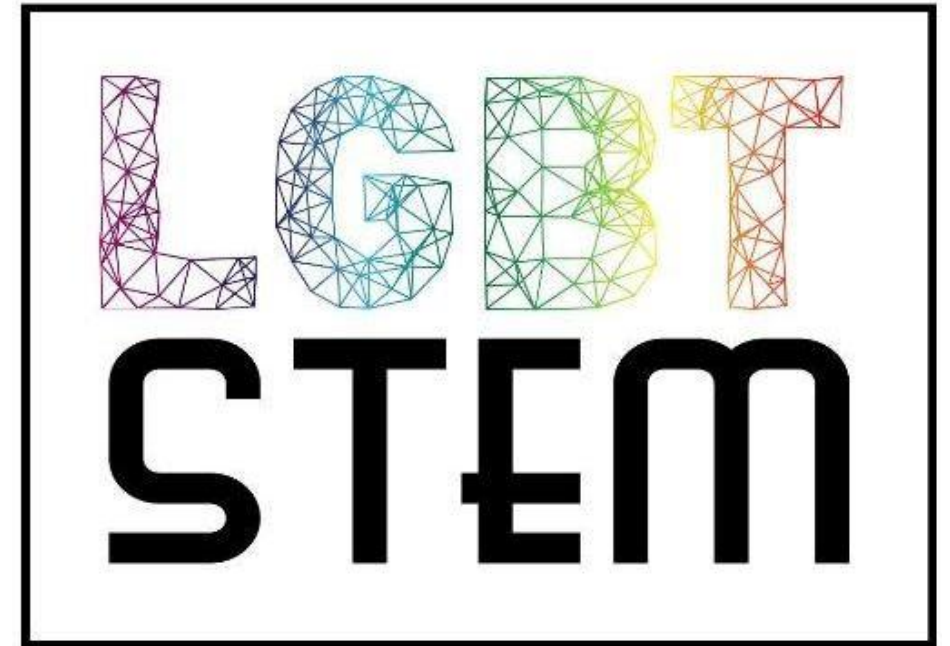
Becoming aware of privilege
should not be viewed as a burden
or source of guilt,
but rather,
an opportunity
to learn and be responsible
so that we may work toward
a more just and inclusive world.

Learn

Terminology
Privilege
Experiences



500queerscientists.com



lgbtstem.wordpress.com

Learn

Be visible

Be visible

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

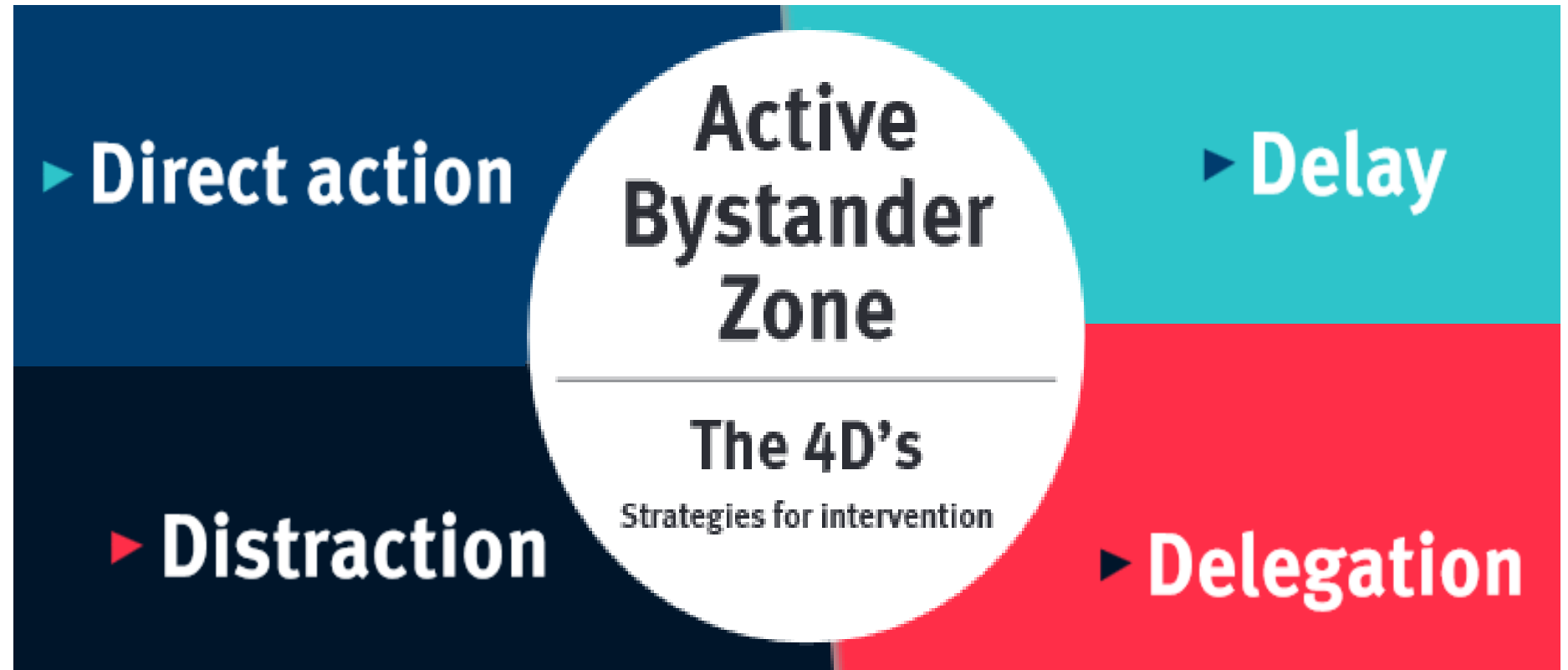


Learn

Be visible

Challenge
discrimination

Challenge discrimination



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.



Learn

Be visible

Challenge

discri

Talk about

pro

Any questions?

Listen

Discussion prompts

- 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

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