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.
Learn
Learn

Terminology

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

Terminology

Privilege

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

- Direct action
- Distraction
- Delay
- Delegation

Active Bystander Zone

The 4D’s
Strategies for intervention
Learn
Be visible
Challenge discrimination
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?

<table>
<thead>
<tr>
<th>Gender Pronouns</th>
<th>Subjective</th>
<th>Objective</th>
<th>Possessive</th>
<th>Reflexive</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td>He</td>
<td>Him</td>
<td>His</td>
<td>Himself</td>
<td></td>
<td>He is walking.</td>
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<td>It belongs to him.</td>
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<td>The record is his.</td>
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<td>He bought himself a Coke.</td>
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<td>She is walking.</td>
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<td>The record is hers.</td>
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<td>She bought herself a Coke.</td>
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<tr>
<td>They</td>
<td>Them</td>
<td>Theirs</td>
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<td>They are walking.</td>
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<td>The record is theirs.</td>
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<td>They bought themself a Coke.</td>
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<td>Ze</td>
<td>Hir/Zir</td>
<td>Hir/zirs</td>
<td>Hirself/Zirself</td>
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<td>Ze is walking.</td>
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<td>Ze bought himself a Coke.</td>
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<tr>
<td>Ve</td>
<td>Ver</td>
<td>Vis/vers</td>
<td>Verself</td>
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<td>Ve is walking.</td>
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<td>It belongs to ver.</td>
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<td>The record is vers.</td>
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<td>Ve bought verself a Coke.</td>
</tr>
</tbody>
</table>
Learn
Be visible
Challenge discrimination
Talk about pronouns
Listen
Any questions?
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’?