



LGBT Pride Month

For All Employees

For June, which is LGBT (Lesbian, Gay, Bisexual, Transgender) Pride Month, we are giving you a valuable tool to share with all your employees as you continue their education in cultural competence. We are supplying a Timeline of barriers that have been broken, major legislation and legal decisions, protests and landmark events impacting LGBT people and their allies. We are also providing Facts & Figures on demographics of open LGBT people; income/buying power/customer loyalty; and major LGBT people in business, sports, entertainment and politics. Our cultural-competence series, “Things NOT to Say,” focuses on LGBT people this month. This information should be distributed to your entire workforce and used by your LGBT/allies resource group, internally and externally, as a year-round educational tool.

1 HISTORIC TIMELINE

The landscape for LGBT rights and being open has changed dramatically over the past few years, perhaps most notably with the legalization of same-gender marriage in June 2015. It's more vital than ever for your workforce to be culturally competent and to understand what LGBT equality means. We recommend you start your employees' cultural-competence lesson by using this Timeline, which documents LGBT organizations, important "firsts," fights against discrimination and significant political and legal changes in the United States. It's important to discuss how rapidly rights for the whole LGBT community are evolving and what that means for corporations, schools, religious institutions and government.

Discussion Questions for Employees

» How can we build an atmosphere of inclusion, regardless of our personal or religious views?

Have you ever heard people at work making homophobic comments? What did you do? Do you know what your corporate policies are on hate speech at work? Discuss what it's like for companies located in states like North Carolina and Mississippi and what your company would do in those circumstances.

» Why are "firsts" important to note? What other barrier breakers have you witnessed in your lifetime?

This is a personal discussion designed to help employees note other barrier breakers historically. How does someone prominently in the news, like Caitlyn Jenner, impact others in the LGBT community? This discussion can be further explored after the Facts & Figures section below is discussed.



2 FACTS & FIGURES

After discussion of the Timeline, the next step is to review available data and understand why the ability for more LGBT people to be open and treated equally under the law has profound societal and business implications. It's also critical to note that almost everyone has an LGBT relative or friend, and that straight allies also frequently make purchasing and business decisions based on whether they perceive an organization to be inclusive.

This page includes the DiversityInc Top 9 Companies for LGBT Employees. In compiling this list, we look at best practices that create an inclusive workplace for LGBT employees, as well as relationships with LGBT communities outside of the company. All companies have the Human Rights Campaign Foundation's Corporate Equality Index (CEI) 2016 rating of 100%. Other best practices examined for this list include:

- Having active LGBT employee resource groups
- Percentage of philanthropic endeavors aimed at LGBT nonprofits
- Whether the company attempts to track the number of LGBT employees, including voluntary disclosure
- Whether the company certifies LGBT vendors with the National Gay & Lesbian Chamber of Commerce
- Percentage of procurement spent with certified LGBT vendors

Discussion Questions for Employees

» Since many national figures have come out, is it easier for employees in your organization to come out?

How would you feel if you couldn't show a photo of your significant other at work or talk about what you did over the weekend? Discuss if this has gotten better as more prominent people have publicly come out.

» Is there a difference for gay and lesbian people coming out and bringing their full selves to work compared to transgender people?

Transgender rights specifically have been brought to the forefront this year, particularly with North Carolina passing its discriminatory bathroom law, which prevents transgender people from using the public restroom that corresponds with their gender identity. Discuss other possible challenges unique to transgender employees.

» Why are LGBT people and their allies so loyal to specific customer brands?

How should consumer-facing companies let them know that the company is gay-friendly? How should B-to-B companies communicate to clients about their inclusive culture? Discuss the positive impact this transparency could have on a company's reputation — and its bottom line.

» How can you use your resource groups to reach out to the LGBT community and its allies, internally and externally?

Does your company have an LGBT resource group and, if so, are you a member? Does your group have the words "allies, friends or straight" in its title, and does it clearly communicate that it's a group for everyone? Is your group sponsoring community events as well as internal events?



3 THINGS NOT TO SAY TO LGBT PEOPLE

Our popular “Things NOT to Say” series includes interviews with LGBT leaders about offensive phrases they’ve heard in the workplace and how to best respond to them to further cultural-competence education. We also published “5 Things NOT to Say to Transgender People.”

Discussion Questions for Employees

» **What other phrases have you heard, often uttered “innocently,” in the workplace that are offensive to LGBT people (comments like “That’s so gay” or “I don’t care about a person’s sexual preference”)? When dealing with a transitioning employee, do you know what pronouns are preferred or what questions are considered rude?**

Discuss how these phrases and stereotypes impact office morale and productivity. For more information on appropriate terms and definitions regarding transgender people, visit GLAAD’s [Transgender FAQ](#).

» **What active role should the company play when offensive comments occur?**

Have the employees talk about under what circumstances they would report offensive comments and what they believe the company should do.



COMING
NEXT

Hispanic Heritage Month for all employees

Timeline



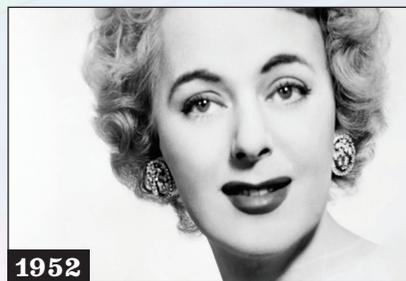
1867

1867 “Father of the LGBT Movement” Karl-Heinrich Ulrichs is first to speak out for gay rights

1903 First recorded raid on gay bathhouse, in New York City; 12 men charged with sodomy

1924 Society for Human Rights, first gay rights organization in United States, is founded. It is shut down by police within a few months

1945 Veterans Benevolent Association, first LGBT veterans group, is formed



1952

1952 Christine Jorgensen becomes first American to have gender reassignment surgery

1955 Daughters of Bilitis, first national U.S. lesbian organization, is formed

1958 In first case regarding LGBT rights, Supreme Court protects First Amendment rights of *ONE: The Homosexual Magazine*

1962 Illinois is first state to remove sodomy from criminal code

1966 National Planning Conference of Homophile Organizations is formed

1969 Stonewall Riots in New York gain national attention for gay rights



1969

1970 First Gay Liberation Day March is held in New York City; similar events are held in Los Angeles and San Francisco

1973 American Psychiatric Association removes “homosexuality” as a mental disorder

1974 Kathy Kozachenko (Ann Arbor, Mich., City Council) becomes first openly LGBT candidate to win elective office in U.S.

1975 Minneapolis becomes first city to pass law protecting transgender people from discrimination

1978 Rainbow flag is first used as symbol of gay pride



1978

1979 First national gay rights march is held in Washington, D.C.

1980 David McReynolds becomes first openly LGBT person to run for President, for Socialist Party USA

1982 Wisconsin is first state to ban discrimination on basis of sexual orientation in employment, housing and public accommodations

1983 U.S. Representative Gerry Studds (Mass.) becomes first openly gay member of Congress

1986 In *Bowers v. Hardwick*, Supreme Court upholds Georgia law banning homosexual sex

1989 Denmark becomes first country to legalize same-gender partnerships

1991 First TV kiss between same-gender couple: two women on *L.A. Law*

1993 “Don’t Ask, Don’t Tell” policy allows gays/lesbians to serve in U.S. military as long as they are closeted



1993

1993 Minnesota passes first statewide law prohibiting discrimination against transgender people

1993 Assistant Secretary for Fair Housing and Equal Opportunity Roberta Achtenberg becomes first openly LGBT official confirmed by Senate



1994

1994 Deborah Batts becomes first openly LGBT federal judge

1996 In *Romer v. Evans*, Supreme Court says gays and lesbians have same right to be protected against discrimination as non-LGBT people

1996 President Clinton signs Defense of Marriage Act (DOMA) into law

1999 California becomes first state to legalize domestic partnerships for same-gender couples

2000 Vermont becomes first state to legalize civil unions for same-gender couples

2000 President Clinton declares June Gay and Lesbian Pride Month

2003 In *Lawrence v. Texas*, Supreme Court overturns 1986 ruling and declares anti-sodomy laws unconstitutional

2004 Massachusetts becomes first state to legalize same-gender marriage

2007 DiversityInc requires domestic-partner benefits as a prerequisite to make DiversityInc Top 50 list

2008 Diego Sanchez is hired as senior policy adviser by openly gay U.S. Representative Barney Frank (Mass.), making him first transgender staffer on Capitol Hill



2008

2009 President Obama signs law making it a federal crime to assault someone because of sexual orientation or gender identity

2009 President Obama declares June Lesbian, Gay, Bisexual, and Transgender Pride Month

2009 Respect for Marriage Act introduced in Congress; would repeal DOMA and require government to recognize legal same-gender marriages



2010

2010 President Obama signs law ending “Don’t Ask, Don’t Tell” policy

2010 Supreme Court agrees to hear Edith Windsor’s case, which challenges the constitutionality of the Defense of Marriage Act

2011 Obama administration announces it will actively combat anti-LGBT efforts by other countries

2012 Ellen DeGeneres is named JCPenney spokesperson; CEO Ron Johnson supports her — and her strong values — despite protests from group calling itself “One Million Moms”

2012 Seven LGBT candidates win election into U.S. House and Senate

2013 Supreme Court strikes down section of DOMA that denies federal benefits to legally married same-gender couples

2013 Department of the Treasury announces that legal same-gender marriages will be recognized for federal tax purposes

2014 Department of Justice announces that legally married same-gender couples will receive equal protection in every program it administers

2014 National Basketball Association player Jason Collins becomes first gay athlete to play in one of the U.S.’s four major sports leagues

2014 Illinois becomes 17th state to allow same-gender marriage

2014 Several state legislatures continue to try to pass “religious freedom” bills designed to allow discrimination against LGBT people

2015 Supreme Court legalizes marriage equality nationwide



2015

2015 President Obama appoints Raffi Freedman-Gurspan, the first transgender person to work in the White House, as the outreach and recruitment director for presidential personnel in the White House Office of Presidential Personnel

2016 International Olympic Committee (IOC) no longer requires transgender athletes go under reassignment surgery to compete

Facts & Figures

DEMOGRAPHICS

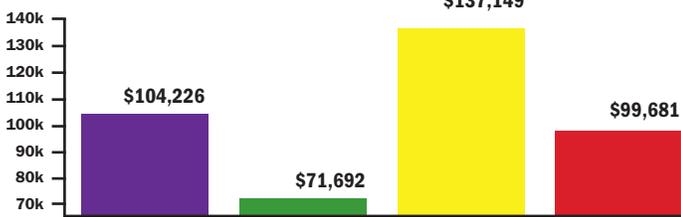
Married Opposite-Gender Couples

Unmarried Opposite-Gender Couples

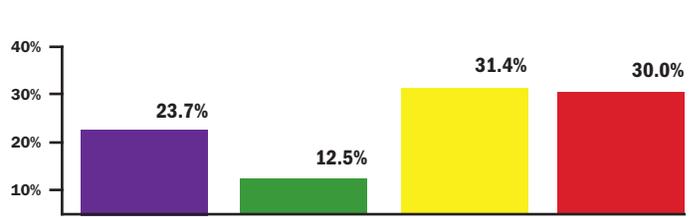
Total Male-Male Couples

Total Female-Female Couples

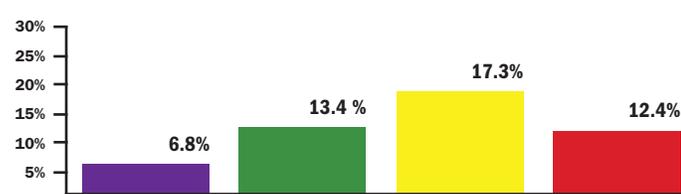
AVERAGE HOUSEHOLD INCOME



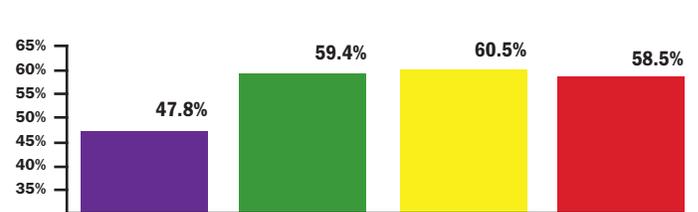
BOTH PARTNERS WITH AT LEAST A BACHELOR'S DEGREE



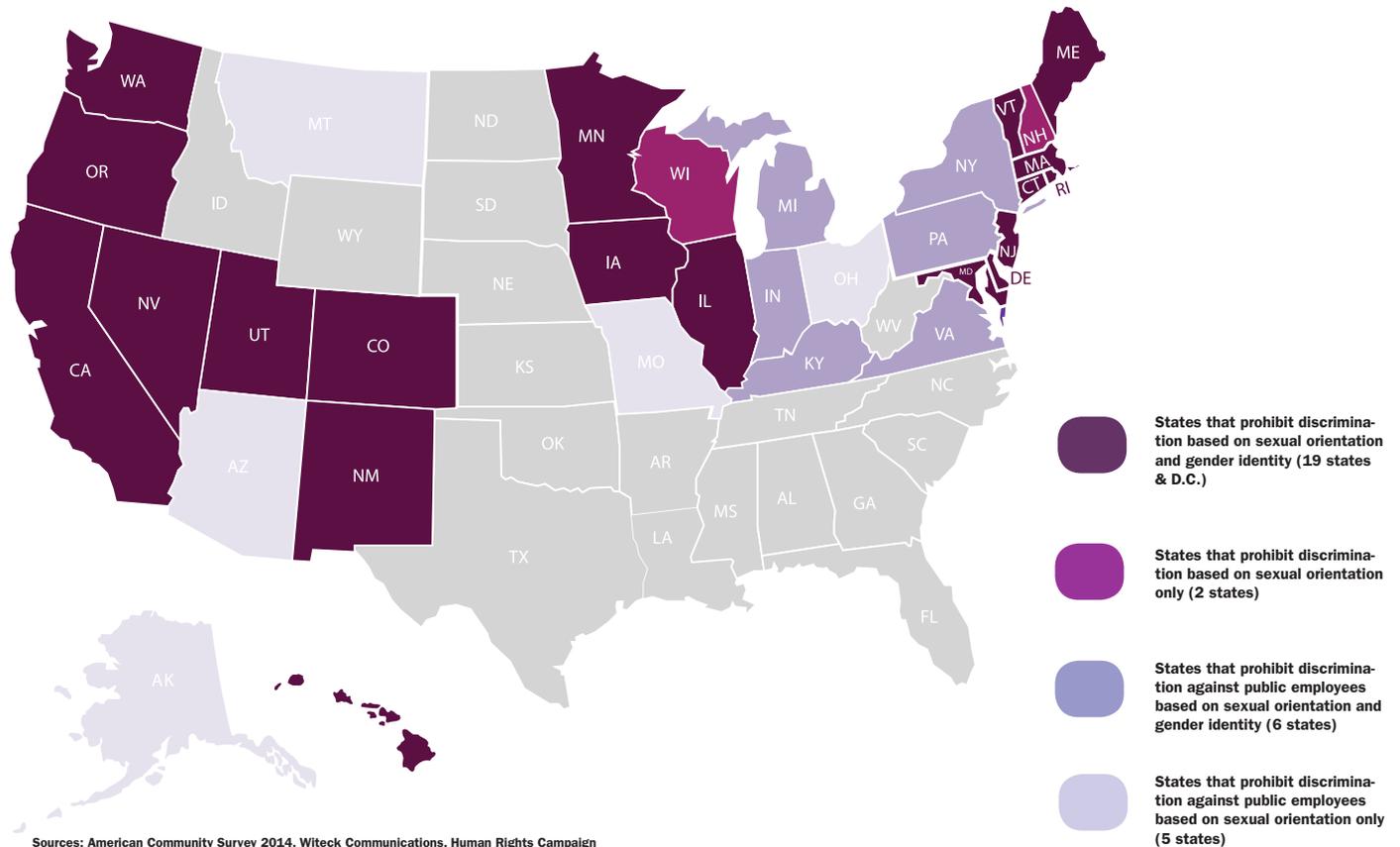
INTERRACIAL COUPLES



BOTH PARTNERS EMPLOYED



EMPLOYMENT EQUALITY LAWS



Sources: American Community Survey 2014, Witeck Communications, Human Rights Campaign

PROMINENT OPENLY LGBT PEOPLE

PROMINENT OPENLY LGBT CELEBRITIES



Caitlyn Jenner
Chaz Bono
Anderson Cooper
Ellen DeGeneres
Michelle Rodriguez
Jodie Foster
Neil Patrick Harris
Elton John
Jane Lynch
Rachel Maddow
Laverne Cox
Ian McKellen
Waylon Smithers
Wanda Sykes
Chely Wright
Jillian Michaels



PROMINENT OPENLY LGBT EXECUTIVES

Beth Brooke-Marciniak, Global Vice Chair, Public Policy, EY (No. 3 on the 2016 DiversityInc Top 50)

Claudia Brind-Woody, Vice President and Managing Director, Global Intellectual Property Licensing, IBM (No. 20)

Renee Brown, Senior Vice President and Director of Social Media, Wells Fargo (No. 12)

George Kalogridis, President, Walt Disney World (The Walt Disney Company is No. 38)

Patricia Lee, Chief Diversity Officer, Wyndham Worldwide (No. 27)

Jon Muñoz, Senior Director, Global Diversity and Inclusion, Hilton Worldwide (No. 42)

BUSINESS

LGBT U.S. BUYING POWER



PROMINENT OPENLY LGBT PEOPLE IN POLITICS

SENATE

1. Tammy Baldwin (D-Wis.)

HOUSE OF REPRESENTATIVES

2. David Cicilline (D-R.I.)
3. Sean Patrick Maloney (D-N.Y.)
4. Mark Pocan (D-Wis.)
5. Jared Polis (D-Colo.)
6. Kyrsten Sinema (D-Ariz.)
7. Mark Tokano (D-Calif.)

MUNICIPAL

8. Jim Gray, Mayor, Lexington, Ky. (D)
9. Ed Murray, Mayor, Seattle (D)
10. Annise Parker, Mayor, Houston (D)
11. Pedro Segarra, Mayor, Hartford, Conn. (D)



DIVERSITYINC TOP COMPANIES FOR LGBT EMPLOYEES

1. EY
2. KPMG
3. Marriott International
4. Wells Fargo
5. Dell
6. AT&T
7. Accenture
8. Time Warner
9. Eli Lilly and Company

Things NOT to Say to LGBT People



Doug Case



Jean-Marie Navetta

The growing acceptance of same-gender marriage and diversity in sexual orientation in recent years has shifted mindsets and removed a lot of blatant discrimination toward LGBTs from workplaces, says Jean-Marie Navetta, director of equality & diversity partnerships at PFLAG National, a nonprofit grassroots organization that promotes the health and well-being of gay, lesbian, bisexual and transgender persons and offers support for parents, families, friends and allies. But Navetta notes that LGBT employees still face comments and questions that subtly allow stereotypes to persist.

“These can be both more common and more hurtful. For example, it’s easy to label someone as horrible (and unprofessional) for asking about your sex life, but the line is blurrier when the question isn’t overt,” says Navetta.

When faced with an off-color comment or inappropriate question, it’s important to remember that people do not necessarily mean to offend. Doug Case, business/marketing segment manager for Wells Fargo’s Community Bank in San Francisco, suggests it’s best to address the lack of cultural competence. “We expect colleagues to have inclusive language, but we need to hold ourselves accountable to inviting that dialogue,” says Case, who serves as an executive sponsor for Wells Fargo’s PRIDE Team Member Network.

Remember: everyone has their own biases and internal barriers they need to work through. “Don’t write people off,” advises Navetta. “Becoming inclusive — especially about something that is new to someone — isn’t an overnight transformation. It is a journey, and we need to be the ones who show them how.”

Things NOT to Say to LGBT People

1 “Wow. I never would have guessed that you’re [gay, lesbian, bisexual, or transgender]!”

While this comment might be meant as a compliment — acknowledging that a person does not fall into the traditional, sometimes negative stereotype — it can still cause offense. Don’t believe the sitcoms: not all gay guys love Madonna, and not

all lesbians watch sports. Addressing commonplace assumptions like these is a good first step in creating inclusion.

2 “Is one of you the husband and one the wife? I don’t get it.”

Why do relationships have to be about traditional roles? In any marriage or relationship, it’s about partnership and



Your lifestyle is your business. We don't need to talk about it here.



MORE THINGS NOT TO SAY

“You're gay? That's great. I love gay people.”

“Do you watch *Glee*?”

“What should I [wear, do with my hair]?”

“Do you know if [insert name] is gay too?”

“Does that mean you don't want kids?”

“Wait, you're not attracted to me ... right?”

sharing responsibilities. Reframing the conversation this way can help open mindsets about same-gender partnerships and marriage.

3 To a transgender person: “What's your real name? What did you used to look like?”

Transgender issues are still a very new topic to many people, says Navetta, which creates an organic curiosity among people. But asking about someone's “past” life is an absolute no-no. “People should be seen as who they are today, in the affirmed gender in which they live,” she says.

4 “Your lifestyle is your business. We don't need to talk about it here.”

Referring to sexual orientation and gender identity as a “lifestyle” or “sexual preference” suggests that being LGBT, and ultimately identifying as such, is a choice. Being able to talk about your partner at work, putting family photos in your cubicle, bringing your partner to the office holiday party — these are simple things that allow ALL employees to bring their whole selves to work and fully engage.

5 “It's too bad you're gay.”

While it's meant as a harmless flirtation or joke, this can imply that there is something wrong with being gay. Why else would you call it “bad?”

6 “I have a friend who's [gay, lesbian, bisexual, transgender] that you should meet.”

Just because two people share or have similar sexual orientations does not mean they automatically will be able to blossom a friendship or other relationship. Every person has their own personality, interests and hobbies, but being gay isn't one of them.

5 Things NOT to Say to Transgender People



Janet Mock

While research suggests that only two in 10 people personally know someone who identifies as transgender, the reality is that the increase in visibility for people who are trans has created a need to know more about what it means to be transgender. In the workplace, this evolution of visibility also means that D&I practitioners are striving to better understand what it means to be supportive of (or even better, an ally to) people who are trans-identified.

The effort isn't without challenges, however. Jean-Marie Navetta, the author of the guide to being a trans ally, a publication from her Straight for Equality project, offers five examples of what not to say to trans colleagues ... and, even better, five things you should be doing to express support and inclusion.

Things NOT to Say to Transgender People

1 “So ... what surgeries have you had?”
Granted, there's a lot of curiosity about the medical treatments and procedures that people who are trans may use. However, this question — like any question about medical procedures at work — is completely off-limits. First, this is a disrespectful violation of privacy, and would be no more appropriate than asking about medical care of a person who is cisgender (meaning not trans-identified). Second, it assumes that medical procedures are a “requirement” for being trans. They are not. Not all people who are trans-identified will go through medical treatments. But that doesn't mean that those people are less trans than those who do. Statistically speaking, people who are trans have alarmingly less access to healthcare that will provide all of the benefits that they require should they want to embark on medical interventions as part of their transition.

What to do instead? Find out what trans-related health benefits your organization offers, and ensure that they are as comprehensive as possible. For more information on what those benefits should include, check out the Human Rights Campaign's Corporate Equality Index. And if something's missing, then be the person to advocate for benefit — and policy — change.

2 “You know, you’d pass even better if you would just [fill in the blank with your appearance advice here].”

On the surface, this might not seem horrible, but if you look deeper, there's a lot of negative stuff going on. At the surface, it is a grown-up version of gender policing, or reinforcing stereotypes of what men and women “should” look like. And at a deeper level, there's a message being sent here that the trans individual can “do better” in how they present themselves if they'd just conform to your concept of gender.



Can I see a picture of what you used to look like?

What to do instead? Mind your own words and messages about gender stereotypes at all times. Be aware of when you're judging someone because of how they express their gender, whether they're trans or not. Put yourself in check when you're wandering into stereotypes, and when you hear it from someone else, interrupt it.

3 “Can I see a picture of what you used to look like?” or “What was your name before you transitioned?”

Again, curiosity is natural. But just because you're curious about something doesn't necessarily mean that you are owed an answer. When these questions are asked, they can disclose people as trans, forcing an acknowledgement of transition and potentially violating privacy. Such questions also imply that people who are trans have had two lives: Who they used to be and who they are today, suggesting inauthenticity. Worst of all, questions like this may force people who are trans to discuss a time that was possibly painful and private for them; people deserve better.

What to do instead? Take a cue from what you learned in school: Close your mouth and open your ears (and minds). While not every person who is trans will share their stories, being the ally who is receptive and always ready to listen makes you an invaluable friend, one who is always ready to hear about their experiences and how,

potentially, you can be more supportive. Want to learn more about the transitioning process in general and find some powerful stories? Pick up a copy of *Trans Bodies, Trans Selves* today.

4 “Can't you just use the gender-neutral restroom?”

The loo remains one of the biggest points of stress for many, especially at work and in public venues. And while relegating a person who is trans to a gender-neutral facility may seem like a quick solution, it can actually create damage. First, it flies in the face of accepting people based on their gender identity, and forces them out of the facility they have the right to use creating a separate and unequal proposition. Further, a ruling from the Equal Employment Opportunity Commission (EEOC) in April clarified that denying transgender people access to restrooms that correspond with their gender identity violates federal sex discrimination law — so it isn't just exclusionary, but also deemed illegal. Second, it continues to call out the individual as different from other employees, and this is hardly the trademark of inclusion.



What to do instead? Ensure that your organization has plans in place for when an employee indicates that they will transition. It should include items such as restroom and gender-segregated facility usage and a timeline for when usage will go into effect, as well as clarity on how to respond should other employees push back. Bear this in mind

for other sex-segregated areas at work, such as locker rooms or changing spaces.

5 “You're trans!?! So do you know Caitlyn Jenner/Laverne Cox/Janet Mock/Chaz Bono?”

While, statistically speaking, the trans community seems small, it doesn't mean that everyone is personally connected. The chance that your newly disclosed trans colleague knows Laverne Cox is about as good a chance that your African American colleague personally knows Beyoncé or your gay colleague knows Neil Patrick Harris. There's much more diversity to the trans community than is portrayed in the media. When we miss these stories that are less visible, we miss tremendous opportunities to learn how to be more inclusive.

What to do instead? Learn more about the remarkable history of the trans community and the phenomenal diversity it represents. Books like *Transgender History* by Susan Stryker and *Transgender Warriors* by Leslie Feinberg are fantastic starting places.