

BANG & VARLEY

🔍 8th Annual Diversity, Equity, and Inclusion Summit

OCT. 19, 2022



GOING BEYOND RAINBOWS IN JUNE

LGBTQIA+ Literacy and Support Year-Round



Adriane Bang,
LMSW

she/her/hers

**Hey
there!**

We're Adriane and Jasper,
and we will be your
facilitators for today. We're
happy to be here!



Jasper Varley

they/them/theirs



Today's Learning Outcomes



Define terms commonly used when discussing gender identities and sexual orientations.

Describe how to use pronouns appropriately.

Identify measures that can be taken to foster a more inclusive workplace for LGBTQIA+ employees, colleagues, and staff.

1

A woman who is emotionally, romantically, or sexually attracted to other women.

Asexual

2

An umbrella term used to describe people who are emotionally, romantically, or sexually attracted to members of the same gender.

Intersex

3

A person who is emotionally, romantically, or sexually attracted to more than one gender.

Queer

4

Umbrella term for those whose gender identity or expression differs from their gender assigned at birth.

Transgender

5

Used to describe a spectrum of identities and orientations that are counter to the mainstream.

Bisexual

6

Used to describe a person who possesses the biological characteristics of multiple sexes.

Gay

7

Used to describe a person who does not experience sexual attraction or lacks interest in sexual activity with others.

Lesbian

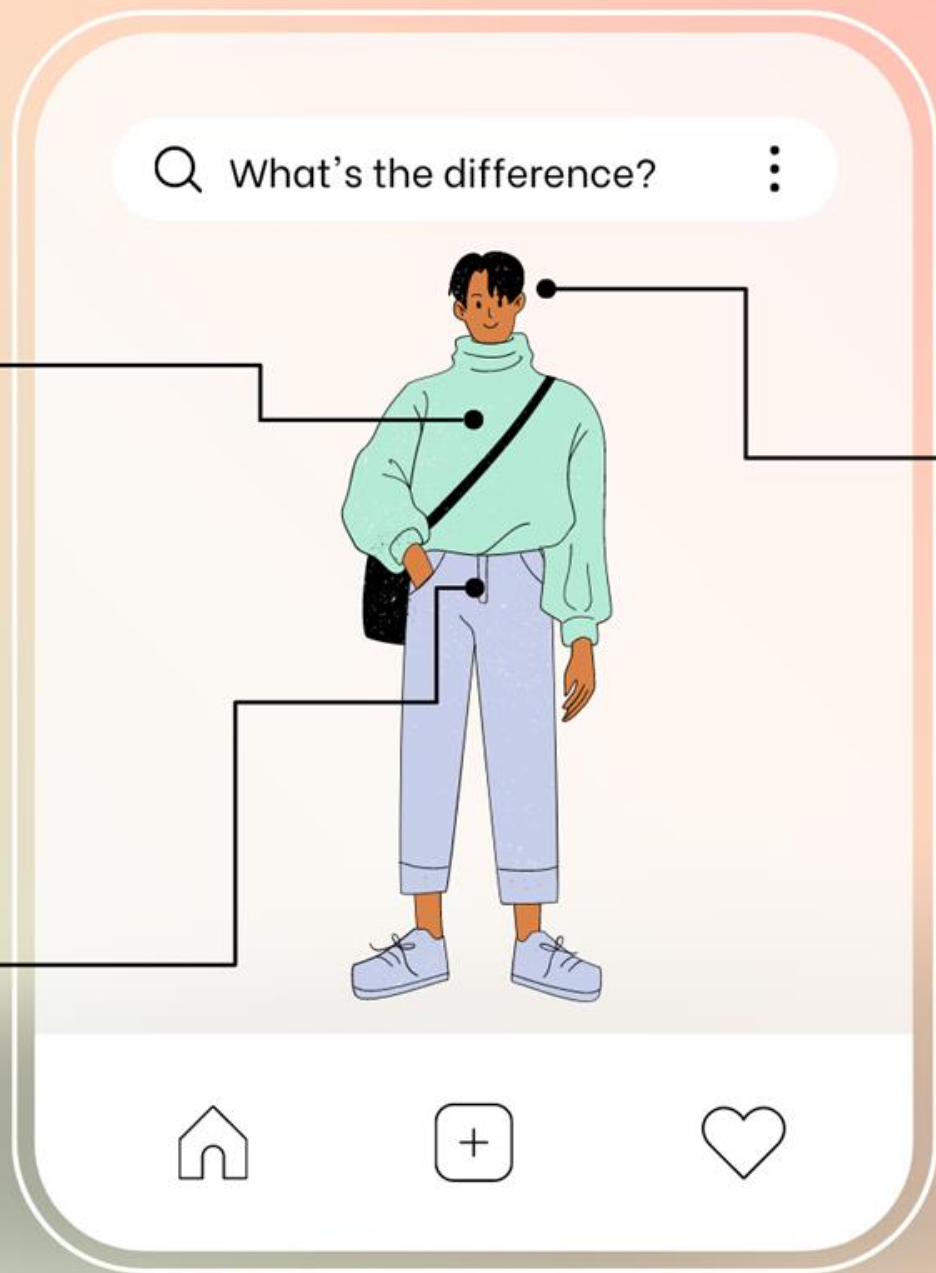
Sexual Orientation:

Who a person is emotionally, romantically, or sexually attracted to.

Examples: straight, gay, lesbian, bisexual, pansexual, asexual, queer, questioning

Sex: What the medical community labels a person.

Examples: male, female, intersex



Gender Identity: How a person sees themselves and what they call themselves.

Examples: man, woman, transgender, cisgender, non-binary, queer, questioning

Allyship: Individuals who act in solidarity with a marginalized group.



What Are Pronouns?

Pronouns are the words that we use to refer to people or objects when we aren't using their names.

HE/HIM

**FAE/
FAER**

**THEY/
THEM**

ZE/HIR

EY/EM

SHE/HER



How might engaging in LGBTQIA+ inclusive practices positively impact LGBTQIA+ employees, clients, and the greater community?



**Let's Think
About It!**



Digital and Print Marketing

What are you doing to let LGBTQIA+ individuals know that you can meet their needs?

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[Support Services](#)

[LGBTQIA+](#)

[Race, Class, Gender](#)

[Find Community](#)

[About Us](#)

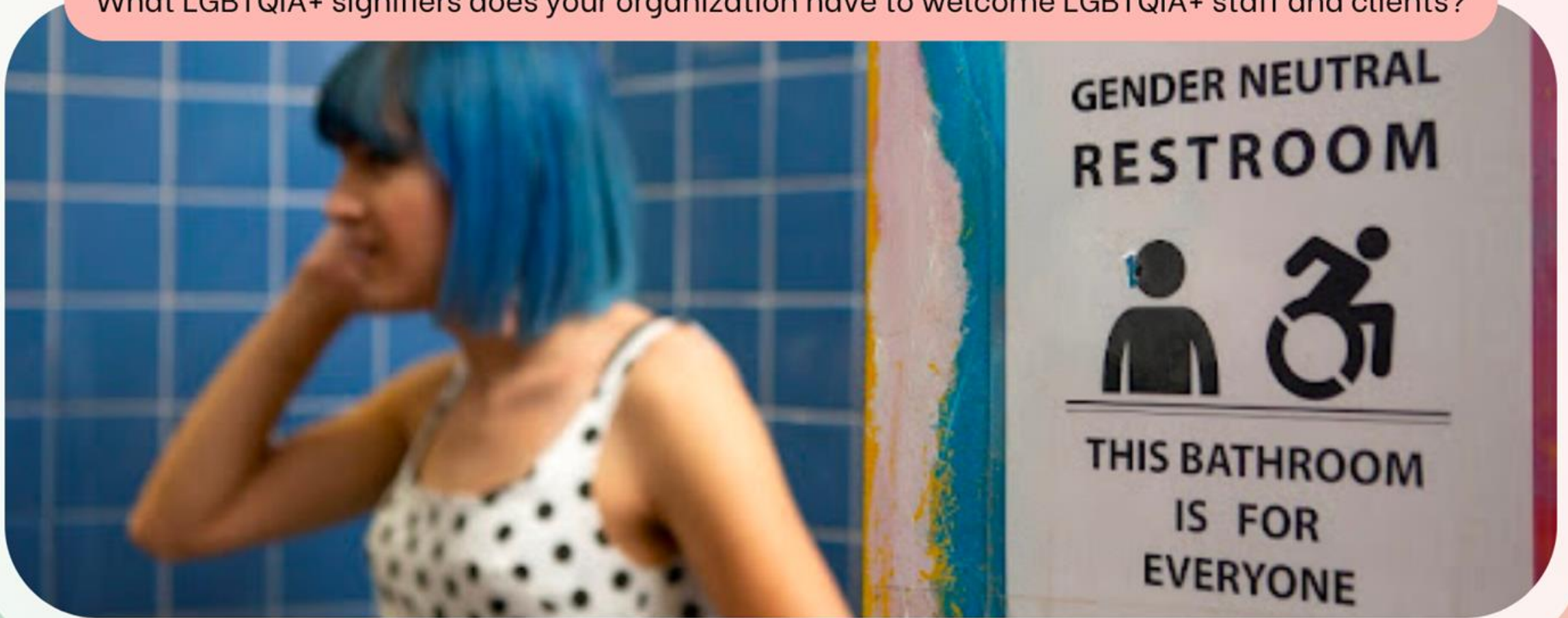
The Gender Equity Center is a place for everyone.

The Gender Equity Center is a friendly, supportive environment for people of all gender identities to explore, celebrate, and educate the campus community about gender equity.



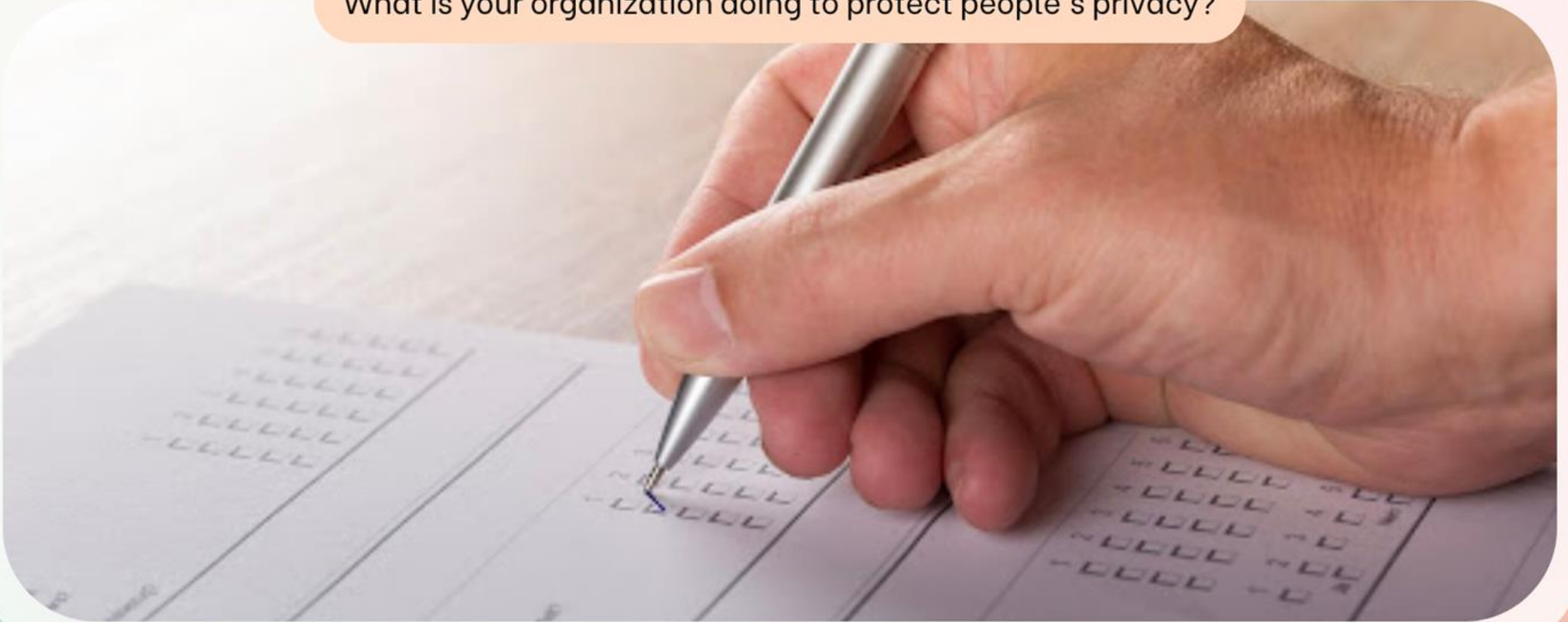
Staff and Client Spaces

What LGBTQIA+ signifiers does your organization have to welcome LGBTQIA+ staff and clients?



Requesting Private Customer Data

What is your organization doing to protect people's privacy?



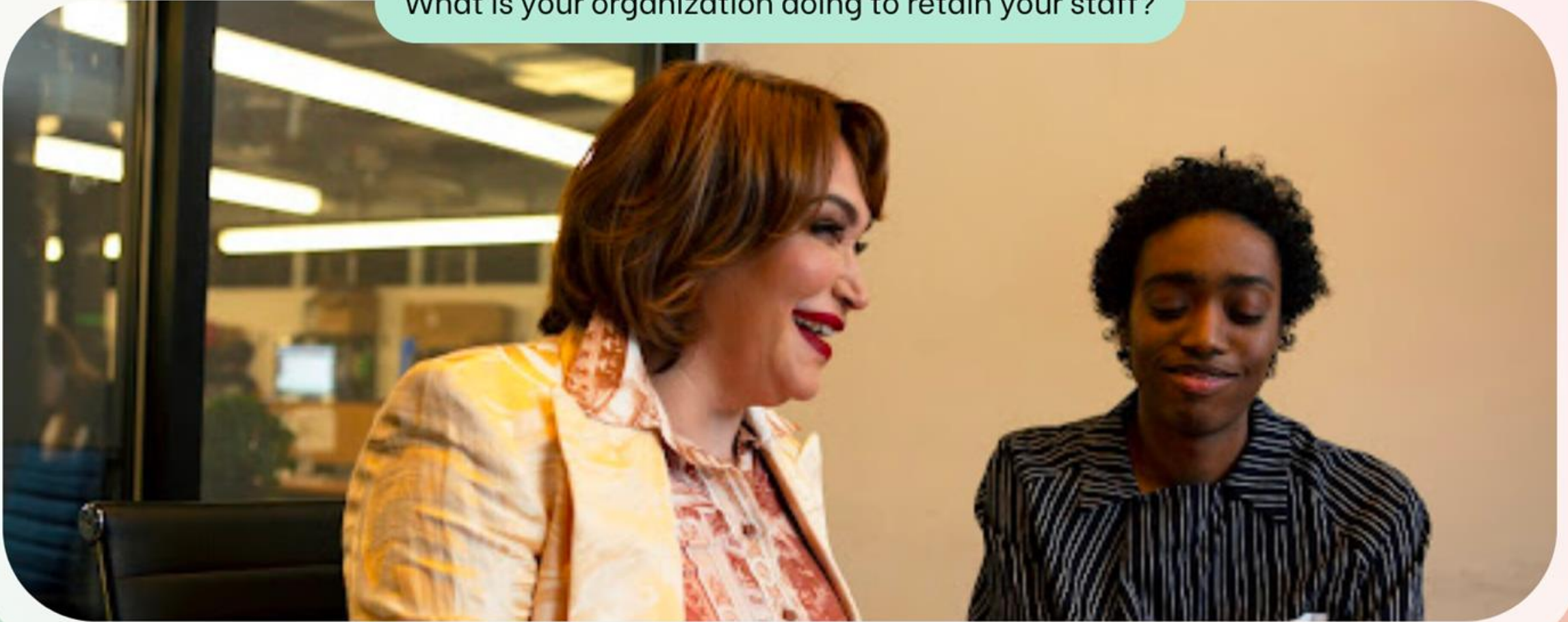
Staff

What opportunities does your organization provide for continued learning?



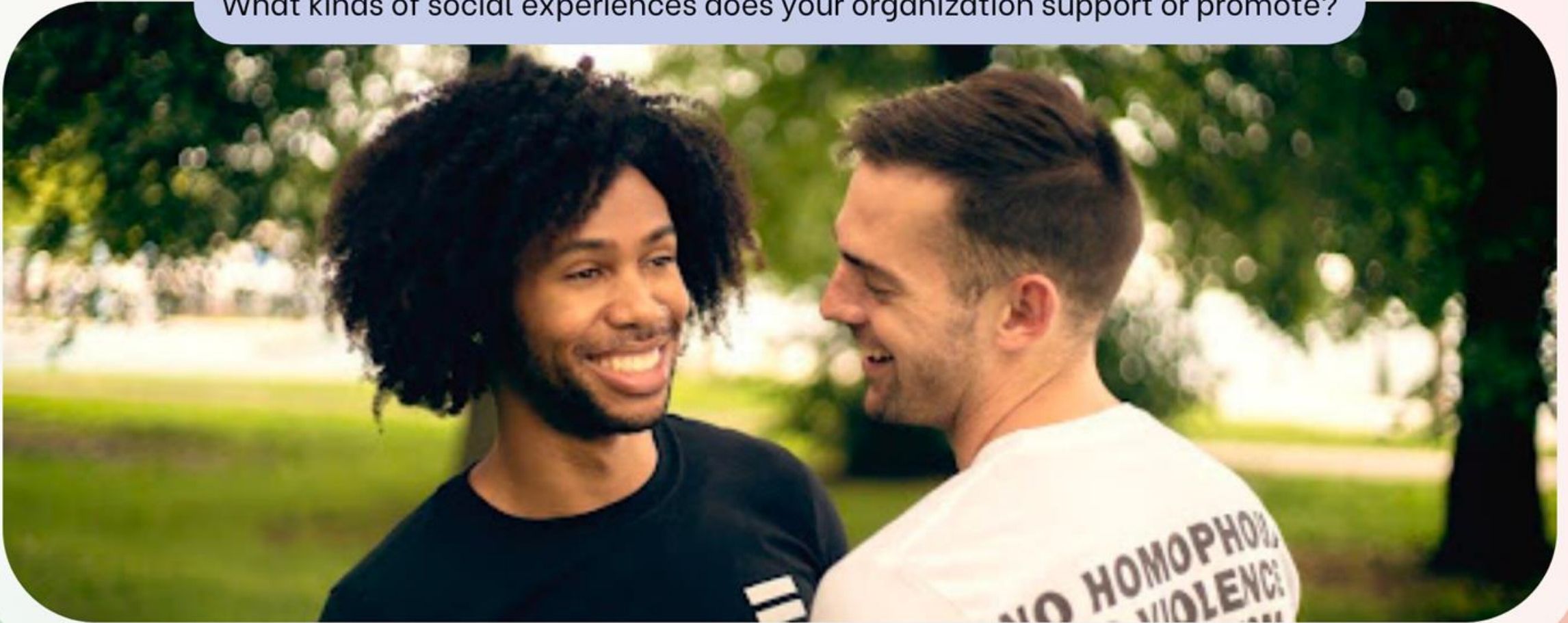
Employee Policies and Practices

What is your organization doing to retain your staff?



Social Opportunities

What kinds of social experiences does your organization support or promote?



Civic Engagement

Does your organization interact with the LGBTQIA+ community beyond when something is needed?





Let's Chat!



What is your organization doing well?

Where are there opportunities for growth?

What is one opportunity you will commit to advancing?



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**Thank
you!**

We appreciate you choosing to share this space with us, and we would be happy to answer any remaining questions that you may have.



Jasper Varley

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