LGBTQIA+ Inclusive Language for HR Pros

Talk at your table:
What is your least favorite dessert?

Who are we?

And why are we here?

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Michigan Medicine
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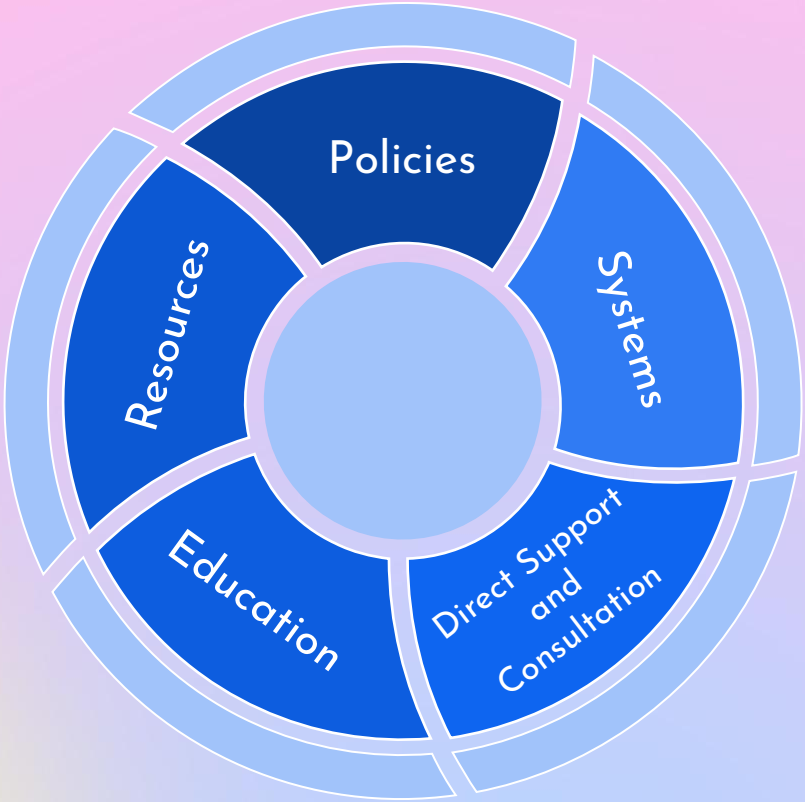
Learning Objectives

By the end of today's session, you will be able to:

- Identify strengths and growth areas in your institution's support for the LGBTQIA+ community
- Use inclusive language to address and refer to folks within the LGBTQIA+ community
- Create a first-step action plan to expanding learning opportunities or support for the LGBTQIA+ community at your institution
    - Check your worksheet, reflect as you go

What is your HR function doing to support the well-being of the LGBTQIA+ community?

Name some successes and some challenges


Policies
Systems
Direct Support and Consultation
Education
Resources

Filling the need for basic education

Getting everyone the same basics

WELCOME!

we'll get started in just a few minutes!
in the chat box please introduce yourself & tell us:

what is one thing you hope to learn today?

LGBTQIA+

AN INTRO TO INCLUSIVE LANGUAGE

MICHIGAN MEDICINE
UNIVERSITY OF MICHIGAN

ORGANIZATIONAL LEARNING
UNIVERSITY OF MICHIGAN

What we'll cover today

DISCUSS

why is inclusive language important

LEARN

what are some terms & concepts we need to know

APPLY

how should we be using these terms & concepts in our daily practice

+ How to apply these as an HR professional in Higher Education
+ What tools and resources you can consider to support your communities

We support the

LGBTQIA+ Community

The University of Michigan is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, **sex**, **sexual orientation**, **gender identity**, **gender expression**, disability, religion, height, weight, or veteran status in employment, educational programs and activities, and admissions.

Creating a Space for Learning

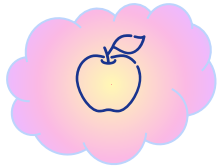
be present and engaged

expect and accept discomfort

speak from your own experience

take the learning, leave the stories

extend each other grace



be open to learning

Answering Your Questions

use the chat function!

we'll stop at each section!

here to chat afterwards!

let’s be real…

what reasons // challenges // barriers
do you think people have when it comes
to using inclusive language?

okay, let's have a **share out**

language is vital to inclusion

The next few slides will provide some keywords to familiarize yourself with. We know language evolves but this will be a great place to begin...

use & respect the terms people want you to use!

LGBTQIA+

- Lesbian
- Gay
- Bisexual
- Transgender
- Questioning
  Queer
- Intersex
- Asexual
  Agender
- Plus

Lesbian	(attractionality) refers to a woman who is sexually and/or emotionally attracted to other women.
Gay	(attractionality) refers to a man who is sexually and/or emotionally attracted to other men.
Bisexual	(attractionality) refers to someone who is sexually and/or emotionally attracted to more than one gender. It refers to someone who is attracted to two or more genders out of the many gender identities.
Transgender	(gender identity) any person who has a gender identity that is different from the gender that they were assigned at birth.
Queer Questioning	queer is often used as an umbrella term referring to anyone who is not straight and not cisgender. questioning (attractionality // gender identity) refers to someone who is not sure how they identify.
Intersex	refers to people who naturally have biological traits, such as hormonal levels or genitalia, that do not match what is typically identified as male or female.
Asexual Agender	asexual (attractionality) individuals who do not experience, or experience a low level, of sexual desire. agender (gender identity) individuals who do not identify with any gender.
Plus	encompases all the other identities not representated in these letters!

LGBTQIA+

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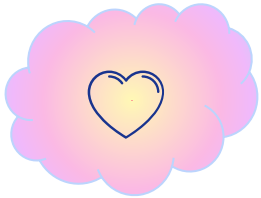
Sexual Orientation

The many ways a person can be attracted to someone:



emotional

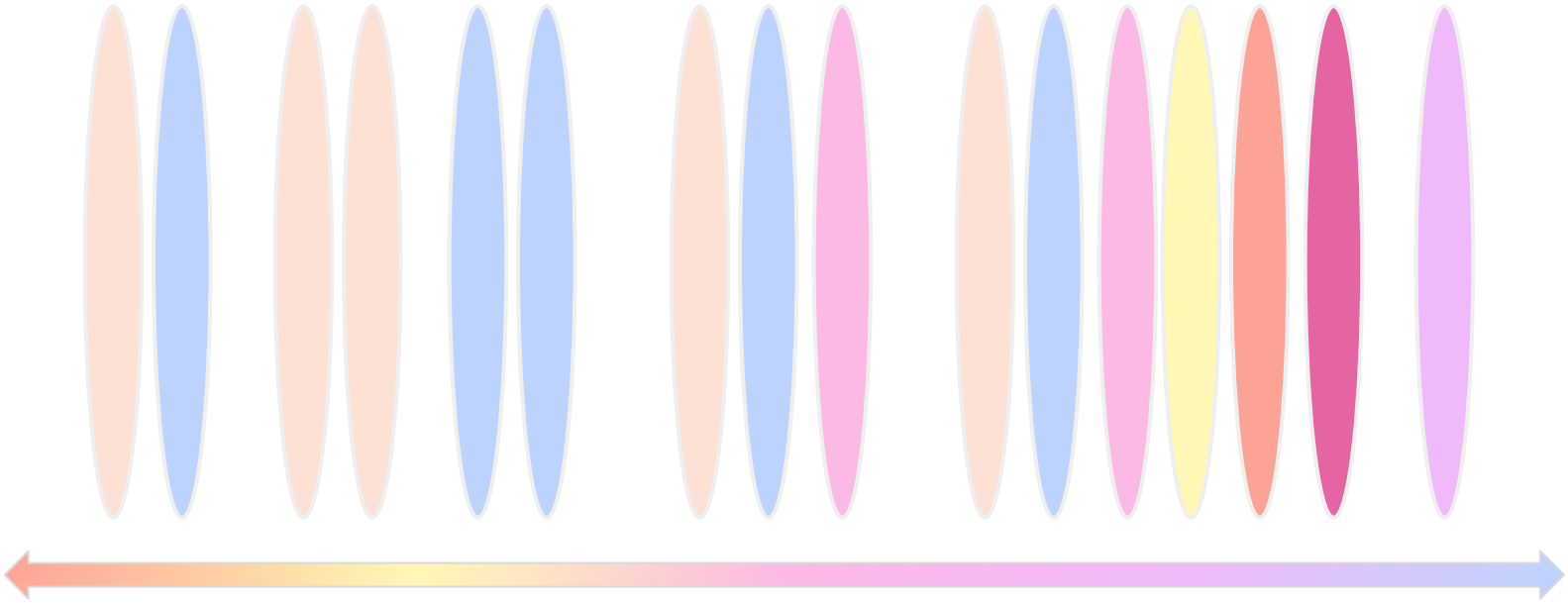
physical

social

intellectual

spiritual

Sexual Orientation



Heterosexual	Gay // Lesbian	Bisexual	Pansexual	Asexual // Aromantic
Different genders	Same gender	Multiple genders	Any gender	May not experience sexual // romantic attraction

Sexual Orientation

orientation and attraction do not necessarily define or predict behavior

attractionality can change & evolve over time!

can't assume relationships or behaviors simply by knowing SO

your questions!

LGBTQIA+

Attractionality

Gender Identity

LGBTQIA+
Lesbian
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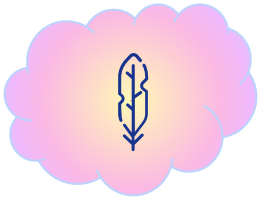
Gender Identity

a person's understanding and experience of their own gender

everyone has a gender identity



gender identities are expansive

do not need to be confined

gender is self determined

Sex Assigned At Birth

the sex given to a child at birth, most often based on the child's external anatomy.

male

female

Cisgender

gender identity matches sex assigned at birth

Woman

sex assigned female
gender identity femme // woman

Man

sex assigned male
gender identity masc // man

Transgender

gender identity is different from sex assigned at birth

Transgender Woman

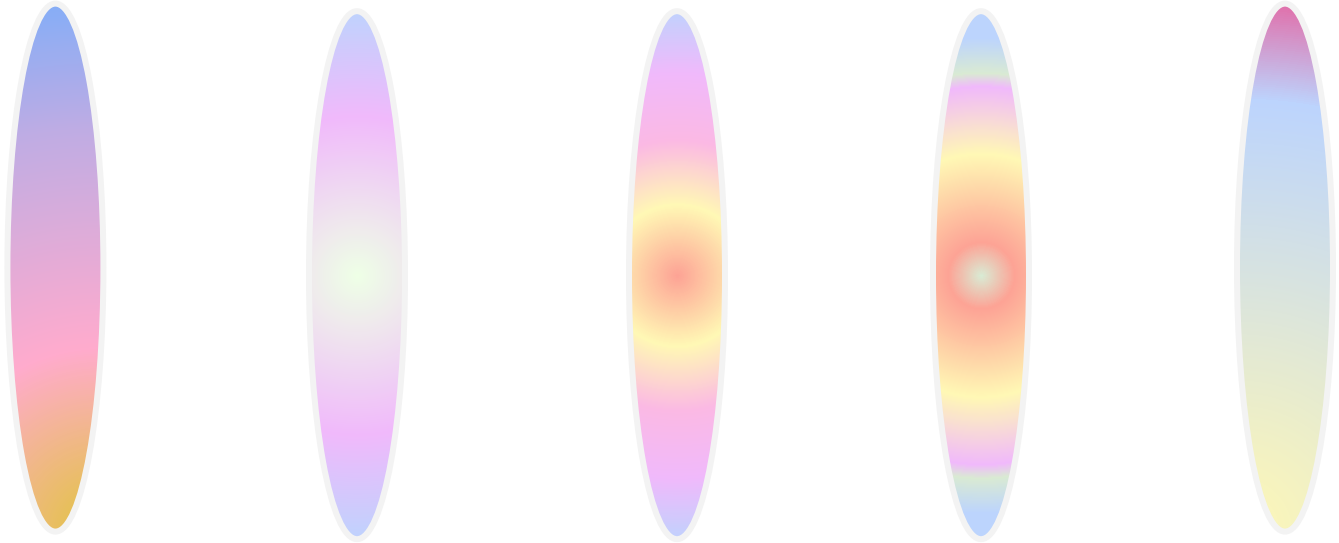
sex assigned male
gender identity femme // woman

Transgender Man

sex assigned female
gender identity masc // man

Moving Beyond The Binary

Non-Binary Genders



Agender

no gender identity //
no gender to express

Genderfluid

moving through more
than one gender identity

Non-Binary

gender identity falls
outside the gender binary

Genderqueer

umbrella term //
emphasis on queer //
non-normative gi

Non-Conforming

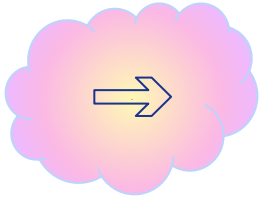
gender expression does not
align with sex assigned at
birth

Gender Expression

the ways in which a person chooses to present their gender

can include clothing, mannerisms, pronouns, names, etc

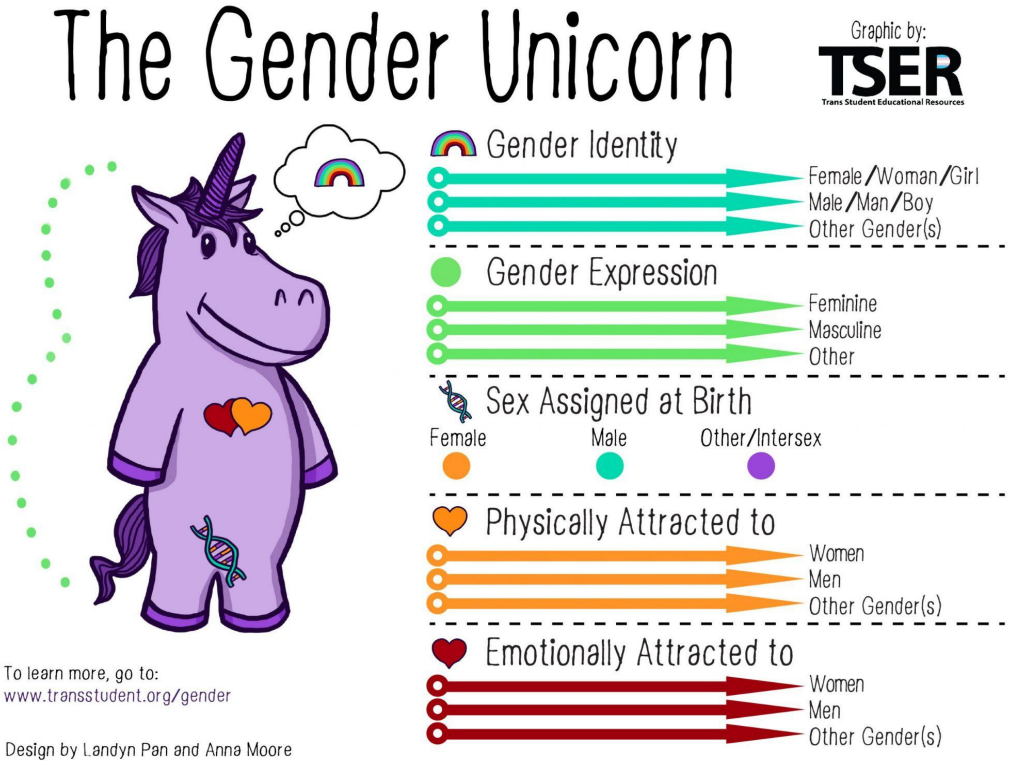
don't necessarily need to have a gender attached



gender identity can sometimes inform one's gender expression

gender expression doesn't dictate their gender identity

Putting It All Together



use & respect the terms people want you to use!

your questions!

names & PRONOUNS

HE	SHE	THEY
HIM	HER	THEM
HIS	HERS	THEIRS

Respecting Names and Pronouns

The Simplest Form of Allyship

"Hi, I'm [enter your name].
I use [enter your pronouns]."

Gender Neutral Language

use they // them
OR their name
until you know a
person's pronoun

instead of using
honorifics like
mr. miss mrs;
use a person's
name!

you might see pronouns
that you're not familiar
with & in that case, ask!

Gender Neutral Language

mr. // mrs. // ms. // miss	use a person's name or don't use honorifics at all!
hey guys! // ladies!	hi ya'll! // team // friends // everyone!
husband // wife	partner // spouse
son // daughter	kids // children
maternity // paternity	parent // parental

apologize, correct yourself & move on! 🩷

some general best practices

Discussing Identity

Some people may choose not to disclose their attractionality or gender identity

Behavior & identity are not always the same!

Some people might sometimes reject labels

When working with patients, students, and colleagues, discuss their comfort with others knowing their SO & GI

Avoid Making Assumptions

gender identity
≠
attractionality

You cannot always
correctly guess
someone's **SO** or **GI**
based on their name, or
how they look or sound

gender
identity &
attrationality
can be
~~~f l u i d~~~

People should always be identified with their chosen name and pronouns
(that corresponds to their gender identity and expression)

even when they are not present!

*** if you misgender or use a wrong name, apologize, correct yourself & move on! ***

your questions!

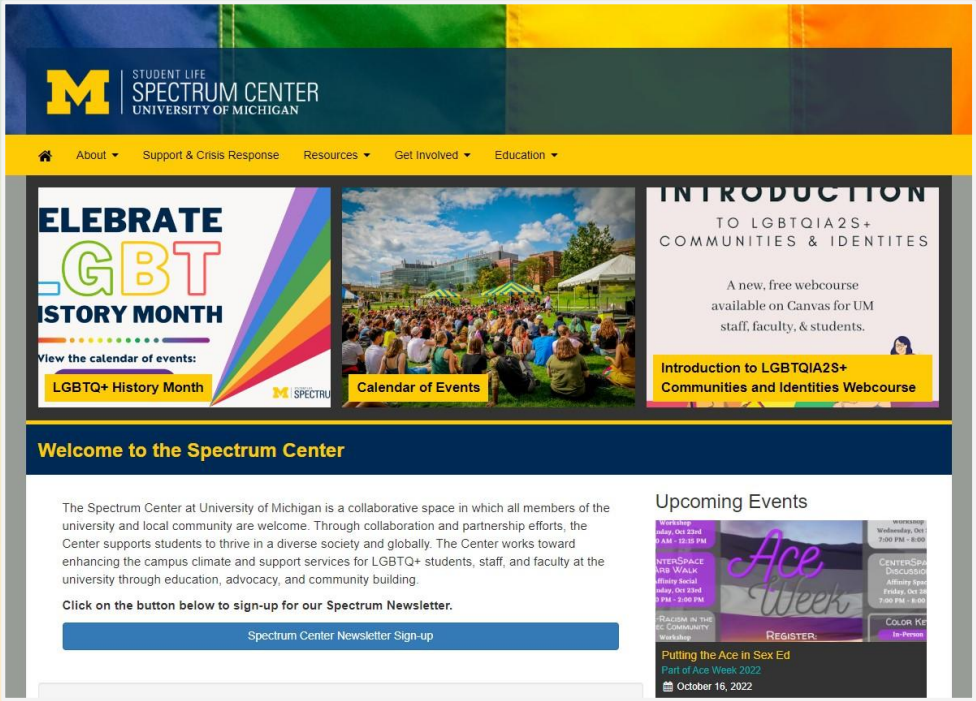
Debrief & Support

reach out to trusted colleagues // friends

Review shared resources for more information

reach out to us, we're here for you

Interested in knowing more?



https://spectrumcenter.umich.edu

Case Review

- Employee repeatedly using terms or vocal about opinions making staff uncomfortable.
    - When is it education based, or coaching?
    - When does it move to “expectations” and performance, or disciplinary measures?

Case Review

- Peter, a transitioning employee, is no longer comfortable in gendered changing spaces/washrooms. You find out about this while planning how to communicate their transition with their coworkers.
  - What is the first step in working through this with Peter?
  - What are some options that you may have at your institution for support?

Resource Examples

- Websites aggregating policy and resources for staff
- Gender Transition Guide for Staff and Managers
- Training:
  - Live sessions
  - Video lessons
- Internal/HR Resources and Notes
  - What does your internal documentation/ tracking of these cases look like? How does someone else know what to do?

Connect with us!

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