

Who we are



Joshua Karl (he/him)



Lisa Bell (she/her)

- Today we may touch on topics that you do or don't have lived experience of or perhaps subjects that you feel strongly about. We are not here to change your views just to give you food for thought.
- You may have a reaction to some of things we talk about because of your own lived experience it is important that we all remain mindful of that within the session
- The purpose of the session is not to debate societal issues rather a focus on the context of the workplace
- We will explore different perspectives which may feel familiar or perhaps it will highlight a blind spot in our own lived experience
- All participants need to be mindful that we are all different and there are things we may say or do without realising which can impact those with different lived experiences to our own
- It is important that we have a safe a respectful environment in this virtual space whereby we listen and learn from each other the environment should be helpful and collaborative.

Agenda

What is Pride?

Quiz

Intersectionality

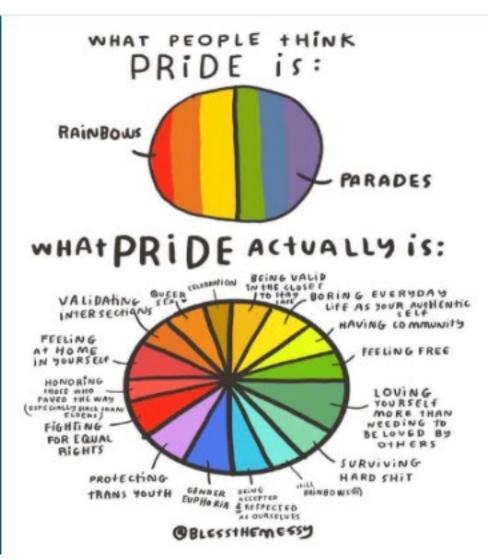
Blind spots and microaggressions

Allyship

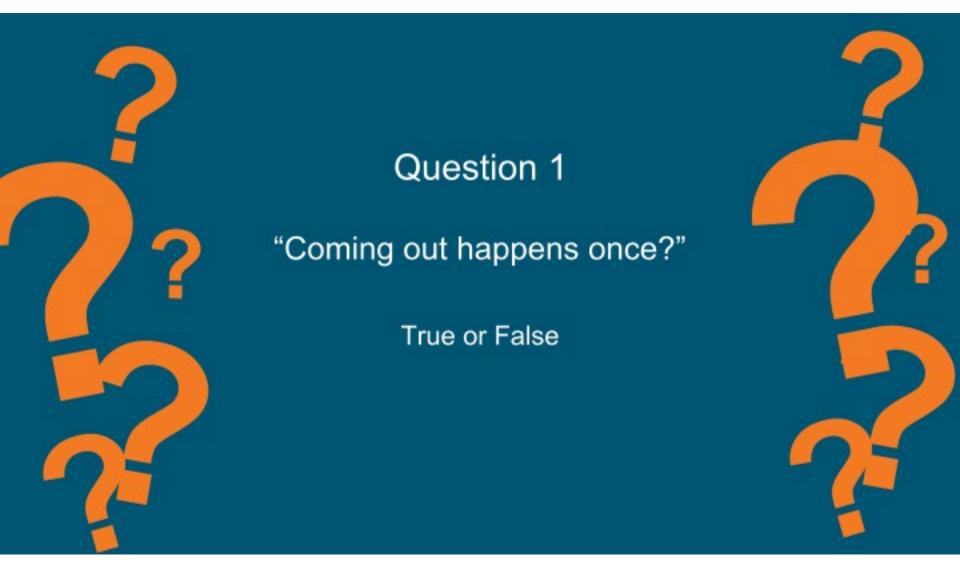
Things you can do

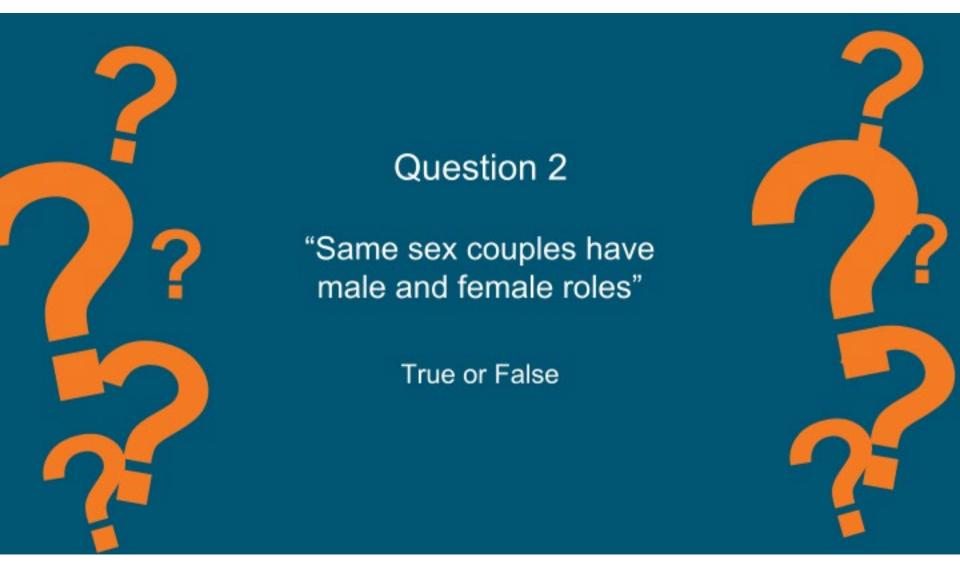
Pride

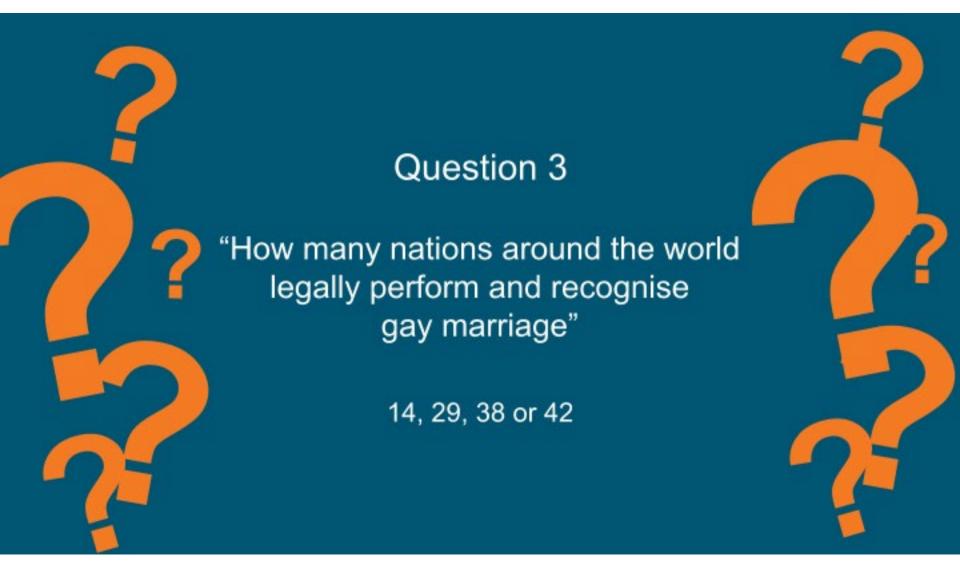
- What is LGBTQ+ pride month?
- Why is it called Pride?
- Why is it in June?
- Who is the mother of pride?
- How is it celebrated?

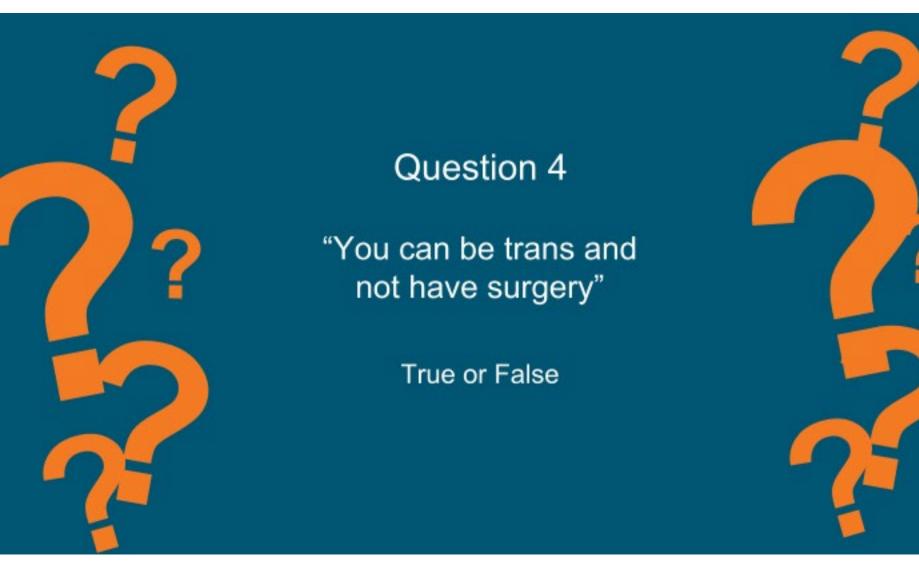














Defining LGBTQ+

What does LGBT+ include?



The orientation of one's sexual and romantic attraction



Gender

One's social and psychological identity



One's biological identity

Defining LGBTQ+

Re-visualising Gender







Intersectionality



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There is no such thing as a single issue struggle, as we do not lead single issue lives.

Audre Lorde





Blindspots & Microaggressions

I have never had to hide or reveal my sexuality.

I have never experienced discrimination at work for my sexuality.

What is performative allyship and why is it harmful?









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← BACK Home / Pride Pack

PRIDE PACK 1577

PRIDE PACK BY ADIDAS

This energetic adidas Pride pack celebrates your freedom of expression with bold color and an even bolder message of love and unity for all.













DEAR BRANDS,

THANKS FOR YOUR RAINBOW LOGOS. Now, please...

MAKE diversity and inclusion your core mission.

FOSTER a gender-neutral environment.

ESTABLISH trans & queer friendly recruitment process.

CLOSE the trans & queer pay gap.

ENSURE your health benefits plans serve everyone equally.

CREATE effective diversity and inclusion training. Make it mandatory for everyone.

ENFORCE zero tolerance, anti-harassment and anti-discrimination policies.

LISTEN to your trans & queer workers and update your policies as necessary.

EMPOWER your trans & queer workers to lead.

HONOR Pride year-round.

#PrideTrain





















"I didn't realise until recently that I could advocate for a community that I'm not part of"



Improving my allyship

Breakout rooms

How can you better understand the experiences of LGBTQ+ people to make your workplace more inclusive for your LGBTQ+ colleagues?

Can you think of any good examples of allyship you have seen or heard about in the workplace?



Key people to follow

Take your timeline to the next level!

