

LGBTQ+ - Extra information and resources

Key learnings

What should I do if I commit a microaggression?

Admit when we commit microaggressions, learn from the wrongdoing, and apologise. Keep it simple, don't make a huge deal out of it as the extra attention can make the person feel more uncomfortable. Listen to what someone is trying to tell you and try not to be defensive.

What is performative allyship?

Performative allyship is when a person/organisation professes solidarity with a cause, usually very publicly, but the support is disingenuous and potentially harmful to the marginalised group.

If someone came out to me in the workplace how should I respond?

Thank them for sharing. It could be their first time sharing this. They've put their trust in you and this could shape whether they'd do it again in the workplace. Remember that it can be triggering to talk about.

Instagram

@steroidbeyonce
@beninldn
@florencegiven
@jake_graf5
@ladyphyll
@alokvmenon

@pinkmantaray
@munroebergdorf
@sadegiliberti
@tanyacompas
@jshmck

Top tips for allies

- Setting up employee resource groups
- Using pronouns - email signatures/zoom
- Share LGBTQ+ updates and news within the organisation
- Have events to raise awareness
- Creating gender neutral environments/using gender neutral language
- Honouring pride all year round
- Reading books/blogs/documentaries/podcasts (list below)

TV and Documentaries

Pose
Betty
The Bisexual
Crazy Ex-Girlfriend
Cucumber and Banana
Mimi on a mission
Olly Alexander: Growing up Gay
Queer Britain
Ru-Paul drag race
Killing Eve

The L Word
Schitt's Creek
Orange is the new black
Queer as folk
Six Feet Under
AJ and the Queen
Bonding
It's a sin
Disclosure
Death and Life of Marsha P. Johnson

Podcasts

Two Two's podcast
Busy being black
Food for Thot
Throwing Shade
On The Latch
Queery with Cameron Esposito

Books

The Dictionary of Homophobia: A Global History of Gay & Lesbian Experience **Louis-Georges Tin**

Based on the work of seventy researchers in fifteen countries, The Dictionary of Homophobia is a mammoth, encyclopedic book that documents the history of homosexuality, and various cultural responses to it, in all regions of the world: a masterful, engaged, and wholly relevant study that traces the political and social emancipation of a culture.

Redefining Realness: My Path to Womanhood, Identity, Love & So Much More **Janet Mock**

With unflinching honesty and moving prose, Janet Mock relays her experiences of growing up young, multiracial, poor, and trans in America, offering readers accessible language while imparting vital insight about the unique challenges and vulnerabilities of a marginalized and misunderstood population.

Why Be Happy When You Could Be Normal?

Jeanette Winterson

A memoir about a life's work to find happiness. It's a book full of stories: about a girl locked out of her home, sitting on the doorstep all night; about a religious zealot disguised as a mother who has two sets of false teeth and a revolver in the dresser, waiting for Armageddon; about growing up in a north England industrial town now changed beyond recognition; about the Universe as Cosmic Dustbin.

Becoming A Man: Half a Life Story

Paul Monette

The story of his journey to adulthood and to self-acceptance with grace and honesty, this intimate portrait of a young man's struggle with his own desires is witty, humorous, and deeply felt. Before his death of complications from AIDS in 1995, Monette was an outspoken activist crusading for gay rights.

The Pink Line: The World's Queer Frontiers

Mark Gevisser

Six years in the making, The Pink Line follows protagonists from nine countries all over the globe to tell the story of how LGBTQ+ Rights became one of the world's new human rights frontiers in the second decade of the twenty-first century.

The Art of Being Normal

Lisa Williamson

Two outsiders. Two secrets. David longs to be a girl. Leo wants to be invisible. When Leo stands up for David in a fight, an unlikely friendship forms. But things are about to get messy. Because at Eden Park School, secrets have a funny habit of not staying secret for long...