RE-LINK
towards inclusion

MANAGERS
GUIDEBOOK FOR LGBTQ+ INCLUSION

TABLE OF CONTENTS

#2 EDUCATE YOURSELF ON CONCEPTS AND TERMINOLOGY:

The terminology used in this space is quite extensive. Understanding the definitions of the specific terms Lesbian, Gay, Bi-Sexual, Transgender, Queer, + and other definitions are a good starting point to familiarize yourself with the community.

While you learn about these, it's important that you understand some basic concepts and the differences between Sexual orientation, Sex, Gender and Gender Identity.
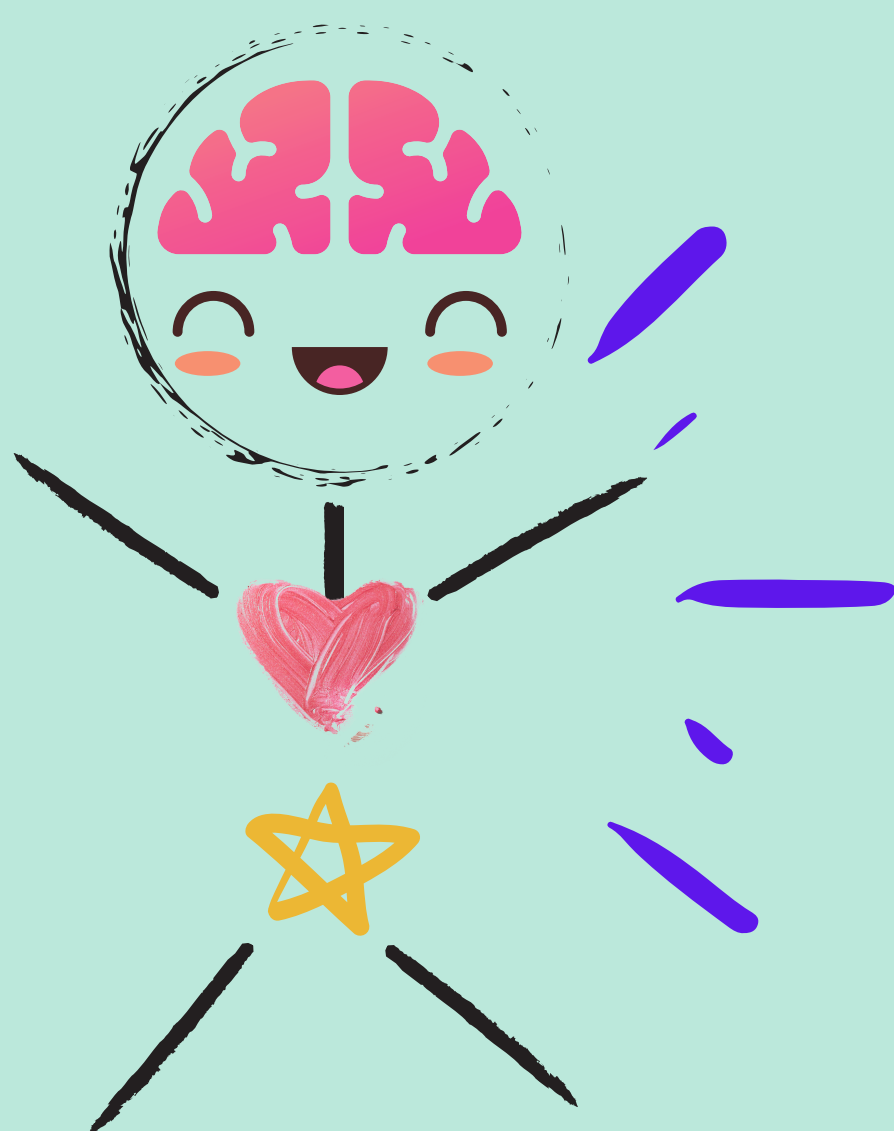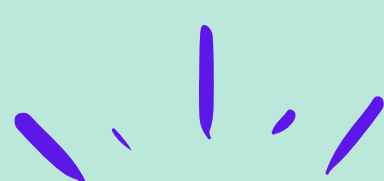
- Gender Identity

- Sexual Orientation

- Sex

- Gender Expression

Sexual Orientation, refers to a person's sexual orientation towards- Persons of the same sex, or Persons of a different sex or Persons of the same sex and persons of a different sex. Using the terms "sexual preference" or "lifestyle choice" to replace the terms sexual orientation may be offensive.

Sex, or biological sex, is a label assigned at birth based on attributes such as anatomy, chromosomes, and hormones. An individual can be male, female, or intersex.

Gender, on the other hand, is a more socially constructed term, based on the roles, expectations and behaviors.

Gender identity, is a person's perception of having a particular gender, which may or may not correspond with their birth sex.

Gender expression, refers to the way a person chooses to communicate their gender to others by the way they dress, act or refer to themselves.

Sometimes, a person's genetically assigned sex will not match with the gender roles, or they may prefer a different expression of their gender. These individuals might refer to themselves as transgender, non-binary, or gender nonconforming. Previously used terms, such as 'Hijra', 'Eunuch', '0.5', 'Half and Half' to address these group of individuals are offensive terms to many people belonging to this community.

Become watchful of what you say as a manager and sensitize your team as well.

#5

OUR OUT COLLEAGUES DON'T FEEL JUDGED. WE ARE A BIAS FREE ORGANIZATION ALREADY.

Two points needs to be considered here:
a) the experience of a few cannot be extrapolated to the experience of all and
b) one can never be completely bias free.

To conclude that no biases exist in the system due to some of the LGBTQ+ members having neutral and positive experiences, is to in effect say that every employee is bias free: It negates the hidden negative experiences that some members may be having. Further, a study on biases reveals to us that as humans we will always have a bias of some sort. While we may have overcome biases about a certain group, they may still crop up in our interactions with other groups.

It is also important to recognize the existence of sub-cultures within the organization. While there will be an over-arching organizational culture, certain teams, functions and departments may have their own cultures too- the way they work, their relationships, their connected-ness to other functions etc.

As a manager, you may not be able to influence the entire organization, but definitely can do so within your own team. The question is- will an LGBTQ+ member genuinely feel safe to come out? If there is even a semblance of doubt in your response, that's the gap that needs to be fixed.