

Guide to Being an





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Mission & Vision

MISSION

Promote LGBTQ+ equality both within the work place and externally. Provide a safe space for co-workers who are members of the LGBTQ+ community and to advocate on their behalf.

VISION

We must strive to be much more than accepting of the LGBTQ+ community. Learning to be a good ally will create an environment in the work place that inspire all LGBTQ employees to be themselves and use their unique diversity as a competitive advantage for their company. The environment created by the allies will also foster diversity and inclusion throughout the industry.

**THE DIFFERENCE
BETWEEN WHO
YOU ARE AND
WHO YOU WANT
TO BE...
IS WHAT YOU DO.**



Connect and learn. Connect with your Lesbian, Gay, Bisexual & Transgender (LGBTQ) colleagues – being LGBTQ is only one of their many traits

Become informed. Learn more about what it means to be LGBTQ through training, by asking others, or by reading other publications and materials.

Be inclusive. Always assume you're in the presence of an LGBTQ person and use inclusive language like "spouse," "partner," or "significant other."

Stand up. Alert colleagues if they are using language or making comments that are hurtful and exclusive of LGBTQ coworkers.

Ask questions. Ask your LGBTQ colleagues about their families, weekend plans, and hobbies – like you would all your other coworkers.

Treat equally. Talk with your LGBTQ colleagues about their life events – marriages, unions, births, adoptions – like you would anyone else.

Talk openly. Acknowledge friends and family who are LGBTQ when appropriate and relevant to show others your openness.

Create comfort. Display your support and let others know you're an Ally by displaying Ally materials or wearables.

Motivate and inspire. Become an Ally and support the efforts of your LGBTQ colleagues to encourage diversity and inclusion.

Join in. Take part in Pride related events in your community like community service, showing support for LGBTQ owned businesses, information session, or social gatherings.

**I WANT TO INSPIRE
PEOPLE. I WANT
SOMEONE TO LOOK
AT ME AND SAY
"BECAUSE OF YOU, I
DIDN'T GIVE UP."**

ALLY PROGRAM

Respect

Listen without judgment

We all bring our own morals and values to work with us each and every day. While you should not be expected to hide your beliefs, if someone is telling you their story they are looking to you for support and acceptance. It is very important that you try and make the other person feel that they are safe. You should use wording like “I am glad you trust me” or “I appreciate your honesty.”

Support equal rights

Equal rights for LGBTQ individuals vary by State. Currently, there are no state laws protecting against workplace bias based on sexual orientation in 29 states and based on gender identity in 33 states (as of 2016). As an Ally, you can be a vote for change. Get involved; stand up against bias; support LGBTQ organizations in the community in which you live and work.

Respect confidentiality

When a friend, coworker or family member makes the decision to confide in you that they are lesbian, gay, bisexual or transgender they are expressing that you are someone they can trust. Not all LGBTQ individuals are closeted, but remember that as a trusted colleague, it is important to respect confidentiality based on the individual’s request or expressed desire.

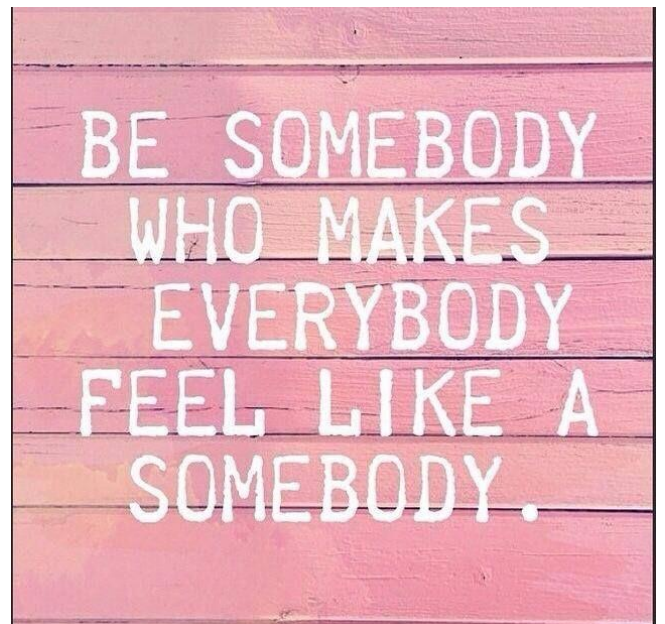
What it means to be an Ally

An Ally is anyone who actively works to end intolerance, educate others, and supports social equality and inclusion.

Ask appropriate questions

Just because someone trusted in you enough to tell you their story does not give you an open door to their lives. You should use the same judgment you use with your straight colleagues.

Listen



Support

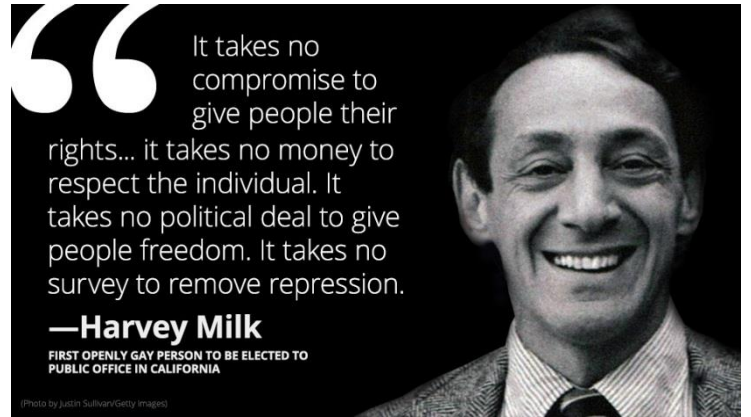
The Do's & Don'ts of Being an Ally

ALLIES DO:

- ✓ Listen without judgment
- ✓ Support equal rights
- ✓ Respect confidentiality
- ✓ Ask appropriate questions
- ✓ Understand terminology
- ✓ Understand boundaries

ALLIES DON'T

- ✓ Make assumptions
- ✓ Pass judgment
- ✓ Allow bias to occur
- ✓ Ask inappropriate questions
- ✓ Ask medical specifics
- ✓ Use inappropriate terms



Learn to love without condition. Talk without bad intention. Give without any reason. And most of all, care for people without any expectation.

ALLY PROGRAM

WHAT'S NEXT?

Here are some helpful tips once you become a LGBTQ+ Ally....

In Your Company

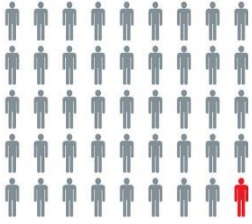
- ✓ Demonstrate your support by having your companies Ally information and gear available. If they don't have gear, create it!
- ✓ Participate in your companies Pride/LGBTQ+ ERG meetings and events
- ✓ Form a Pride/LGBTQ+ ERG at your company if it doesn't exist
- ✓ Serve as a LGBTQ+ resource in your company



In the Community

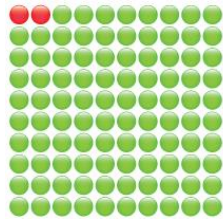
- ✓ Research & potentially partner with appropriate local organizations who are LGBTQ+ advocates
- ✓ Attend Pride celebrations and other LGBTQ+ community and service events
- ✓ Be public about your affiliation

DID YOU KNOW?



1 in 100

The # of men who identify as gay



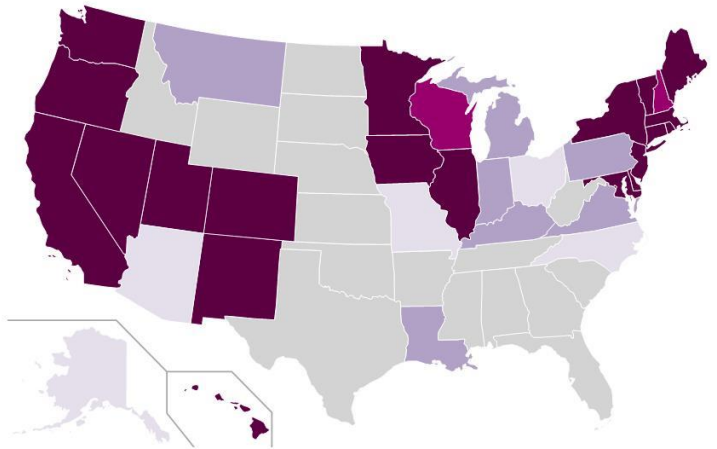
2 in 100





The # of women who identify as lesbian



HUMAN RIGHTS CAMPAIGN

STATEWIDE EMPLOYMENT LAWS & POLICIES



-  States that prohibit discrimination based on sexual orientation and gender identity
-  States that prohibit discrimination against public employees based on sexual orientation and gender identity
-  States that prohibit discrimination against public employees based on sexual orientation only
-  States that prohibit discrimination based on sexual orientation only



June 28, 1969
The Stonewall Riot is regarded as history's first major protest on behalf of equal rights



\$884B

Buying power of the LGBTQ community



1978

Rainbow Flag is first used as symbol of gay pride



Over 1M children are being raised by same sex couples

1952

Christine Jorgensen becomes first American to have gender reassignment surgery



2015

Supreme Court legalizes marriage equality nationwide



At 10% Washington DC has the greatest percentage of adults who identify as LGBTQ

This section is intended to give you helpful tips for connecting with your coworkers you know are lesbian, gay, bisexual and/or transgender (LGBTQ) or are Allies themselves.



Let them come out to you!

Even if it appears to you they are LGBTQ, it is their choice to reveal their sexual preference or gender identity. But, just like any other coworker, if you are friendly and create a rapport, that person will feel more comfortable revealing their lives to you.

WHEN WORDS
ARE BOTH
true &
kind
THEY CAN
CHANGE THE WORLD

///BUDDHA///

Ask questions of them that you would also ask of a straight friend.

Conversation at the workplace can be friendly but should remain professional. Relationship status and family life can both be acceptable, friendly conversation topics, whether your coworker is gay or straight. Use your judgment and intuition on whether the situation is appropriate for conversation. Also, make sure you are using inclusive language like “spouse” or “partner” instead of “husband” or “wife”, before you positively know someone’s life situation

Treat them equally and as kindly.

Being LGBTQ does not change who someone is as a person – respond to everyone with understanding and openness. When someone reveals themselves to you, look at it as a way to strengthen your friendship with them – they feel you are someone who can be trusted at work and in their lives.

Respect privacy when asked.

Use your judgment about whether information you’ve been told is private, and don’t gossip. If you are unsure if they are open with everyone, ask them. If someone asks you to keep information private, respect their request. That being said, many LGBTQ people are just as open with their lives as their straight peers, and for them, they are proud to share their experience.

What to do if you hear negative comments

NEGATIVITY IS NEVER AN OPTION

Say something – As an Ally, you are an informed individual who knows that derogatory comments, even if unintentionally hurtful or unconscious bias, can make someone feel ostracized, whether LGBTQ or an ALLY.



To those who spoke – to the extent you are comfortable, tell them afterwards, in a one-on-one meeting, that what they said made you feel uncomfortable and could be perceived by others as inappropriate. This is your coworker – ask them to keep in mind that they represent the company, and the company's reputation, when they speak.

Let's make things better

To those who heard – if you feel anyone was affected by the derogatory comments, whether LGBTQ or ALLY, tell them in privacy that you understand that the comments were wrong and made you feel uncomfortable. Make sure you tell them that you communicated this to the person who spoke. This will reassure people that there are other in the company that care. Also, encourage them to confront those who spoke or enter a formal complaint themselves.



Join in – join Pride Alliance or become an Ally in your business unit. One of the main goals of Pride Alliance is training. Many employees don't understand that they use inappropriate language that could make others feel uncomfortable. The more people that can be trained, the less likely it is to happen.

Remember – Turner has a formal compliant process to report harassment of any kind.

Terminology



Ally – an Ally is anyone who actively works to end intolerance, educate others, and support social equity and inclusion.

Bisexual – a person who experiences sexual, romantic, and/or physical attraction to people of their own gender as well as another gender.

Cisgender – a term used to describe those who are not transgender, having a gender identity or performing in gender roles that society considers appropriate for one's sex

Coming Out – the process of revealing your sexuality or gender identity to individuals in your life; often incorrectly thought to be a one-time event, this is a lifelong and sometimes daily process.

Gay – a man whose primary romantic, emotional, physical and sexual attraction to other men. This term can also be used by lesbians, bisexuals, and on some occasions, be used as an umbrella term for all LGBT individuals.

Gender Identity – each person's innermost concept and feelings of themselves as being either male or female.

Homophobia – negative feelings, attitudes, actions or behaviors towards anyone who is lesbian, gay, bisexual, or transgender.

LGBT – Lesbian, Gay, Bisexual, transgender. This community has been grouped together for the purposes of research and advocacy. Remember that for each letter of this acronym, there are people for whom it is their identity.

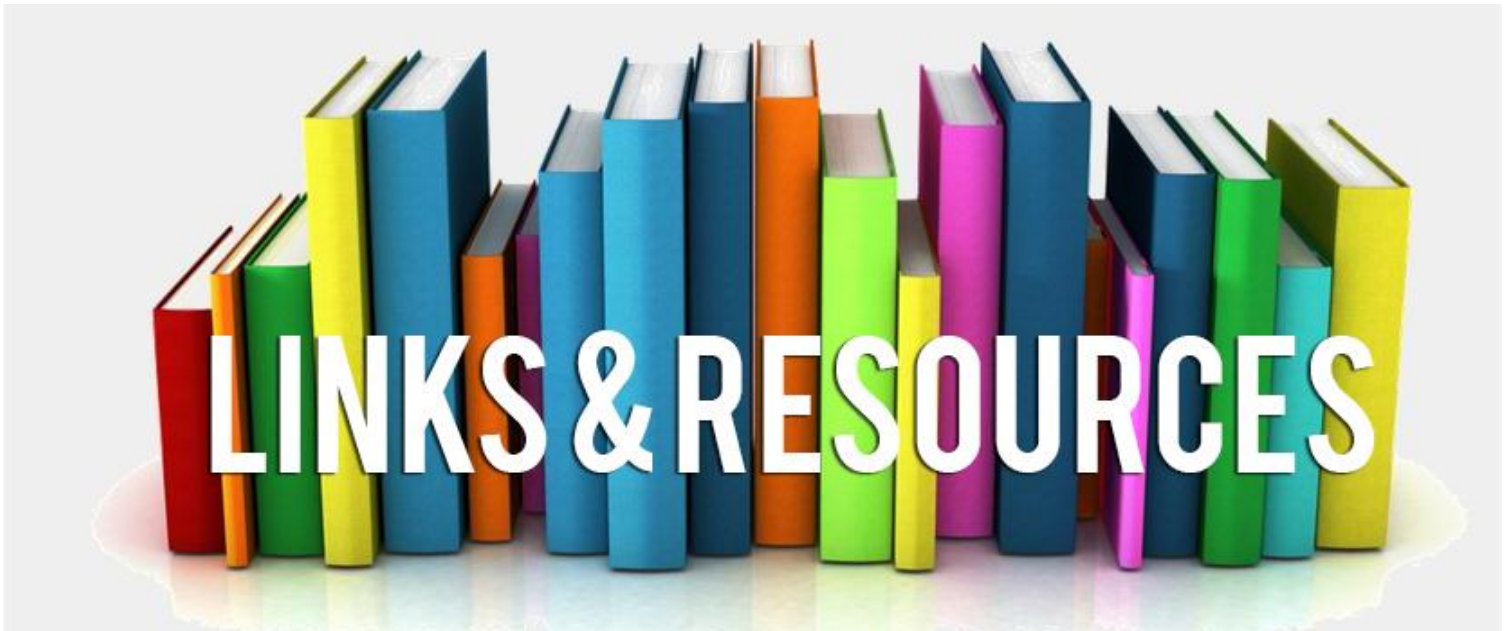
Lesbian - A lesbian is a female who experiences romantic love or sexual attraction to other females

Sexual orientation – how one thinks of oneself in terms of whom one is sexually or romantically attracted. Orientation is not dependent on physical experience, but rather on a person's feelings and attractions.

Transgender – a person whose gender identity does not necessarily match their physical attributes or the gender they were assigned at birth.

Transitioning – the unique process that a person undergoes to become more outwardly aligned with their internal gender.

Queer - a term used by some people—particularly youth—to describe themselves and/or their community. Often to express fluid identities and orientations.



GREAT ORGANIZATIONS:

Human Rights Campaign

www.hrc.org

Human Rights Campaign is the foremost US organization working for LGBTQ rights. The website includes the Corporate Equality Index, an annual report on corporations and treatment of their LGBTQ workforce.

Towleroad

www.towleroad.com

Towleroad is a news blog focusing on lesbian, gay, bisexual, and transgender (LGBTQ) current events – this is a great way to keep up-to-date on what’s happening with the community.

Athlete Ally

www.athleteally.org

Athlete Ally is an organization dedicated to supporting lesbian, gay, bisexual, and transgender in sports – not just athletes, but also spectators – and ending homophobia and transphobia.

GLAAD

www.glaad.org

GLAAD works with print, broadcast, and online news sources to bring people powerful stories from the LGBTQ community that build support for equality. GLAAD protects what has been accomplished and creates a world where everyone can live the life they love

PFLAG

<https://www.pflag.org>

Started in 1972, PFLAG is the nation's largest family and ally organization. Uniting people who are lesbian, gay, bisexual, transgender, and queer (LGBTQQ) with families, friends, and allies, PFLAG is committed to advancing equality through its mission of support, education, and advocacy. PFLAG has 400 chapters and 200,000 supporters crossing multiple generations of American families in major urban centers, small cities, and rural areas in all 50 states, the District of Columbia and Puerto Rico.

GREAT READS:

Allies at Work – Creating a Lesbian, Gay, Bisexual and Transgender Inclusive Work Environment

<https://www.amazon.com/Allies-Work-Transgender-Inclusive-Environment/dp/0615306829>