



**PACT HR**  
*Your HR Partner*

# **Inclusivity in the Workplace: LGBT+ Awareness**



Virtual Awareness Session

brought to you by

Jake Furby



## Question 1 - Who is Jake?

Jake is about to give you some further information about themselves but, before moving on take a few moments to write down your thoughts on who you believe Jake is:

- What is Jake's gender?

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- What is Jake's sexual orientation?

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- What is Jake's marriage status?

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- What is Jake's ethnicity?

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- What is Jake's religious belief, if any?

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## Question 2 – Have you heard this before?

Jake will share some examples of inappropriate and inaccurate comments and phrases heard in society; have you ever heard them?

Tran-sexual people are  
just men in drag

Bi-sexual people are  
indecisive

Intersex people need  
surgery so they become  
one sex

All gay people are  
frisky / promiscuous

You can't be queer and  
religious

All gay men are  
effeminate

Bi-sexual people are  
greedy

Lesbians just haven't  
met the right man

### Question 3 – Do you know the nine protected characteristics under the Equality Act 2010?

Tick the ones below you believe to be a protected characteristic:

Gender	<input type="checkbox"/>	Veganism	<input type="checkbox"/>	Disability	<input type="checkbox"/>
Class	<input type="checkbox"/>	Gender reassignment	<input type="checkbox"/>	Race	<input type="checkbox"/>
Sex	<input type="checkbox"/>	Pregnancy	<input type="checkbox"/>	Faith	<input type="checkbox"/>
Trade Union membership	<input type="checkbox"/>	Marriage / civil partnership	<input type="checkbox"/>	Age	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>

### Question 4 – Why is it important for your organisation to ensure it complies with the Equality Act 2010?

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**Question 5 – Which aspects of the Equality Act 2010 apply to the LGBT+ community?**

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**Question 6 – What do you think LGBT+ means?**

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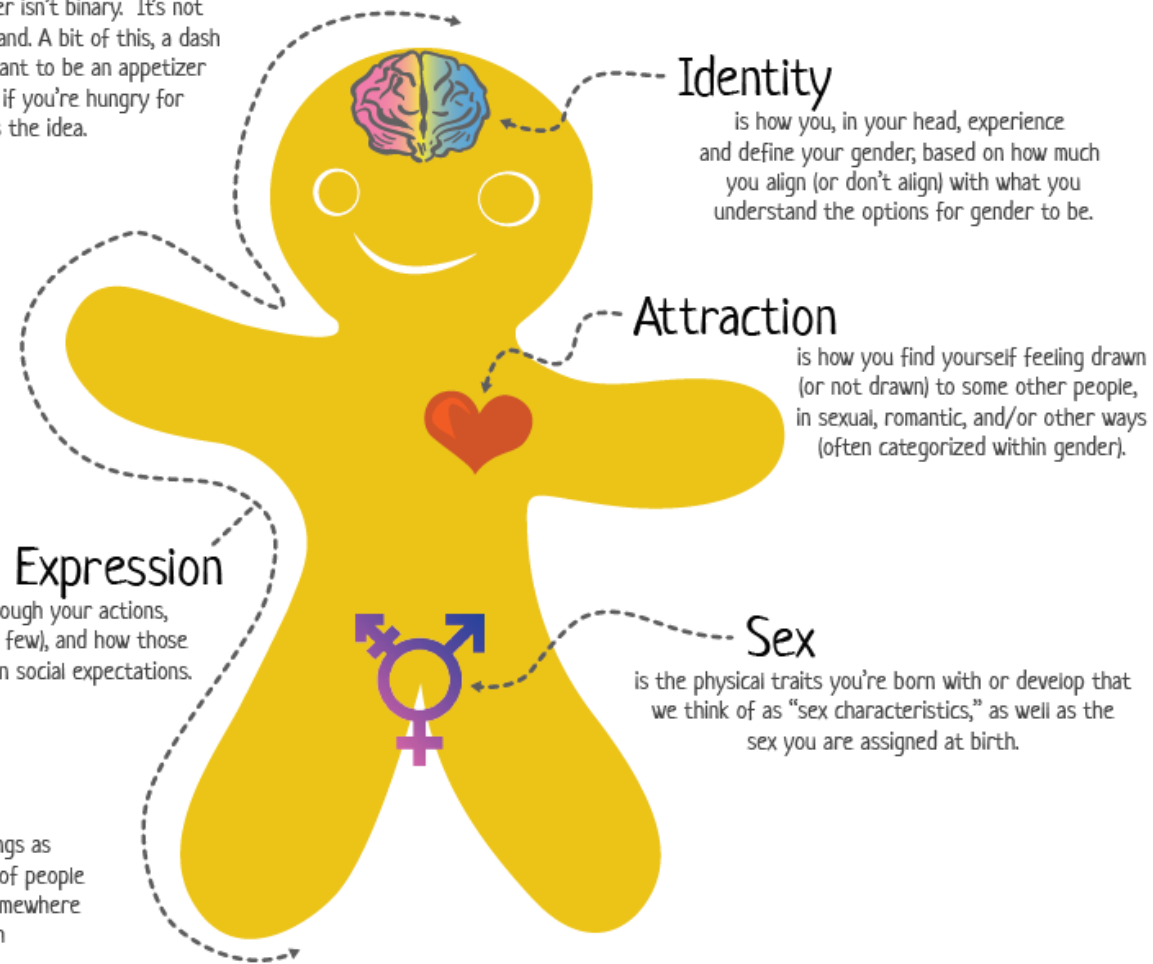
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# The Genderbread Person

by *it's pronounced* METROsexual.com

Gender is one of those things everyone thinks they understand, but most people don't. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more after reading it. In fact, that's the idea.



## Identity

is how you, in your head, experience and define your gender, based on how much you align (or don't align) with what you understand the options for gender to be.

## Attraction

is how you find yourself feeling drawn (or not drawn) to some other people, in sexual, romantic, and/or other ways (often categorized within gender).

## Sex

is the physical traits you're born with or develop that we think of as "sex characteristics," as well as the sex you are assigned at birth.

## Expression

is how you present gender (through your actions, clothing, and demeanor, to name a few), and how those presentations are viewed based on social expectations.

We can think about all these things as existing on continuums, where a lot of people might see themselves as existing somewhere between 0 and 100 on each

⊘ means a lack of what's on the right side



## Gender Identity



Woman-ness



Man-ness

personality traits, jobs, hobbies, likes, dislikes, roles, expectations

common GENDER IDENTITY things



## Gender Expression



Femininity



Masculinity

style, grooming, clothing, mannerisms, affect, appearance, hair, make-up

common GENDER EXPRESSION things



## Anatomical Sex



Female-ness



Male-ness

body hair, chest, hips, shoulders, hormones, penis, vulva, chromosomes, voice pitch

common ANATOMICAL SEX things

# Identity ≠ Expression ≠ Sex Gender ≠ Sexual Orientation

## Sex Assigned At Birth

Female  Intersex  Male

Typically based solely on external genitalia present at birth (ignoring internal anatomy, biology, and change throughout life), Sex Assigned At Birth (SAAB) is key for distinguishing between the terms "cisgender" (when SAAB aligns with gender identity) and "transgender" (when it doesn't).



## Sexually Attracted to... and/or (a/o)



Women a/o Feminine a/o Female People



Men a/o Masculine a/o Male People



## Romantically Attracted to...



Women a/o Feminine a/o Female People



Men a/o Masculine a/o Male People

Genderbread Person Version 4 created and uncopyrighted 2017 by Sam Killermann

For a bigger bite, read more at [www.genderbread.org](http://www.genderbread.org)

## The Pronoun Game

*With a colleague, take it in turns to describe a person in your life to the other person whilst actively concealing sexual orientation in the conversation, by not using gender-specific pronouns for the person you are describing. Try to speak for 1 minute about the person then swap over.*



**And finally, as a result of listening to Jake and the topics covered in the session;**

- **What have you learnt about LGBT+ that you didn't know before?**

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- **What changes might you make in your organisation?**

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