LGBTQ+ inclusion in the workplace
No longer illegal ≠ inclusion

The laws which workplace are

EMPLOYMENT
EQUALITY
1998-2016

The EEA outlaw certain kinds
1. Gender (woman, man, transgender)
2. Civil status (married, single)
3. Family status (whether the
4. Sexuality (Lesbian, Gay)
5. Religion
6. Age
7. Race (nationality, ethnicity)
8. Traveller community
9. Disability

Anti-LGBT+ bias in STEM

- 1/5 LGBT physicists experienced hostility
- Trans physicists & students faced the most hostility
- Women experienced this at 3 times the rate of men
- 1/3 considered leaving their institutions
  (correlating strongly with personally experiencing hostility & observing hostility towards others)

Note: in this case, hostility = exclusion, intimidation or harassment

Anti-“diversity” bias in STEM

While race, gender & sexual orientation do not determine a person’s intellectual ability, they may determine the opportunities that person is presented with.

Ref: (pic) nature (2014), CERN Twitter (2016)
Challenging Assumptions

- Challenging assumptions isn’t always easy.
- Disclosing may have negative career consequences.
- Coming out is a repetitive process.
- Many LGBT employees choose not to come out.
- 40% “don’t feel comfortable coming out at work.”
- 25% are “not open to colleagues about their sexual orientation.”
- Nearly 65% of graduates go back in the closet when they land their first job.

Hiding Your True Self

FOR THE EMPLOYEE

Increased:
- Stress
- Anxiety
- Depression

FOR THE EMPLOYER

Decreased:
- Workplace satisfaction
- Productivity
- Retention


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Diversity & Inclusion

Diversity = representation = decision

Attract talent

Fewer errors

Encourage participation

More innovative

More money

Be Your True Self

Greater job commitment
Improved workplace relationships
Fewer work/home conflicts
Higher job satisfaction
Lower anxiety
Better health
More $$$$

Ref: Day & Schoenrade, 1997; Griffith & Hebl, 2002, Congress and GLEN LGBT guide 2011
Improving LGBT+ Inclusion

- A feeling of safety within an institution
- An institutional LGBT+ group
- Visibility of other LGBT+ employees

Ref: Colgan et al., 2007
New Irish Network

OUT THINKERS

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Ref: houseofstem.org
LGBTQ+ inclusion in the workplace

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