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PRIDE MONTH 2023

Pride Month takes place in June to celebrate the lesbian, gay, bisexual, transgender, queer and related communities, the diversity of identities and their fight toward equal rights around the world. During this time, we spotlight and pay homage to the successes of LGBTQ+ people, the injustices they've overcome and their continued efforts to make the world a safe place for every person to be their authentic selves.

In this Meeting in a Box, we provide a timeline of LGBTQ+ history in the U.S. and facts and figures concerning LGBTQ+ Americans. We also examine steps companies can take to promote LGBTQ+ inclusivity and belonging at work and acknowledge LGBTQ+ people in the political sphere.

Share this document with your colleagues to further your team's cultural competence education on the LGBTQ+ community.

Training for Leaders: Key Steps Toward LGBTQ+ Inclusivity at Work

A large part of creating a gender-neutral workplace is allowing each employee to bring their authentic selves to work.

Dana Stevenson, Lead System Architect – AVP, at Wells Fargo (No. 32 on the 2023 Top 50 Companies for Diversity list), said policies and a shift in workplace culture create an environment where people can be themselves.

“We’re a company that had a sexual orientation policy in place as early as 1987,” Stevenson said on a DiversityInc Powered by Fair360 webinar titled “Instilling Gender-Neutral Practices in the Workplace.” “We also have a policy, non-discrimination against gender identity in the workforce, since 2004. So, it’s kind of a combination of having these policies behind to help govern our behavior in the culture, but also having new generations and new diversity segments join our workforce and influence our culture.”

Watch: [Instilling Gender-Neutral Practices in the Workplace](#)

One thing Wells Fargo has done to support its LGBTQ+ employees is hosting a listening tour with Kristy Fercho, Head of Diverse Segments, Representation and Inclusion (DSRI).

“Due to the recent anti-LGBTQ legislation that is happening in the U.S. today, our leadership responded and reached out to our LGBTQ community and said, ‘Hey, we want to hear from you,’” Stevenson said. “We spent an hour with our leadership talking about our concerns, our safety, our needs and asking our company what they can do to support us.”

They emphasized that having that top-down support is important to making LGBTQ+ employees feel safe and valued at work.

On the same webinar, Bill Miller, Financial Services and Insurance Audit Partner at KPMG (No. 6 on the 2023 Top 50 Companies list), said he identifies as he/him and as a gay male. He’s worked at the company for 23 years, and while he is out at the

company now, he was closeted at the firm for many years because of homophobic comments he heard when he started as an intern in 1999.

“If not for the support and guidance of close peers who knew I was gay, they encouraged me to step forward and come out. And many years later, I ultimately did,” he said.

Miller said his experience of hearing homophobic comments early on in his career shaped his view of the work that’s done in the inclusion, belonging and equal rights space at companies.

“That moment back in my internship inspired me to not just be an advocate for all issues LGBTQ+ but for all underrepresented professionals,” he said. “As a white male, I know that comes with a lot of privilege and I think that uniquely positions me to be an ally for others that maybe don’t have a voice.”



Understanding and Using Pronouns Appropriately

The use of pronouns is a hot-button issue. Some employees do not understand it and want to stick with calling their colleagues he/him or she/her.

But educating employees on using the proper pronouns is important. Stevenson is non-binary and used they/them as their pronouns. They said that proper pronoun usage helps LGBTQ+ employees feel valued.

“The use of pronouns really helps us to clarify our identities, who we are,” Stevenson said. “And the fact that we have the languages and the terms now have been really beneficial for companies to work with HR or to work with our systems to get

these new fields and databases so that we can have our identity correct.”

While using the right pronouns is beneficial for those who self-ID, employers and employees should also be cautious when using them to not accidentally “out” someone at work, Stevenson said.

Go Beyond Pronoun Usage

While it is great to use pronouns for those who self-ID, it is also vital to recognize that as an employer, there are other ways to support LGBTQ+ employees.

One place to start is by examining your maternity leave policies and the accommodations in place for pregnant workers. If these policies and procedures only apply to women, Samantha Erskine, Assistant Professor of Management at the University of Massachusetts Boston and a member of The PhD Project, suggests broadening these policies to include people of all genders.



"I think a lot of people still refer to people who get pregnant as women. It's important for employers to reiterate that not all people who can become pregnant identify as 'a woman,' so broadening the definition of pregnancy and policies and practices to include people of all genders who might be affected by pregnancy-related conditions is important."

Samantha Erskine, Assistant Professor of Management at the University of Massachusetts Boston & Member of The PhD Project

Another part of this is creating policies that prohibit discriminating against someone based on how they choose to express their gender.

“Provide trans-inclusive policies with clear guidelines for even addressing complaints in a way that feels psychologically safe to do so because often when people address their complaints, they experience retaliation or they experience apathy or gaslighting, so provide policies but also attend to the emotions that come with discrimination,” Erskine said.

Training for Leaders

To educate leadership on LGBTQ+ employees and some of the challenges they face, training is needed.

Miller suggested that a combination of anti-harassment training and sensitivity training is needed and that training needs to happen at local office levels and regional levels.

One of the challenges of education and training around workplace fairness issues is getting everyone on board so that you're not always speaking to the same group of people who are passionate about these topics.

“The hardest part is, how do you reach the broader population? People that, on their own accord, aren't going to step forward and voluntarily do the training when they have a million other things on their plate,” he said. “That's the challenge we're up against is how do we make sure that we're getting this messaging out about the importance of pronouns specifically here to the broader population of professionals?”

Stevenson said the answer is making training mandatory.

“Make all of the execs, all of the employees, everyone, take DE&I training,” they said. “And don't make it a yearly training, make it continuously, every quarter. Include things that are immersive. Include a speed workshop where you get together with leadership and have conversations.”

Stevenson added that training on LGBTQ+ issues should be measurable and available online in the form of quizzes and assessments for convenience.

They also emphasized the need to review and update HR policies considering changing legislation and the evolving workforce landscape. Stevenson recommended using internal HR resources as well as external experts to provide guidance and expertise on compliance and flexibility.

TIMELINE: LGBTQ+ History in the United States

1649

Sara Norman and **Mary Hammon** of Yarmouth, Plymouth Colony, are taken to court for lewd behavior, the first and only record of American colonial women tried for lesbianism.

1867

“Father of the LGBTQ Movement” **Karl Heinrich Ulrichs** is considered the first person to speak out for gay rights when he testified before the Congress of German Jurists to repeal anti-homosexual laws.

1903

The **Ariston Bathhouse Raid**: the first recorded police raid on a gay bathhouse takes place in New York City. Thirty-four men were arrested and 16 men were charged with “sodomy.”

1924

The **Society for Human Rights**, the first gay rights organization in the United States, is founded in Chicago by **Henry Gerber**. Police shut it down within a few months.

1941

The term “transsexuality” is coined.

1945

The **Veterans Benevolent Association (VBA)**, the first organization for LGBTQ veterans of the U.S. armed forces, is formed by four honorably discharged gay veterans.

1952

Transgender actress **Christine Jorgensen** becomes the first American to have sex reassignment surgery.

1953

U.S. President Dwight D. Eisenhower signs an executive order banning homosexuals from working for the federal government.

1955

The **Daughters of Bilitis** was founded as the first lesbian rights group.

1958

One, Inc. v. Olesen: In the first case regarding LGBTQ rights, the Supreme Court protects the First Amendment rights of **ONE: The Homosexual Magazine**, the first widely distributed publication for gay and lesbian readers.

1962

Illinois becomes the first U.S. state to remove criminal penalties for consensual sodomy from its criminal code.



1969

The **Stonewall Riots** at the Stonewall Inn in New York City fight back against a police raid of the famed gay bar. These riots gain mainstream national attention for gay rights. A Black transgender woman, **Marsha P. Johnson** is widely credited as being the event organizer who threw the first brick at Stonewall.

1970

The first **Gay Liberation Day March** is held in New York City. Similar events take place in Los Angeles and San Francisco.



1973

American Psychiatric Association removes the label classifying “homosexuality” as a mental disorder.

Joel Grey becomes the first gay man to win the Oscar for Best Supporting Actor for his role in “Cabaret”.

1975

Minneapolis becomes the first city to pass a law protecting transgender people from discrimination.

1978

Harvey Milk, the first openly gay elected official in California, is assassinated. He served on the San Francisco Board of Supervisors beginning in 1977 and sponsored a bill banning discrimination in public accommodations, housing and employment on the basis of sexual orientation. He had served in the U.S. Navy in the Korean War.

The rainbow flag, designed by artist Gilbert Baker, is first used as a symbol of gay pride in San Francisco. The original version of the flag included eight stripes of varying colors. Pink and light blue were eventually removed, creating the six-color version of the flag we recognize today.

1980

The U.S. Centers for Disease Control and Prevention is alerted to the case of San Francisco resident **Ken Horne**, who has developed a type of cancer known as Kaposi's sarcoma. In 1981, the CDC would retroactively classify Horne as the first patient of the AIDS epidemic in the U.S.

1983

U.S. Representative **Gerry Studds** of Massachusetts' 10th District becomes first openly gay member of Congress.

1985

Ronald Reagan becomes the first U.S. President to publicly mention the AIDS epidemic. Despite this, his commission on the HIV epidemic was far too late and research into the virus was slow and underfunded.

1986

In *Bowers v. Hardwick*, the Supreme Court upholds Georgia law banning homosexual sex.

1987

ACT UP was formed at the Lesbian and Gay Community Services Center in New York City to bring attention to AIDS-related issues.

1991

The red ribbon is first used as a symbol of the campaign against HIV/AIDS.

1993

"Don't Ask, Don't Tell" allows gays/lesbians to serve in the military if they remain closeted. **Deborah Batts** becomes the first openly LGBTQ federal judge in 1994.

1996

President Bill Clinton signs the Defense of Marriage Act (DOMA) into law. It defines marriage as existing exclusively between one man and one woman.

1997

Controversial "coming out" episode of the television sitcom "Ellen" airs. **Ellen DeGeneres** herself would come out later that year on the cover of Time magazine saying, "Yep, I'm Gay."



1999

California becomes the first state to legalize domestic partnerships for same-gender couples. The Transgender Day of Remembrance is founded.

2000

Vermont becomes the first state to legalize civil unions for same-gender couples while the Netherlands became the first country to legalize same-sex marriage.

President Bill Clinton declares the month of June as Gay and Lesbian Pride Month.

2002

For the first time in Oscar history, three gay men were nominated for Best Director: **Pedro Almodóvar** for "Talk to Her," **Stephen Daldry** for "The Hours" and **Rob Marshall** (who goes on to win) for "Chicago."

2004

Massachusetts becomes the first state to legalize same-sex marriage.

2005

“Brokeback Mountain,” a film starring Heath Ledger and Jake Gyllenhaal as two cowboys in a gay relationship, is released. The film receives rave reviews and wins numerous awards, including three Oscars.

2008

Diego Sanchez becomes the first openly transgender staffer on Capitol Hill.

Kate Brown of Oregon becomes the first LGBTQ person elected governor.

Rachel Maddow becomes the first openly gay or lesbian host of a primetime news program in the United States. Maddow is also the first openly lesbian Rhodes Scholar.

2009

President Barack Obama expands existing hate crime laws, making it a federal crime to assault someone because of sexual orientation or gender identity.

Drag queen **RuPaul** begins hosting “RuPaul’s Drag Race.”

The reality competition television show goes on to win numerous awards and helps to bring drag performance into the mainstream.

Lee Daniels becomes the first Black gay man nominated for Best Director, directing the critically acclaimed “Precious.”

2010

President Obama repeals “Don’t Ask, Don’t Tell,” allowing LGBTQ people to serve openly in the military.

2012

At the Democratic National Convention, the Democratic Party becomes the first major U.S. political party in history to publicly support same-sex marriage on a national platform.

2013

In *United States v. Windsor*, the Supreme Court strikes down the section of DOMA that denies federal benefits to legally married same-gender couples. U.S. Department of the Treasury announces that legal same-gender marriages will be recognized for federal tax purposes.

2014

National Basketball Association player **Jason Collins** becomes the first gay athlete to play in one of the U.S.’s four major sports leagues. **Michael Sam** becomes the first openly gay player drafted in the NFL, playing for the St. Louis Rams.

2015

In *Obergefell v. Hodges*, the Supreme Court legalizes marriage equality nationwide.

President Obama appoints **Raffi Freedman-Gurspan** as a staffer, the first transgender person to work in the White House.

2016

International Olympic Committee (IOC) no longer requires transgender athletes to undergo reassignment surgery to compete.

Eric Fanning is confirmed as secretary of the Army, becoming the first openly gay person to head a United States military branch.

President Obama designates the first-ever monument dedicated to LGBTQ rights, the Stonewall National Monument at the Stonewall Inn in New York City.

2017

The District of Columbia becomes the first place in the U.S. where residents can choose gender “X” on their driver’s license.

For the first time, a U.S. appeals court rules that a federal civil rights law protects LGBTQ employees from discrimination in the workplace.

Danica Roem is elected to the Virginia House of Delegates, becoming the first transgender person to be elected and serve in any U.S. state legislature.



“Moonlight” makes history as the first LGBTQ movie to win Best Picture at the Oscars.

2018

The Pentagon confirms the first openly transgender person has signed a contract to join the military.

U.S. Representative **Jared Polis** wins the Colorado governor’s race, becoming the nation’s first openly gay man elected governor.

Designer **Daniel Quasar** releases a new version of a flag that merges features from the Philadelphia Pride flag and the trans Pride flag to highlight the significance of inclusivity and advancement in the LGBTQ+ community. The design, known as the Progress Pride Flag, gained rapid popularity on social media and received global attention from news sources.

2019

Ten openly LGBTQ+ people are sworn in as members of the 116th of Congress – a historic number. The governors of New York, Michigan, Wisconsin, Colorado, and California fly the Pride Flag from their state capitols and government office buildings for the first time during Pride Month.

Billy Porter becomes the first openly gay Black man to win an Emmy for Outstanding Lead Actor in a Drama Series for his role in “Pose”.

2020

For the first time, the census allows people living in the same household to mark themselves as same-sex partners or spouses. However, it still does not identify how many people in the U.S. identify as gender non-binary.

RuPaul enters the Guinness World Records, becoming the most Emmy Award-winning Host for a Reality or Competition Program. In total, “RuPaul’s Drag Race” has received 39 nominations and won 19 Emmys.

Groundbreaking singer, actor, record producer and model **Janelle Monáe** comes out as non-binary. Known early in her career for playing with gender, donning a traditional male “tuxedo” as her uniform, Monáe also came out as bisexual/pansexual in 2018.

Elliot Page, best known for his Oscar-nominated titular role in “Juno,” comes out as a transgender man.

2021

President Biden signs an executive order directing agencies to interpret federal laws prohibiting sex discrimination to include sexual orientation and gender identity.

Arkansas lawmakers enact a bill that prohibits access to gender-affirming care for transgender youth. Trans youth ages 13-17 in Arkansas are prohibited from accessing gender-affirming care in the state.

The U.S. State Department announces a policy allowing “X” gender markers on passports and eliminating medical requirements for gender marker changes.

2022

Florida Gov. Ron DeSantis signs the controversial Parental Rights in Education bill, labeled by critics as the “Don’t Say Gay” bill. The law bans public school teachers from holding classroom instruction about sexual orientation or gender identity.

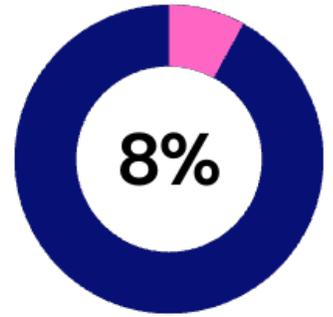
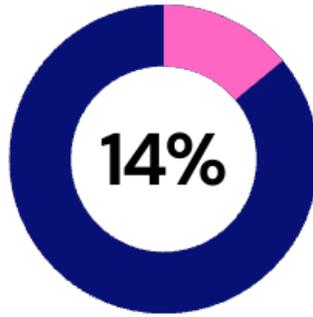
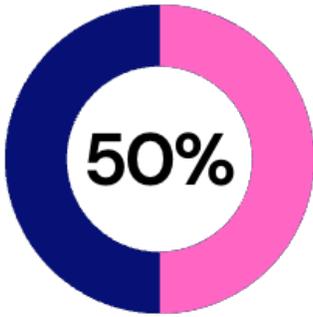
The county elects the first openly lesbian governors during midterm elections: Massachusetts’ **Maura Healey** and Oregon’s **Tina Kotek**.

2023

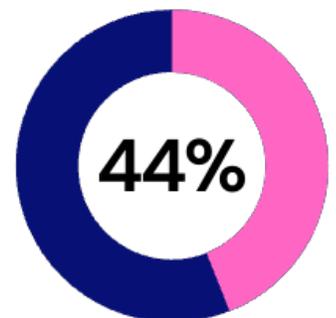
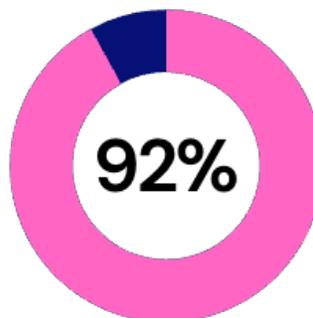
Data from the American Civil Liberties Union (ACLU) shows that over 400 anti-LGBTQ+ bills have been introduced in state legislatures across the country since the start of the year. The bills include efforts to prohibit transgender youth from accessing gender-affirming healthcare and to curriculum regulations around gender identity and sexuality discussions.



FACTS & FIGURES

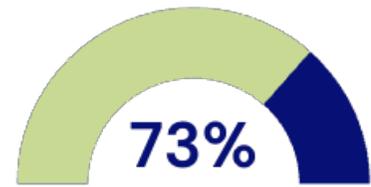


50% of the Top 10 and 14% of the Top 50 Companies for Diversity track participation in retirement contributions among LGBTQ+ employees compared to 8% of all companies.

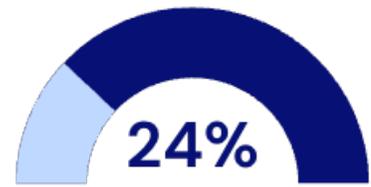
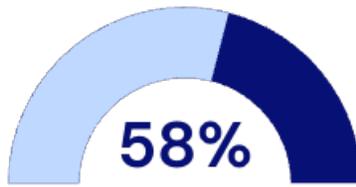


100% of the Top 10 and 92% of the Top 50 Companies for Diversity have recruiters who formally target LGBTQ+ compared to 44% of all companies.

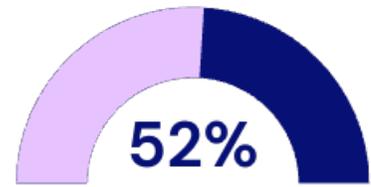
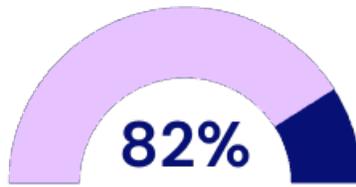
FACTS & FIGURES



100% of the Top 10 and Top 50 Companies for Diversity have commitments to increase opportunities for LGBTQ+ people compared to 73% of all companies.



90% of the Top 10 and 58% of the Top 50 Companies for Diversity have a company internship program that targets LGBTQ+ professionals compared to 24% of all companies.



100% of the Top 10 and 82% of the Top 50 Companies for Diversity provide Self-ID opportunities for LGBTQ+ individuals compared to 52% of all companies.

DISCUSSION QUESTIONS FOR EMPLOYEES

- How do you think the organization could improve its culture regarding pronouns and being inclusive of LGBTQ+ individuals at work?
- What do you think the company can do to bring more people into the conversation about issues that impact LGBTQ+ professionals?
- What do you feel the organization can improve its efforts to target LGBTQ+ talent in its recruitment programs?
- What do you think are some of the biggest hurdles for LGBTQ+ professionals participating in retirement programs?

5 LGBTQ+ AMERICANS ON THE RISE IN POLITICS



Leigh Finke - Member of the Minnesota House of Representatives

Leigh Finke became the first out trans person ever elected to the Minnesota state legislature in 2022. Her top concerns in office include protecting reproductive rights for Minnesota women, combatting the organized national campaign to hurt trans children, improving mental health programs in public schools and eliminating systems of oppression in the state's policing and public safety systems.

Robert Garcia - Congressman from California

Robert Garcia, who made history as the first openly LGBTQ+ mayor of Long Beach, CA, continued to blaze trails by running for national office. He secured a victory in the 2022 election, becoming the first-ever LGBTQ+ immigrant elected to Congress. On January 3, he was sworn in and joined the ranks of Democrats in the House of Representatives. Driven by the memory of his mother who brought him to the United States from Peru at the age of five, and who tragically passed away from COVID-19 in 2020, Garcia is dedicated to advocating for public health and human rights.



Maura Healey - Governor of Massachusetts

Maura Healey's historic win in Massachusetts has sparked excitement among LGBTQ+ individuals nationwide. Not only is she the state's first female governor, but she is also its first LGBTQ+ governor and one of two newly elected lesbian governors in the U.S. (the other being Tina Kotek of Oregon). Healey brings a wealth of political experience to the role, having previously served as Massachusetts' Attorney General. This major achievement marks an exciting step forward for both Healey and the lesbian community, with the possibility of a future in national politics on the horizon.



5 LGBTQ+ AMERICANS ON THE RISE IN POLITICS



Saudia LaMont - Member of the House of Representatives From Vermont

Saudia LaMont is a consultant with over 10 years of experience in racial equity and transformative justice. She combines traditional methods with a unique holistic approach to create social change through mutual understanding, communal healing and collective wellness. Saudia holds several certifications and sits on the board of directors at Laraway Youth and Family Services and Lamoille County Mental Health. As a public speaker, she facilitates workshops on racial justice, health equity, survivor recovery, and more. Saudia's personal mission is to uplift, support, and inspire others, starting with herself and her children. She is currently serving as a member of the House of Representatives.

Joe Vogel - Maryland Delegate and U.S. Senate Candidate

Joe Vogel reflects the demographics of the U.S. as a gay Gen Z Latino immigrant, having been born in Uruguay and moved to Maryland as a toddler. He has past experience volunteering and working on the presidential campaigns of Joe Biden, Cory Booker, Hillary Clinton and Barack Obama. He is now running to represent Central and Western Maryland in Congress and would become the second Gen Z member of Congress if successful.

