



LGBTQIA+ Inclusion:

Why It Matters, How It's Good for
Business and Ways to Create a
More Welcoming Organization



**THIS
_ IS A
SAFE
SPACE**



terminology

[tur-muh-nol-uh-jee]

noun, plural 'terminologies'

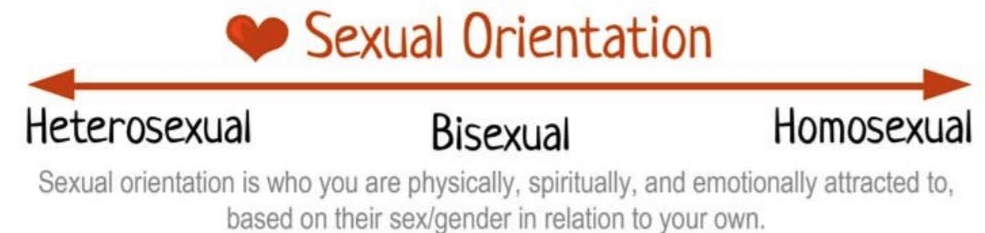
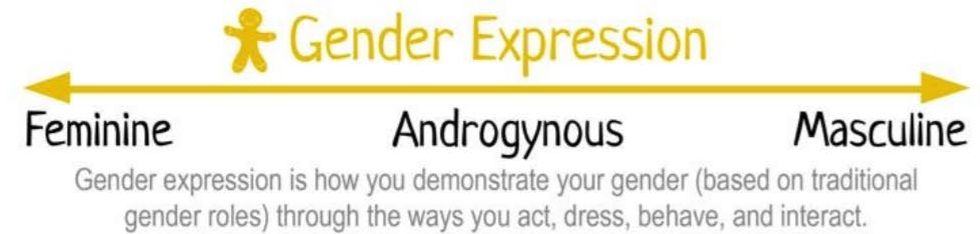
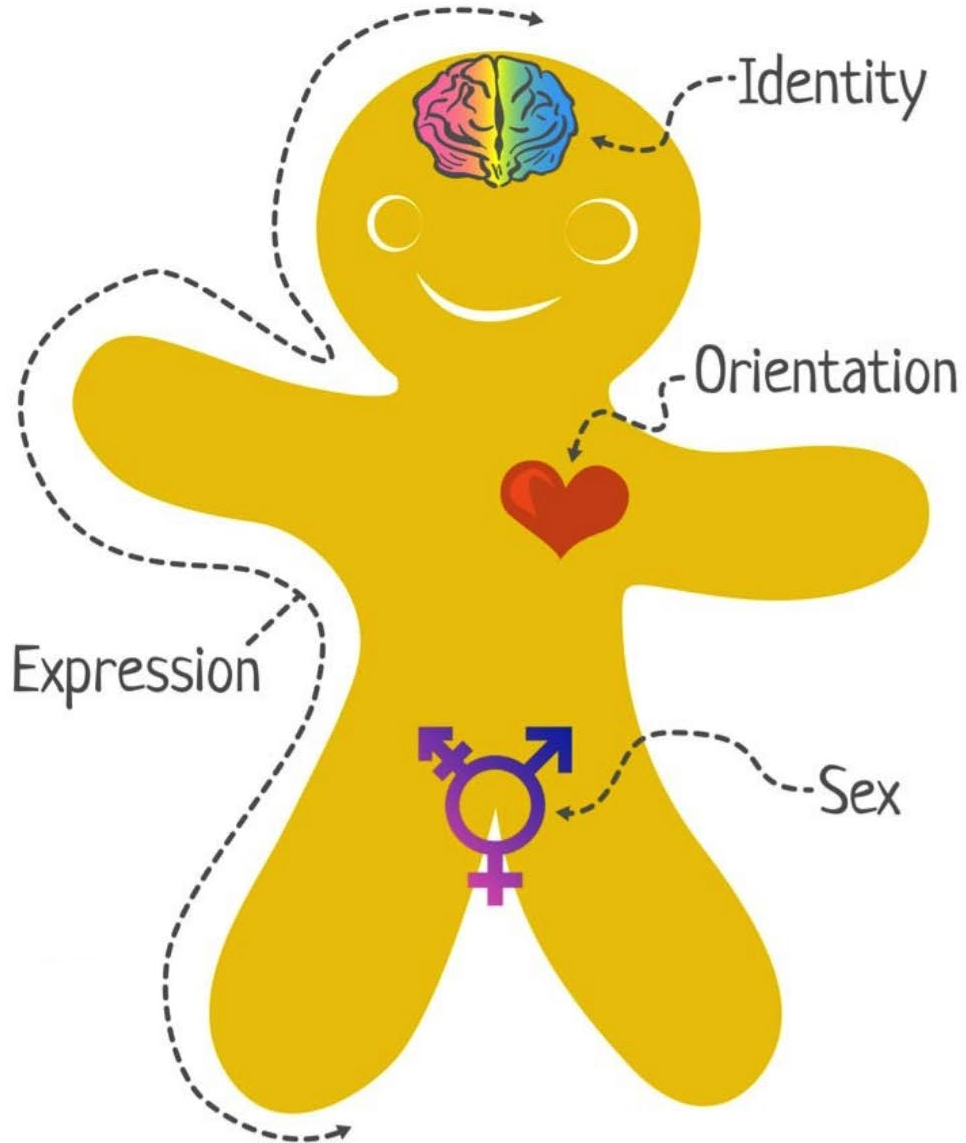
1. the system of terms belonging or peculiar to a science, art, or specialized subject; nomenclature.
2. the science of terms, as in particular sciences or arts.

Word Origin and History for 'terminology'

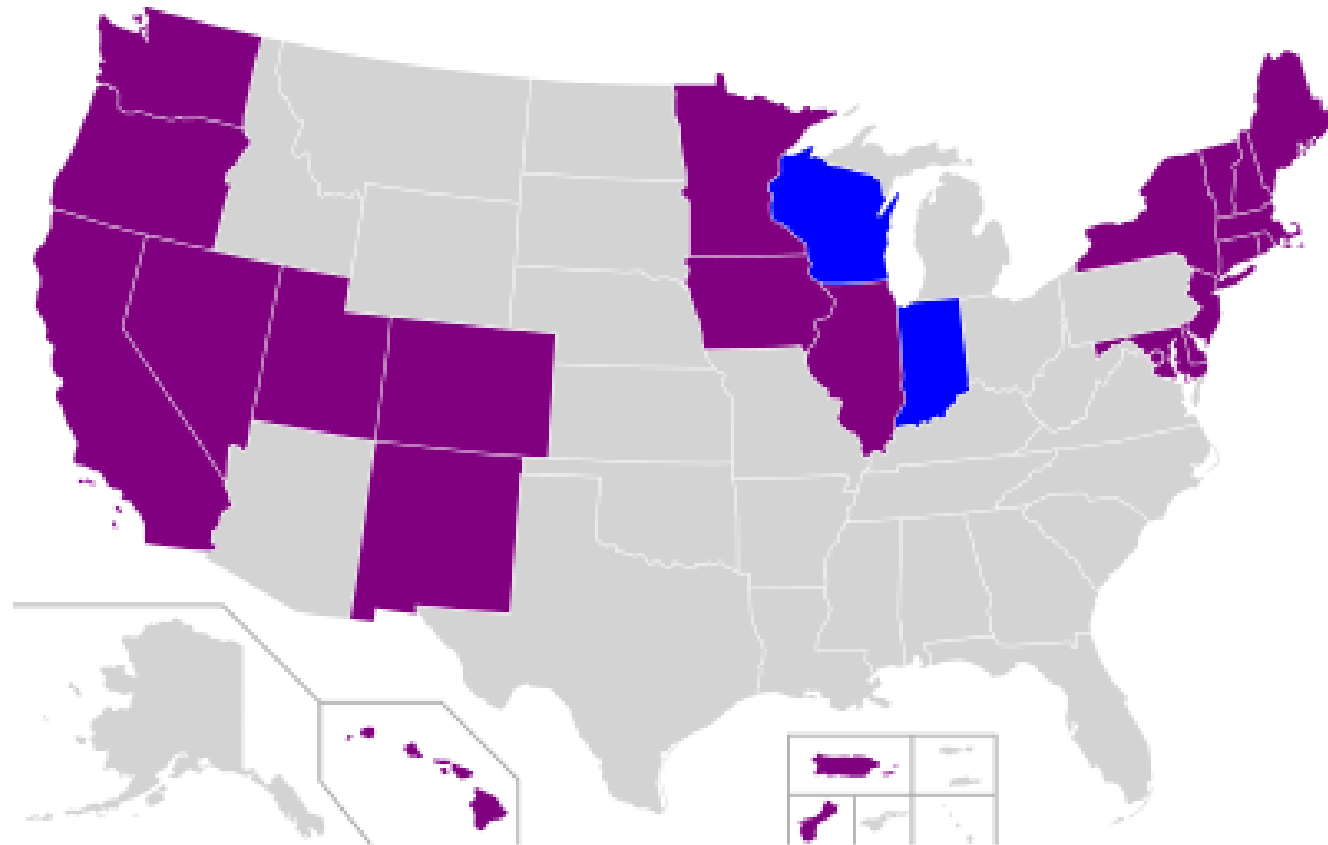
1, from German Terminologie (1786), a hybrid word, by C.G. Schütz of Jena, from Medieval Latin *terminus* "word, expression" (see *terminus*) + *logia* "with, a speaking of"

TRANSGENDER
LESBIAN
GAY
BISexual
PRIDE
INTERSEX
NON
BINARY
2SPIRIT
SEXUAL
CISCENDER
COMING
OUTING
RANSITION
QUESTIONING

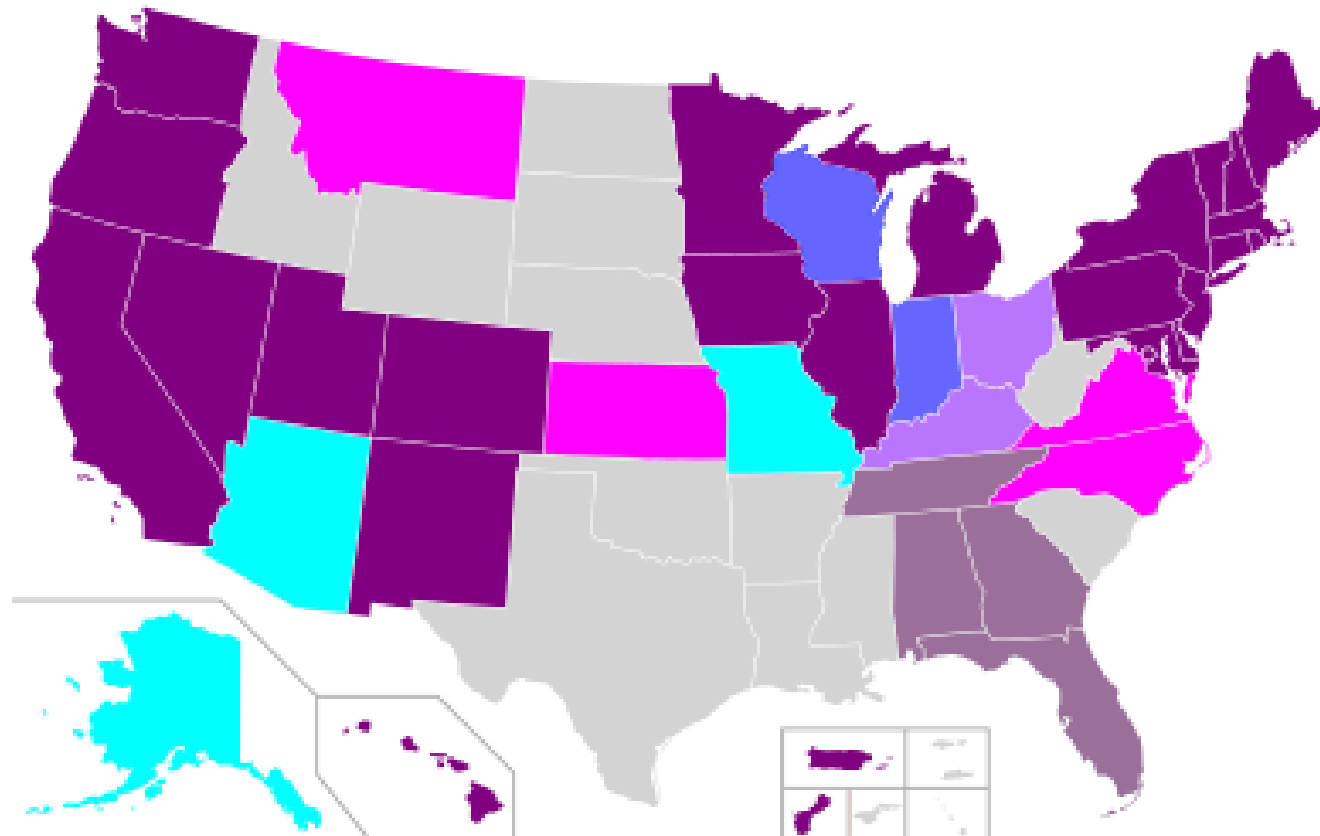
The Genderbread Person



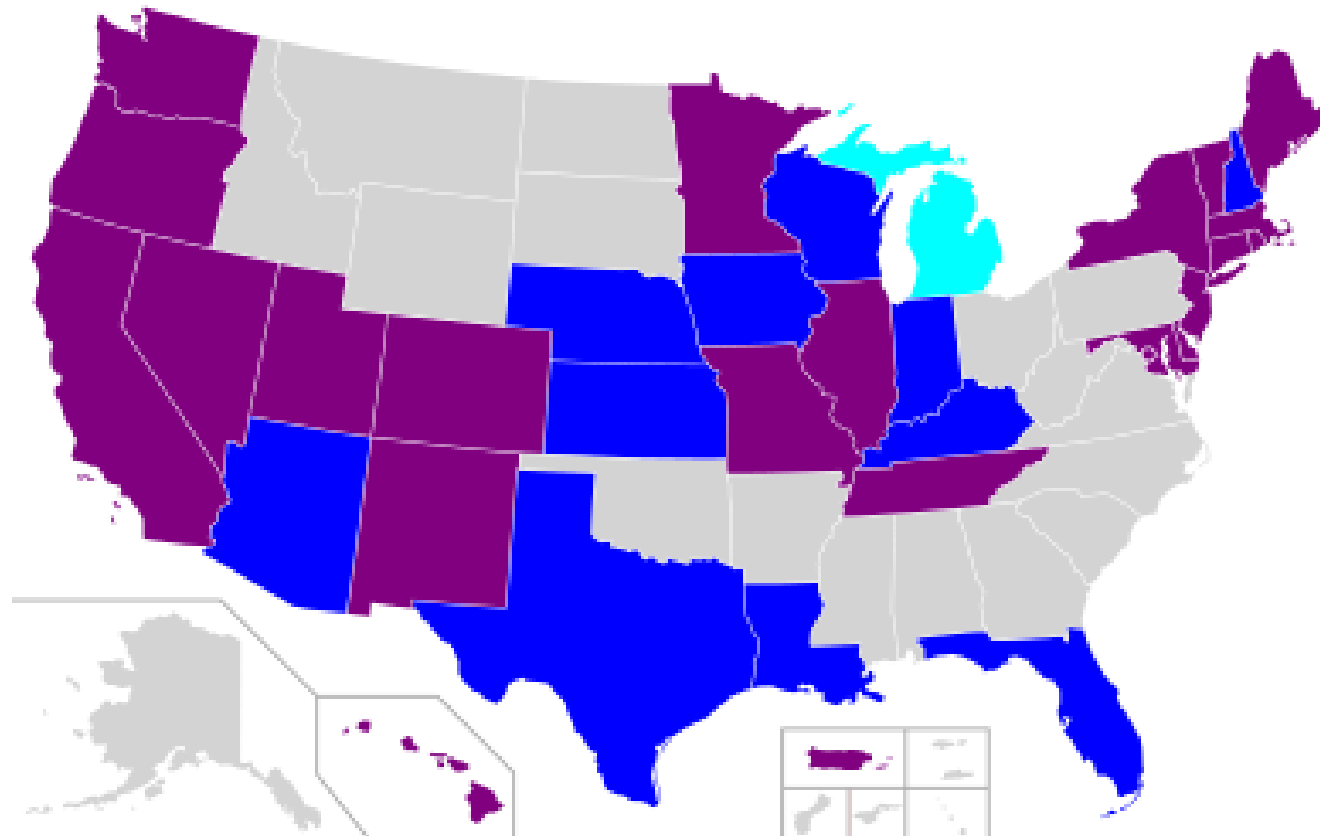
Housing Discrimination



Employment Discrimination



Hate Crime Laws



Outdated Terms



Crossdresser



Sex Change Operation



Alternative Lifestyle



He/She



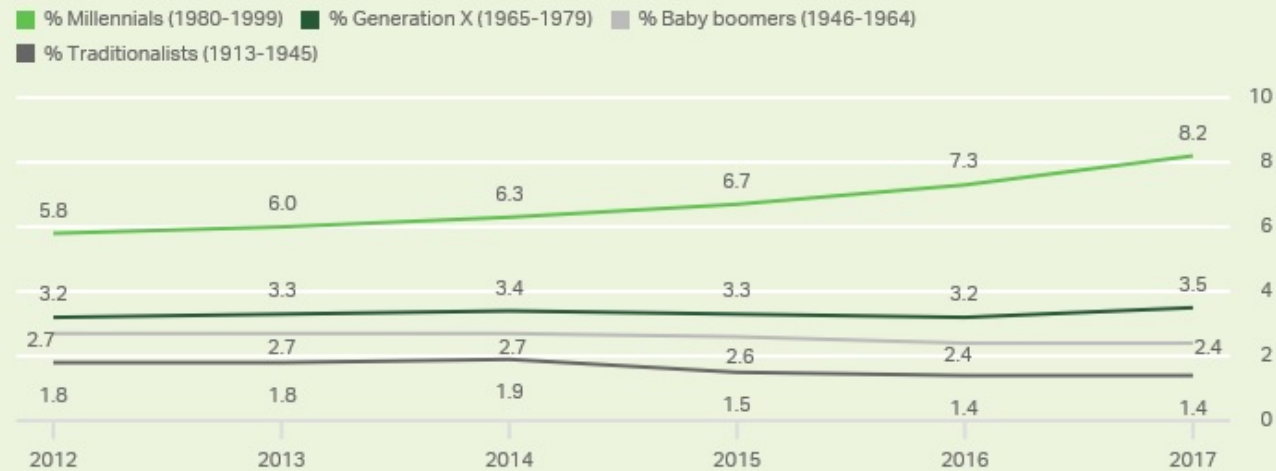
But what about QUEER???

A dark blue, irregularly shaped graphic with a splatter effect, containing white text. The graphic is centered on a white background and has a rough, hand-painted appearance with various shades of blue and white splatters around its edges.

Why Does LGBTQ+
Inclusion Matter?

By the Numbers..... Population

Percentage of Americans Identifying as LGBT, by Birth Cohort



GALLUP DAILY TRACKING

LGBT identification is lower as age increases, although there is a particularly large jump between millennials and those in the next oldest generation, defined as Generation X.



United States

Male
46.13%



Female
53.87%

Same-sex Gender Ratio

\$56,200

Same-sex Average Income

5.56

Same-sex per 1k Households

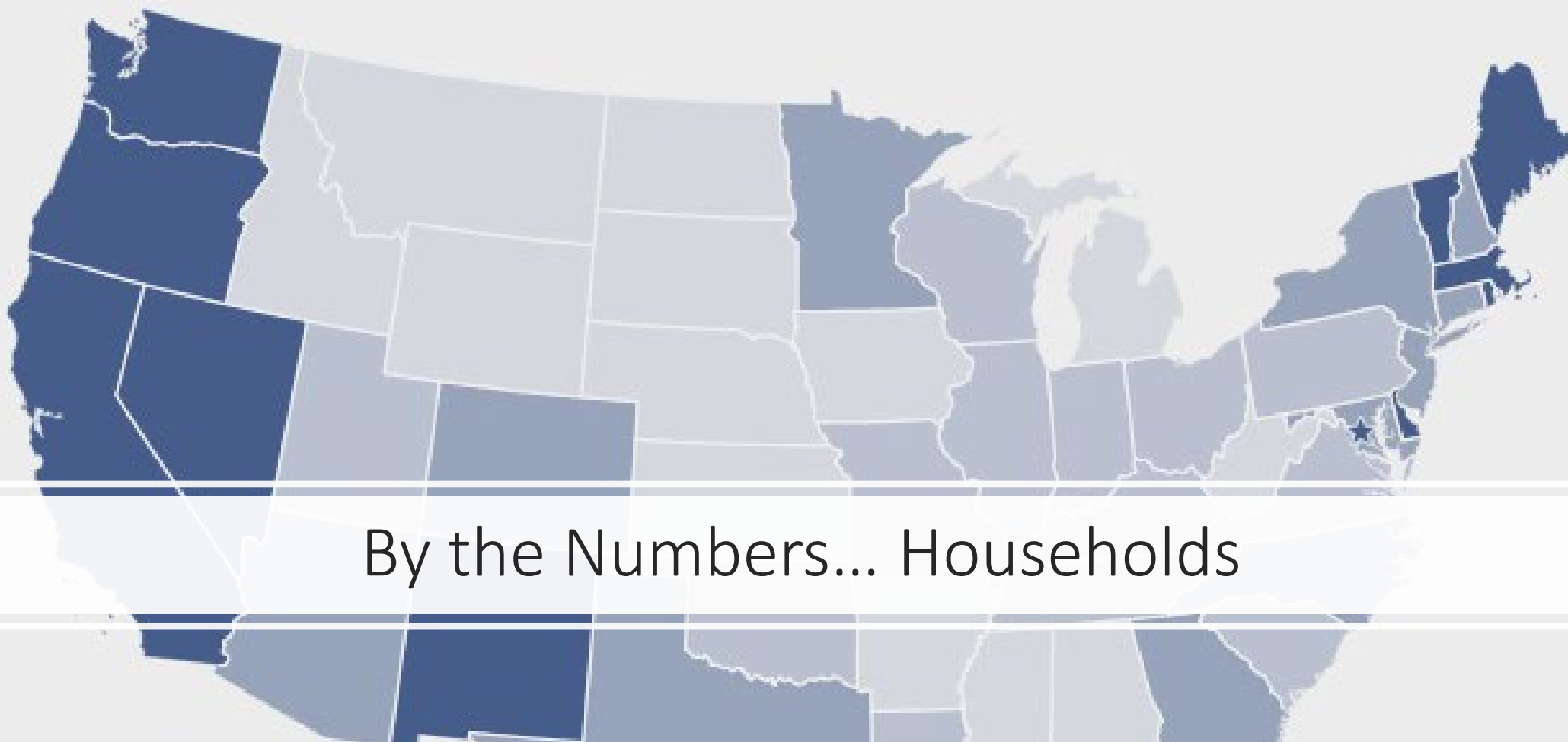
646,500

Total Same-sex Couples

AREA SELECTION

Population Density of Same-sex Couples: United States

- Below 3.9 (per 1k households)
- 3.9 - 4.8
- 4.8 - 6.7
- 6.7 and above



By the Numbers... Households

By the
Numbers...
Spending
Power



AMERICA'S LGBT ECONOMY

The Premiere Report on the Impact of LGBT-Owned Businesses

Contributing
Over \$1.7 Trillion
to the
U.S. Economy

Creating
Good Jobs &
Innovating
Industries

Building Wealth &
Expanding Diversity in
the LGBT Community

**Read the Report.
Get Certified.
Get Connected.**



Presented by the National Gay & Lesbian Chamber of Commerce

By the Numbers...
The Multiplier
Effect





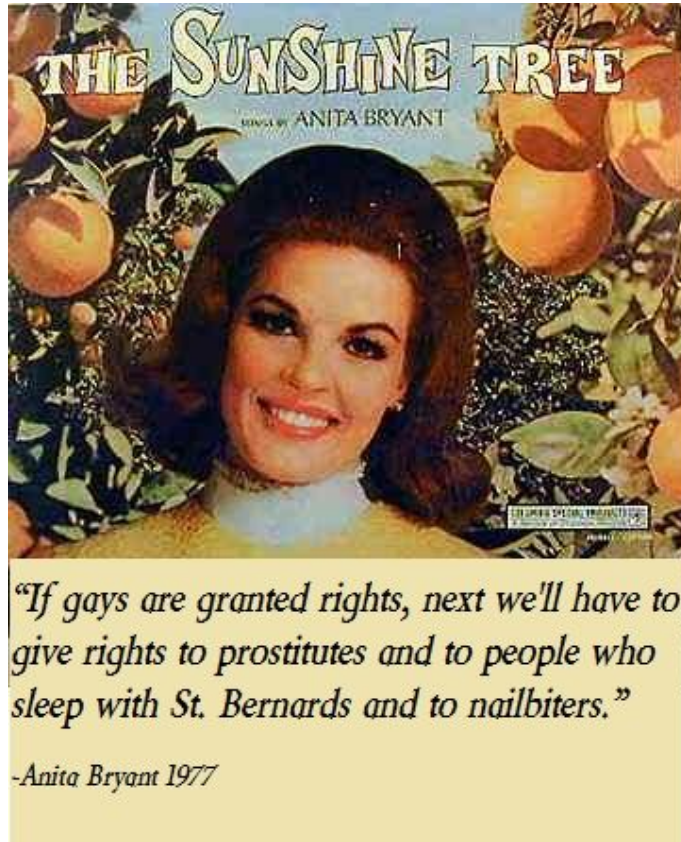
By the Numbers... The
Multiplier Effect

By the Numbers... The Multiplier Effect



115th Congress
Congressional LGBT Equality Caucus

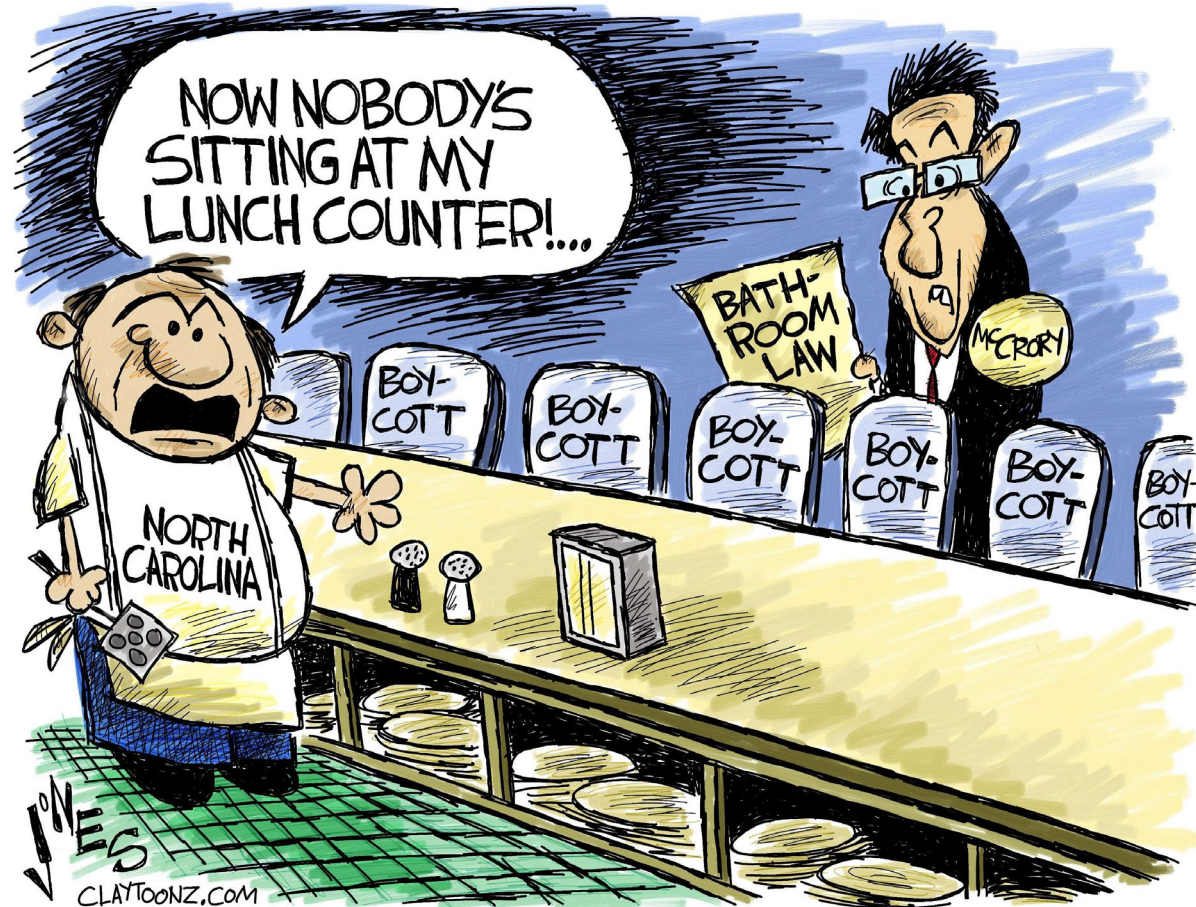
Public Relations – Anita Bryant



Public Relations – Chick-fil-A



Public Relations – North Carolina & HB2




Public Relations – North Carolina & HB2



Public Relations – North Carolina & HB2

CHAMPIONSHIP EVENTS RELOCATED FROM NORTH CAROLINA

- **2016 DIVISION I WOMEN'S SOCCER CHAMPIONSHIP**
- **2016 DIVISION III MEN'S AND WOMEN'S SOCCER CHAMPIONSHIPS**
- **2017 DIVISION I MEN'S BASKETBALL CHAMPIONSHIP**
- **2017 DIVISION I WOMEN'S GOLF CHAMPIONSHIPS**
- **2017 DIVISION III MEN'S AND WOMEN'S TENNIS CHAMPIONSHIPS**
- **2017 DIVISION I WOMEN'S LACROSSE CHAMPIONSHIP**
- **2017 DIVISION II BASEBALL CHAMPIONSHIP**



LGBTQ+ History

The Lavender Scare

The F.B.I. knew those two code experts were fruity fellows, but off to Moscow. How many more pansies do we have, in strategic caught on cameras by cunning Commie agents, to be used as

nothing was done about it until the boys had already minced positions, whose perverted pursuits in hotel rooms have been blackmail bait to make the homos turn against their homeland?

Behind The Scandal Of Those Two Traitors: **HOW THE REDS BLACKMAIL HOMOSEXUALS INTO SPYING FOR THEM!**



William H. Martin (left) and Jerome F. Mitchell, the two lavender lads who were code experts for the U.S. before becoming turncoats and flitting off to Russia.

BY JAMES SHAWCRODIS

THE more case of the two American defectors — so, in fact, is more likely, unless — who were sent to the Reds after slipping away from their work at a government U. S. security agency, has come to a great shock to many people.

No one could understand how two young men like them — clean-cut fellows who looked like typical all-

American boys — could betray their own homeland to the Russians. After all, these men came from solid, thrifty families, lived in the kind of small towns for which this country is famous, and seemed to be from suburban or even young men could be.

You've read about this case in the newspapers and heard about it on the air. But the BIG TRUTH behind it has not yet been told!

For the truth is this:

The Reds are using a new tactic in recruiting spies and saboteurs, and it's working. The new tactic is to give access to American secrets to being — homosexuals!

It is a pattern that is becoming familiar to Western counter-espionage agents. The Reds say these codebreakers are indications and then blackmail them. They tell the homosexual that if he won't give the information they want, they'll see that he's exposed in his own paradiase.

It was these two highly estimable characters of this ilk that the Russians were able to get access to documents in the hush-hush National Security Agency.

The treason of two NSA code experts, Jerome F. Mitchell and William H. Martin, finally brought into action all the agencies of government that SHOULD have been on the job long ago. And the investigations by these agencies — and especially by Congress — have turned up material that's so explosive they'll never be able to suppress it, try as they may.

Maybe the government gentlemen who've supposed to look after security matters just aren't big enough. And any Washington correspondent, or any other (and several) men in the capital, for that matter, and he'll tell you that this is an old, old problem in this library's known news on the Peninsula.

Back in World War II, for example, one of the top men in the State Department was widely known as a homosexual, and yet he was unapproachable. Let one traveler get into a place, and before you know it the place is crawling with long-haired "nuts" who make it right they hope that if they were Blatny Moscow (which they wish they were). And that's what happened at home. The place was crawling with letters, but there was nothing good about this kind of thing. None of the agencies in Washington have been affiliated with this case in any close or intimate, or the dismay of the government girls.

Throughout Washington, Prince George County in adjacent Maryland, and parts of Virginia just across the Potomac, there are scores of places that come almost exclusively to homosexuals. The houses call them "gay" places. Some are night clubs specializing in female impersonation, some are simply bars and grills, and some are supposedly innocuous restaurants.

The police are heavily penalized — so heavily that you wouldn't even allow your wife to come there — and the justice fall into two groups (which is a shaky idea, from their somewhat "mangled" point of view):

- 1) The homosexuals, living it up.
- 2) The Russia agents, serving their masters.

to study the cocktail lounge and in the glare of fluorescent in long white coats hangover, the agent make up conversations with men they've been watching, men who seem to work for the government but don't say what agency. This is the subtle sign of the man who works for a secret agency and has nothing to lose. For a meeting, out of all the

hush-hush security agencies — NSA, Central Intelligence Agency, and the like — it's never tell anyone you work here.

The agents proposition the night home, and off he goes with them to a private room where anything can (and does) happen. But what the books don't show, until the last, is that hidden camera have photo-

Aerial view of the grounds of the National Security Agency, at Fort Meade, Maryland, which was a very hush-hush agency — until these two spies appeared there!





The Lavender Scare



The Stonewall Riots



Stonewall
Riots



Stonewall Riots

HIV - Test

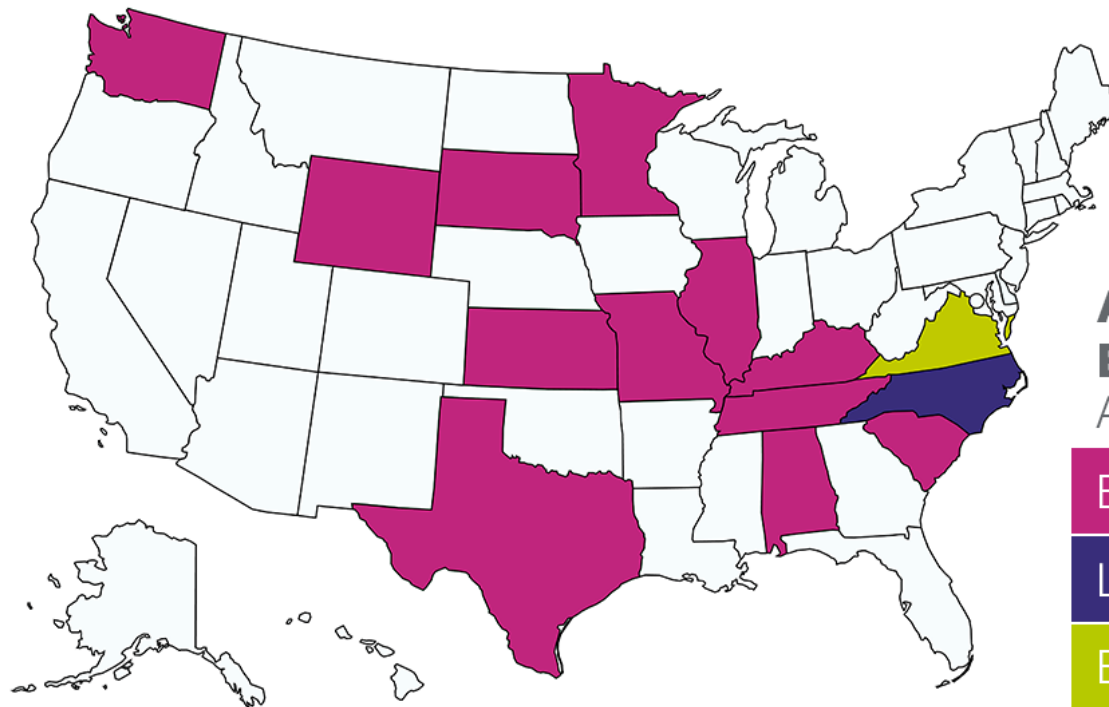
Type of specimen
HIV Infection

Screening test
CPV 380 Analyte (CP)
CPX 070 Analyte (CP)

Confirmatory test
CPX 025

25

Bathroom Bills



GLSEN[®]

glsen.org/bathroombills

**ANTI-TRANS
BATHROOM BILLS**

AS OF 2/9/17

BILL INTRODUCED

LAW

BILL FAILED



BIAS ANXIETY

Our body and brain's response to cross-racial/gender/religious/etc. interactions.

How LGBTQ+ Bias Manifests Itself in the Workplace

Healthcare Policies

Parental Leaves

Forms

Silence

Inaction

Proactive Measures



Create Inclusive Policies & Procedures



Enforce Your Zero-Tolerance Policy



Train Staff of Diversity & Inclusion



Consider an Employee Resource Group (ERG) or Affinity Group



Show Your Support

Words/Phrases Not to Use

Alternative Lifestyle

Sexual Preference

Gender Reassignment

“Choose to be Gay”

Tolerance

Special Rights

“Friend”

“Gay agenda”

Transsexual

What about “Queer”?

Words/Phrases To Use Instead

(There is no replacement for “Alternative Lifestyle”)

Sexual Orientation

Gender Affirming Surgery

Born LGBTQ+

Inclusion

Equal Rights

Partner

Human Rights

Transgender

What about “Queer”?



WHAT IS
INTERSECTIONALITY?

Intersectionality Wheel



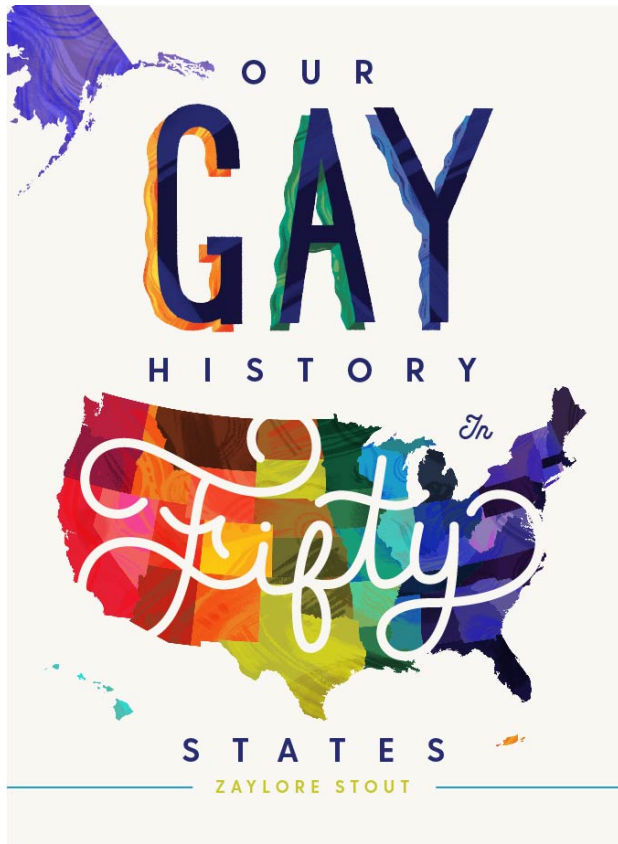


Tying it all TOGETHER



QUESTIONS

ANSWERS



www.StoutsLaw.com

www.Gay50States.com