

BEYOND ALLYSHIP

How to Support and Celebrate Your 2S-LGBTQIA+ Employees in the Workplace



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Our Agenda

What are we talking about today?

- Going beyond performative allyship to support 2S-LGBTQIA+ employees
- Strategies to reduce harm to those with diverse identities & orientations
- Actionable support for 2S-LGBTQIA+, including policies & leader education



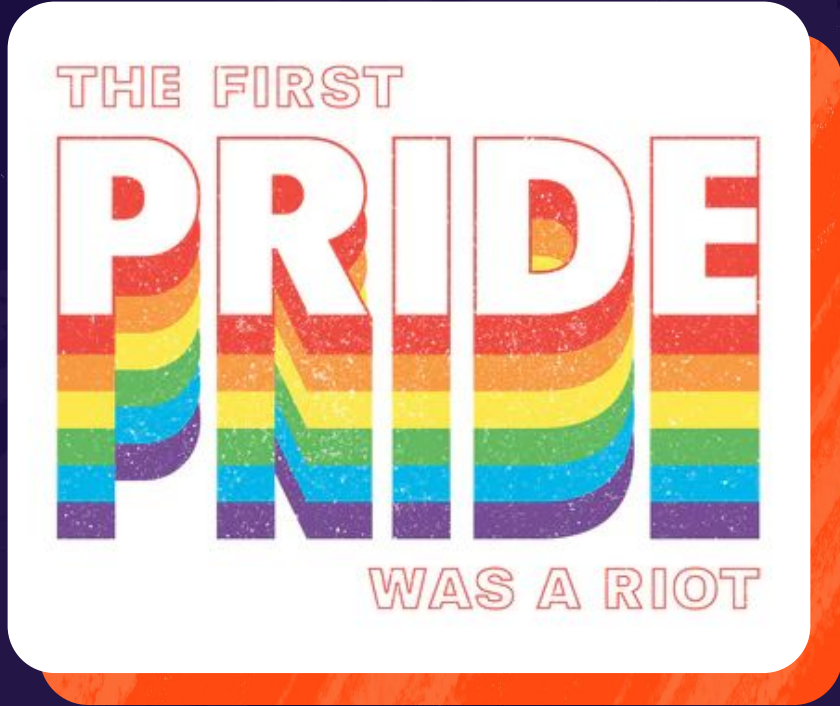


Image Source: [MAKE Vancouver](#)





Image Source: [@clairewillett](#) on Twitter

520

anti-LGBTQ+ bills introduced in U.S. state legislatures in 2023 (a record)

220

bills specifically **targeting transgender and non-binary** people (also a record)

70

anti-LGBTQ+ laws enacted so far this year (yep, another record)

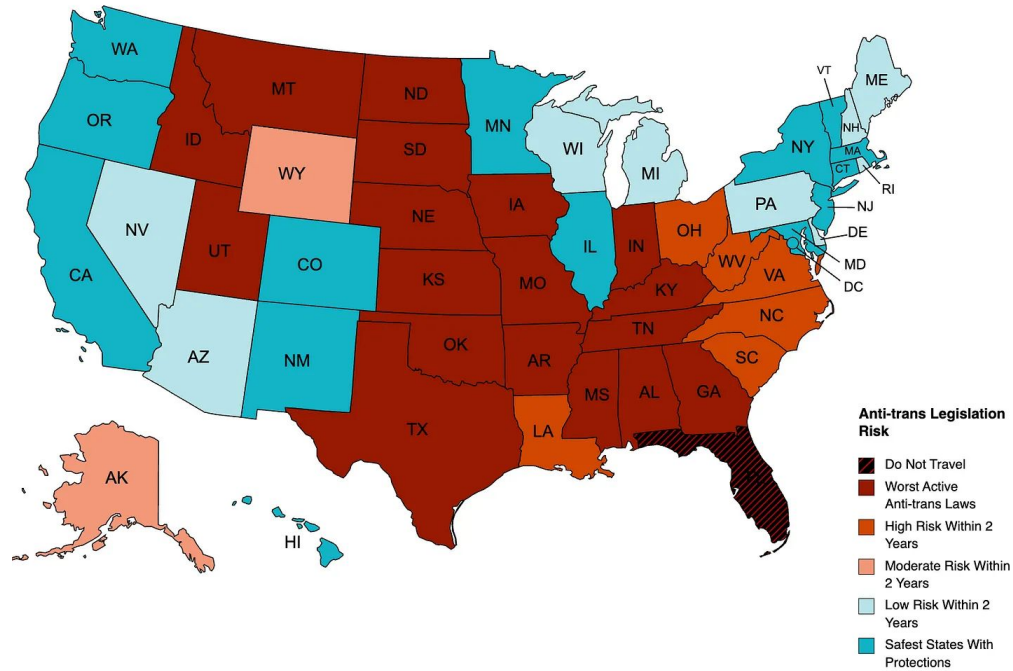
Sources:

[Human Rights Campaign](#)

[Erin Reed / Erin in the Morning](#)



May U.S. Anti-Trans Legislative Risk Map



Source: [Erin Reed / Erin in the Morning](#)



Diverse Teams Perform Better

- **Superadditivity:** The whole of a diverse team is greater than the sum of its parts, and diverse teams outperform homogeneous ones ([S. Page](#))
- **Collective Intelligence:** the shared or group intelligence that emerges from the collaboration, collective efforts, and competition of many individuals
- **Differential Perception:** people from different backgrounds, cultures, nationalities, genders, races, ages, and identities perceive and interpret things slightly differently based on their different life experiences



Taking Action

Ways to Support & Celebrate 2S-LGBTQIA+ Employees

- **Name & Honor the Broader Context:** Beyond “love is love” and 2S-LGBTQIA+ acceptance, name that the cultural and legislative environment has tangible impacts on 2S-LGBTQIA+ employees and their capacity at work.
- **Challenge the Dominant Narrative:** Train managers and senior leaders to be aware of their positional power and its impact(s) on their team’s psychological safety; encourage them to spend their privilege by creating space, “passing the mic” to those with diverse identities.
- **Formalize Safety & Care:** In codes of conduct, employee handbooks, benefits information, etc., move away from cis-heteronormative language and ensure queer and trans people and families are represented and protected (e.g., birthing / non-birthing parents).
- **Move from Policy to Practice:** Ensure policies go beyond intention to impact by codifying specific behaviors that demonstrate or violate policies (and the consequences of violations and processes for repair/harm reduction).



Further Reading & Resources



- [LinkedIn] Lily Zheng, [Advice to Leaders on Getting It Right](#)
- [Book] Amy Edmondson, [The Fearless Organization](#)
- [Article] Amy Edmondson, [Psychological Safety and Learning Behavior in Work Teams](#)
- [Assessment] Harvard University, [Project Implicit](#) (Implicit Bias & Association Tests)
- [Article] Pentland, [The New Science of Building Great Teams](#)
- [Article] Heath & Wensil, [Start With Inclusive Meetings](#)
- [Book] Scott Page, [The Diversity Bonus](#)
- [Article] Deloitte, [Covering in the Workplace](#)

For more on Manager Training & Coaching: [15Five Transform](#)

