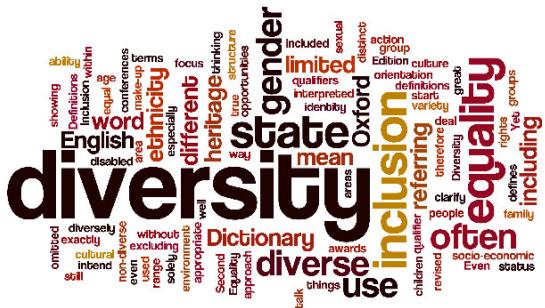


# **Understanding LGBT Diversity and**

**Start Date: 11/18/2015 7:30 AM**

**End Date: 11/18/2015 9:30 AM**



**Speaker:** LGBT Alliance of Rochester along with the GVC SHRM Diversity Council Sponsored by the GVC SHRM Diversity Council and Primerica **Location:** NYSUT Conference Center, 30 North Union Street, Rochester, NY 14607 This program is pre-approved for 1.5 PDC credits by the Society of Human Resource Management and 1.5 HR (General) credits by the HR Certification Institute. Creating safe and inclusive workplaces for lesbian, gay, bisexual, transgender and queer (LGBTQ) employees has been shown to increase productivity, workplace satisfaction and retention. When employees can bring their authentic selves to work, more time and energy is spent on doing their jobs and creating healthy relationships with coworkers. While progress is slowly being made to create more welcoming and inclusive workplaces for LGBTQ employees, there is still much to be done. Below are some eye-opening statistics from the 2014 Human Rights Campaign's The Cost of the Closet, a national study examining workplace climate for LGBTQ employees. 62% of LGBTQ employees report hearing jokes about lesbians and gays in the workplace. 53% of LGBTQ employees hide who they are at work. 20% of LGBTQ employees report looking for another job specifically because their workplace environment wasn't accepting of LGBTQ individuals. In this interactive workshop we will discuss: creating inclusive policies, using respectful and inclusive language, and best practices for inclusion and creating a workplace environment that feels safe and welcoming for all employees. By the end of this session, participants will:

- Recognize how the workplace is impacted when your workforce lacks sensitivity of LGBTQ individuals
- Gain an understanding of basic LGBTQ vocabulary and learn some practical tips about communicating respectfully with LGBTQ people.

•Learn best practices for creating inclusive policies and workplaces

## Location(s)

NYSUT Conference  
Center, 30 North Union  
Street, Rochester, NY  
14607