## **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 Scott Fearing is the current Executive Director for the Gay Alliance, an agency he joined in 2007 as the Program Director. Formerly he served as the Education Director for 15 years at OutFront Minnesota. He began his career in adult education with an emphasis on LGBTQ Diversity Education in 1993 and has delivered thousands of workshops to audiences of all types across the country. In 2012 he was one of 22 people to be certified as a trainer for the National Resource Center on LGBT Aging. In 2014 Scott was invited to give a Rochester TEDx talk, you can see his talk here: http://youtu.be/3UaOl8SYHes Rowan Collins joined the Gay Alliance staff in early 2015 as the Education Coordinator and certified SafeZone Trainer after three years as a volunteer, former intern, and member of the Speakers Bureau. An Albany native, he received his B.A. in Psychology with a minor in Women and Gender Studies from Nazareth College in the spring of 2014. During his undergraduate career Rowan led campus groups, including two years as Vice President and President of Lambda (Nazareth's LGBTQ student organization). He also worked with various LGBT NGOs, including the Empire State Pride Agenda and The Self Made Men. He has been a lifelong advocate for equality and has found exceptionally

## Location(s)

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