

# Bryq Pride Guide 2023 Edition

Celebrating Pride in June. July.  
And every other month of the year.

**WORKSHEETS. CHECKLISTS. QUESTIONNAIRES.  
HOW-TO GUIDES. SCORECARDS. AND MORE!**

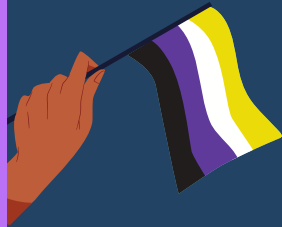


# Bryq Pride Guide



## What to Expect

- A Mini-Guide to Using Pronouns
- An LGBTQ+ Glossary of Terms
- An LGBTQ+ Hiring Checklist & Inclusivity Scorecard
- An Allyship Questionnaire
- Workforce-related LGBTQ+ Facts & Statistics
- Reading Material About Creating an Inclusive Workplace & Encouraging Authenticity at Work



## People Who Should Read This...

- HR Professionals
- Recruiters
- People Managers
- Diversity Leaders
- If you are in a management or leadership position.
- If you're wanting to learn more about LGBTQ+ inclusivity at the workplace or looking for resources to help educate your company further.
- If you want to become a better ally.



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# Why Pride Matters.

Hello readers - and Happy Pride!

We hope you're enjoying Pride Month celebrations and we want to warmly welcome you to our Pride Guide.

It was important for us to create this Pride Guide for our readers because Pride is not only important, but it is necessary in order for our world to get to a point of no discrimination and equal rights for all. Bryq is built upon the mission of eliminating bias throughout the workforce. This is what we will continue to fight for - always.

This year, we reflect on over 50 years of Pride by celebrating our LGBTQ+ friends and colleagues, remembering those who have died fighting for equal rights, and reflecting on how much work there is yet to be done for the LGBTQ+ community.



# THE LGBTQ+ UMBRELLA

## The terms you'll need to know.

If you're looking to be the best ally possible, you'll need to brush up on your LGBTQ+ vocabulary!

Note that the LGBTQ+ community is diverse, and the terms listed underneath the umbrella are a non-exhaustive list.

On the following pages, we'll break down some of the definitions so you can get a better understanding of what they mean and why they're important to get right.



**LESBIAN**

**GAY**

**QUEER**

**TRANSGENDER**

**ASEXUAL**

**BISEXUAL**

**NON-BINARY**

**PANSEXUAL**

**AGENDER**

**GENDER FLUID**

**INTERSEX**

**GENDERQUEER**

**GENDER NON-CONFORMING**

# THE LGBTQ+ UMBRELLA

## GLOSSARY OF TERMS

Below are examples of LGBTQ+ terminology you are likely come across when reading about the LGBTQ+ community. Note that the LGBTQ+ community is diverse, so this list is not exhaustive.



### **lesbian**

a woman who has a romantic and/or sexual orientation towards women.

### **gay**

a man who has a romantic and/or sexual orientation towards men; may also be used as a generic term for lesbians or gay sexuality in general.

### **bisexual/bi**

an umbrella term used to describe a romantic and/or sexual orientation towards more than one gender.

### **transgender/trans**

an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

### **queer**

a term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity.

+

the "+" represents all of the gender identities and sexual orientations that are not specifically covered by the other five initials.



# THE LGBTQ+ UMBRELLA

## GLOSSARY OF TERMS (*continued*)

### **asexual**

a person who experiences little or no sexual attraction and/or lacks interest in sexual behavior or relationships.

### **non-binary**

an umbrella term for people whose gender identity does not fall within the binary genders of 'man' or 'woman'.

### **pansexual**

a person whose romantic and/or sexual attraction towards others isn't limited by either sex nor gender.

### **agender**

a person with very little or no connection to gender or someone who sees themselves existing without gender.

### **gender fluid**

a person who does not identify with gender binary of 'male' and 'female' who moves within genders and gender stereotypes.

### **genderqueer**

a person who doesn't identify or express their gender within the gender binary. They may identify as neither men nor women, may see themselves as outside of or in between the gender binary, or may simply feel restricted by gender labels.

### **ally**

a typically straight and/or 'cis' person who supports the LGBTQ+ community and fights for their rights in and out of the workplace.

### **intersex**

a term used to describe a person who may have the biological attributes of both sexes.

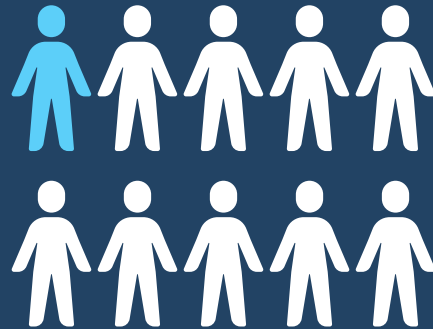


# LET'S GET LGBTQ+ FACTS STRAIGHT

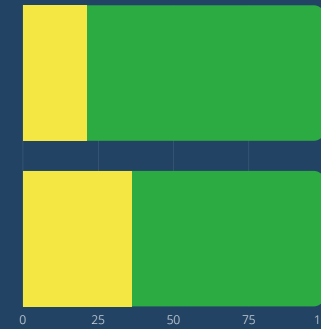
Let's cut to the chase: LGBTQ+ employees still face discrimination in 2023 – and in large numbers across the globe. While 21% of European LGBTQ+ employees reported discrimination in the workplace, 36% of American LGBTQ+ employees reported the same.



Nearly half of LGBTQ+ employees are closeted at work.



Only about 1 in 10 upper-managers are LGBTQ+. Only 7% are senior executives. There is rarely transgender representation.



21% of LGBTQ+ Europeans reported discrimination at work. 36% of LGBTQ+ American reported the same.

Additionally, nearly half of LGBTQ+ employees are closeted at work. These numbers are even worse for members of the LGBTQ+ community who identify as people of color, women, or disabled. In China, things are somehow even more terrible for LGBTQ+ employees, where a whopping 95% of employees remain closeted at their jobs.



# TRANS RIGHTS ARE HUMAN RIGHTS!

Transgender employees around the world face even bigger obstacles at their jobs. State laws stripping rights away from transgender individuals have made it even harder for trans people to work authentically in the U.S. 90% of trans employees reported either workplace discrimination or felt they needed to hide their identities in order to do their jobs.

In Europe, a shocking six times as many transgender individuals have experienced assault at their jobs compared to cis-gendered members of the LGBTQ+ community.

There's also not enough LGBTQ+ representation among industry leaders. In a recent survey, only 11% of managers identified as either gay or lesbian, while none of the respondents identified as trans or non-binary. This same study shows that LGBTQ+ employees only make up a mere 7% of senior executive roles, with LGBTQ+ women faring much worse in every step of the management pipeline. The numbers demonstrate that LGBTQ+ employees need to work harder than other employees to overcome professional obstacles.

But we can fix this! We can improve these figures by implementing and enforcing LGBTQ+ policies that help create and foster safe spaces where LGBTQ+ workers can be themselves.





# ALLYSHIP QUESTIONNAIRE

## Are you being the best ally you can be?

Have you and your team fill out this questionnaire and reflect on what it means to be an ally and to reflect on what more you can be doing to show your allyship to the LGBTQ+ community.

**Have you ever used your privilege as a heterosexual and/or cisgendered person to come to the defense of an LGBTQ+ friend or coworker?**

**Do you amplify the voices of your LGBTQ+ colleagues? How are you helping them to have their voices heard more loudly and more attentively?**

**How do you define allyship? What **do you do** to demonstrate your allyship to the LGBTQ+ community loudly and proudly?**

**How have you educated yourself on LGBTQ+ rights in order to learn more about what needs to be done for the community?**

**Define what allyship means to you in five words.**

**List four (4) ways you yourself can be a better ally at work and in your every day life.**



# THE IMPORTANCE OF LGBTQ+ INCLUSIVITY & EQUITY THROUGHOUT THE HIRING PROCESS

Your commitment to your LGBTQ+ employees starts *way* before they're onboarded into their roles. It starts from the moment they click on your job ad.

When we are writing the job description for the roles we are looking to fill, it's important for us to understand the language we are including in them. We may be unintentionally using non-inclusive language that is causing diverse talent to navigate away from our job listings and back to the job board.

If you are using gender-coded words and expressions (such as "his/her") or language that might offend - they're likely to move on to the next career opportunity.

Turn to the next page to find an LGBTQ+ hiring checklist as well as an inclusive language table to help you clean up your job listings and discover the best LGBTQ+ talent out there!

*Our commitment to LGBTQ+ employees starts way before they're hired. It starts the moment they click on your job ad."*

# LGBTQ+ HIRING CHECKLIST

Use this checklist to make sure you're ticking all of the boxes in your LGBTQ+ hiring strategy.



**I've included more inclusive language throughout my job description.**

Some of the language you're using in your job descriptions might be stopping LGBTQ+ candidates from applying for your open role. Take a look at the chart on the right to see where you might be able to make your job descriptions more inclusive to LGBTQ+ candidates.



**I'm taking appropriate measures to eliminate bias from the hiring process.**

Too many LGBTQ+ candidates are discriminated against throughout the hiring process and when being considered for promotional opportunities. Using things like data-driven assessments and structured interviews helps bypass bias.



**I've changed "sexual preference" to "sexual orientation".**

Indicating that somebody's sexual orientation is a 'preference' indicates that it's their choice to be gay, lesbian, etc. Leave it out of your corporate materials.



**I've done research regarding where to post my job listing.**

If you are serious about making your hiring strategy inclusive and equitable to LGBTQ+ candidates, you'll post your job listing on LGBTQ+ job boards and professional communities on platforms like LinkedIn.



**I've included an EEOC statement.**

Including an Equal Employment Opportunity Commission (EEOC) statement that clearly states that members of the LGBTQ+ community will not be discriminated against in the hiring process lets LGBTQ+ candidates know that your company takes their rights seriously and that your organization is a safe space for them to be themselves.

Non-Inclusive Language You're Using	Inclusive Language to Use Instead
his/her	their
guys and girls	everybody, people, etc.
husband/wife	partner
maternity/paternity leave	parental leave
transgendered	transgender

## THE BENEFITS OF LGBTQ+ AUTHENTICITY AT THE WORKPLACE

One of the most important things that you can do as an employer is to cultivate a welcoming, inclusive and equitable environment for LGBTQ+ employees that encourages them to be their most authentic selves.

Authentic diversity enhances productivity, increases creativity, and sparks innovation. The companies that put effort into their DEI programs are the ones that often experience global success. These companies also create loyal teams who want to contribute towards what they are doing.



LGBTQ+ employees that feel comfortable “coming out” in their work environments are more productive, more open to connecting with the rest of their team, and experience better physical and mental well-being.

Putting an emphasis on authenticity being embraced in your office alleviates the fear of “onlyness” in LGBTQ+ employees - meaning they will feel less stress being the “only” one on their team that is quite like them.

## **THE RISKS LGBTQ+ EMPLOYEES FACE BEING THEIR AUTHENTIC SELVES AT WORK**

Of course coming out in 2023 still carries a degree of risk. This is especially dependent on one's location, culture, or even industry. LGBTQ+ employees should carefully assess whether or not their workplaces are safe spaces for them to be themselves.

However, not coming out carries a degree of risk as well. LGBTQ+ employees may risk not living up to their full potential. They may also feel trapped at work out of fear of being their authentic selves. It's always great to create a safety plan in case coming out doesn't go as planned. If you are an LGBTQ+ employee, look at your company's non-discrimination policy before coming out to see if it will protect you from possible harassment.

Coming out to a small group of co-workers first might also be a good way to slowly come out if you are having reservations.

While it's important for any LGBTQ+ person to assess any potential risks of coming out at work, there are a number of ways that you and your team can alleviate these possible dangers by creating a safe space for LGBTQ+ employees.

*There are a number of ways that you and your team can alleviate possible dangers by creating a safe space for LGBTQ+ employees."*



## ENCOURAGING AUTHENTICITY MEANS LESS BIAS

If you long for an innovative and diverse company, then ensuring that your work environment is a safe space for LGBTQ+ employees to be their authentic selves is a must.

Normalizing and encouraging authenticity in the workplace will also lead to less bias. Discrimination against LGBTQ+ individuals also shows that resumes are an inaccurate determinant of individual skills. Hiring managers often make decisions based on their own biases – whether they realize it or not.

Studies show that when resumes and cover letters from openly gay and lesbian candidates are presented to decision-makers, these candidates are often seen as having worse social skills, less competence, and are deemed less hireable than their heterosexual counterparts despite having the necessary skill sets to be qualified.

Male-dominated industries like the STEM sector are also losing tens of thousands of valuable and talented LGBTQ+ employees due to LGBTQ+ bias. Instead, these workers are leaving STEM industries in order to work in industries that are more accepting.



# FLY YOUR PRIDE!

## FLY IT HIGH, FLY IT PROUDLY.

Pride flags are a great way to show off our diversity. We encourage you to hang some of these around your office or create Zoom backgrounds incorporating these flags for your employees to use!



**Pride Flag**



**Trans Flag**



**Bisexual Flag**



**Non-Binary Flag**



**Asexual Flag**



**Intersex Flag**



**Pansexual Flag**



**Lesbian Flag**

## HOW TO CREATE **SAFE SPACES** FOR LGBTQ+ EMPLOYEES

LGBTQ+ initiatives need to be actively promoted and recognized all 365 days of the year – not just in June. You cannot just change your company’s Instagram logo, hang up a pride flag and call it a day. What are you actively doing every day of the year to ensure inclusivity and to encourage authenticity?

Creating LGBTQ+ inclusive policies is your first step towards a welcoming work place. Other great ways to ensure an equitable workplace are to create gender-neutral bathrooms, introduce an LGBTQ+-friendly dress code, and to offer transgender-inclusive medical benefits such as covering costs related to transition surgeries if you have the ability to do so.

Additionally, you can create LGBTQ+ mentorship programs in order to fill any LGBTQ+ leadership gaps you might recognize.

The next pages show us three ways you we start making a difference **TODAY!**



## #1: BE TRANSPARENT FROM DAY ONE

You should also be open about your LGBTQ+ policies in the interview process. Potential hires may be too afraid to ask questions about your inclusivity policies during their interviews. They might be afraid that their sexual orientation or gender identity could lose them a job or promotional opportunity.



Acknowledging what you are doing to combat bias and create an inclusive workplace for your team is really important. It allows LGBTQ+ hires to feel comfortable being themselves right out of the gate.

Ensure that your job descriptions and the language used throughout your hiring process is welcoming, inclusive and free from gender-coded or offensive words or phrases.

## #2: CREATE POLICIES THAT ENCOURAGE AUTHENTICITY

A great way to encourage authenticity in the workplace is by creating an LGBTQ+ inclusive non-discrimination policy. Be sure to include wording that relates to both gender identity and gender expression. Do not assume that you don't need these policies simply because you don't have visible or "out" LGBTQ+ employees. Remember that nearly half of all LGBTQ+ employees remain closeted at work out of fear. Creating and enforcing these policies gives these employees the green light to be themselves at work, and make sure *everybody* knows that they exist.



While including your LGBTQ+ team members in the creation of these policies is necessary, this shouldn't fall entirely on their shoulders as "spokespersons" for the community. Creating LGBTQ+ inclusive environments needs to be a team effort. LGBTQ+ employees should be involved in creating policies or even leading these projects, but the teams should be diverse. Are there no open or "out" members of your team? This could be a wake-up call regarding your company's inclusivity efforts or its lack of diversity.

## #3: ENCOURAGE THE USE OF PRONOUNS

To help create a safe space for LGBTQ+ employees, you can also encourage team members to openly display their pronouns in emails and job profiles. even if they consider themselves to be heterosexual and/or cisgendered. We have been using pronouns for hundreds of years, and "they" has been used as a gender neutral personal pronoun since the 14th century (*Source: MIT*). Our point? *This is nothing new.*

We're sure you've seen these before, either in emails or on LinkedIn, where somebody has, for example, "he/him" next to his name. This indicates to people that this person would like to be referred to as "he/him" and that this person identifies as a male.

A question that pops up often is "Why are pronouns important? Why should I use them if I'm straight and/or cisgendered?"

While it might not seem important to some, the use of pronouns encourages trans and non-binary employees to authentically express who they are without judgement from their teammates knowing that their place of employment is a safe space to be themselves.

To learn more, we've included a "Mini Guide" to pronouns on the next page that is sure to help you understand them better and foster inclusivity.



# BRYQ'S PRONOUN MINI GUIDE

Use this guide to help you learn about and navigate the use of gender pronouns in the workplace (and outside of it!)

## #1: What are pronouns?

Pronouns are words that are used to describe the person speaking ("I", "you") or are used to describe someone or something that is being talked about ("he", "she", "they", "it", etc.)

People use pronouns to identify themselves and who they are to others.

## #2: Can I ask somebody what their pronouns are if I am unsure?

Absolutely. It is much better to ask somebody what pronouns they prefer rather than making assumptions!

## #3: What if I use incorrect pronouns to address somebody?

It's OK! So long as you aren't intentionally misgendering somebody. Everybody is allowed to slip up. Apologize to the person and make it a point to get them right the next time.



## #4: Why is using pronouns important?

It's important because it gives people a chance to self-identify themselves without having people make false assumptions about how they identify. It encourages and fosters a safe environment for people of any and all genders.

## #5: Why do some people use multiple pronouns?

*(Example: "she/they")*

There are many reasons why a person might choose to use multiple sets of pronouns. One set of pronouns might not capture who they are as people or how they fully identify as being.

# SEX VS GENDER

## What's the Difference Between the Two?

While often used interchangeably, gender and sex are two separate things. While sex refers to characteristics of a person that are biologically defined (reproductive organs, hormones, chromosomes, etc.), gender refers to socially constructed characteristics of males and females (social norms, societal roles, etc.) and is psychological.



### **cisgender/"cis"**

a person whose gender identity is the same as the sex they were assigned at birth.

### **transgender/"trans"**

a person whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

### **non-binary**

a person whose gender identity does not fall within the binary genders of 'man' or 'woman'.

Note that the above three terms are just three of many gender identities. Some might have a gender identity that is the same as the sex they were assigned at birth, some might have an identity that doesn't align with the sex they were assigned at birth, some might not identify as either, or some may identify as both. Remember that the only person that is allowed to identify their gender is THEM. Never assume one's gender, and never purposely misgender somebody. You do not get to disagree with who somebody is fundamentally as a person. We must be respectful, willing to learn, and ready to treat people with decency and kindness.

# A QUICK PRONOUN CHART

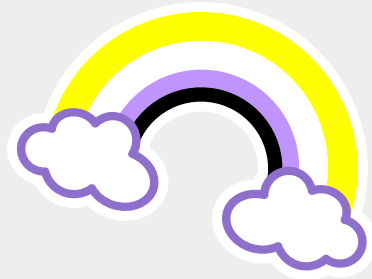
Below are some of the most common gender pronouns that people use. Note that this is a non-exhaustive list and that there are many pronouns a person might identify with, and that some might use multiple sets of pronouns to identify themselves.



	Subject	Object	Possessive	Used in a sentence
Gender Binary	He	Him	His	He is a great co-worker!
Gender Binary	She	Her	Hers	She is a great co-worker!
Gender Neutral	They	Them	Their	They are a great co-worker!
Gender Neutral	Ze	Hir	Hirs	Ze is a great co-worker!

# LGBTQ+ INCLUSIVITY SCORECARD

Use this scorecard to see how your company can improve upon their LGBTQ+ inclusivity efforts.



For every "yes", add 10 points to your total LGBTQ+ inclusivity score!

0 - 20: You're not doing enough to cultivate and encourage LGBTQ+ inclusivity at work.

20 - 40: You're only beginning to create an inclusive environment for LGBTQ+ employees. Keep going, there's work to be done!

40 - 60: There are things you're doing to cultivate LGBTQ+ inclusivity that are making a difference, but you're not doing all that you can.

60 - 80: You've done great things to foster an inclusive workplace for your LGBTQ+ employees. Can you fill in the gaps from this scorecard?

80 - 100: You have done an incredible job cultivating LGBTQ+ inclusivity, but remember there is *always* more work to be done!

LGBTQ+ Inclusion Point	Yes or No?
There is a unisex toilet at my office.	
My company encourages employees to share their pronouns.	
We celebrate Pride Month at my organization.	
My company celebrates other LGBTQ+ events throughout the year.	
We have an LGBTQ+/Pride Network at my organization.	
My company has an LGBTQ+ mentorship and/or leadership program.	
Allyship to the LGBTQ+ community is visible at my job.	
We have introduced technology and policies at our organization that eliminate bias and discrimination throughout the hiring process.	
Our job descriptions are written with LGBTQ+ inclusive language and without gender-coded words.	
Our company policies are LGBTQ+ inclusive and worded as such, without any gender-coded language.	
<b>TOTAL LGBTQ+ INCLUSIVITY SCORE</b>	

**REMEMBER: PRIDE ISN'T JUST A LOGO CHANGE. PRIDE IS...**

**A C T I V I S M**

**A U T H E N T I C I T Y**

**B E L O N G I N G**

**C E L E B R A T I N G**

**D I V E R S I T Y**

**E Q U I T Y**

**E Q U A L I T Y**

**I N C L U S I O N**

**R E S P E C T**

**CELEBRATING PRIDE IN JUNE. JULY. AND EVERY OTHER MONTH.**

**Bryq** AI  
TALENT  
INTELLIGENCE

# ABOUT THE AUTHOR



**JACE DILAMANNO**

*(he/him)*

A proud member of the LGBTQ+ community, Jace has volunteered for multinational queer networks and has taken part in Pride initiatives internationally and on a professional level.

While at Bryq, Jace has developed an LGBTQ+-inclusive Code of Conduct template for HR professionals, developed a "Pride Guide" to help companies foster LGBTQ+ authenticity within their workplaces, and has created content to help companies become better allies and more DEI-minded throughout their hiring process.

Jace enjoys writing about vulnerability, authenticity and anti-bias at the workplace whenever he can.

To learn more about how Bryq is helping companies eliminate bias from the hiring process, contact us at [info@bryq.com](mailto:info@bryq.com) or by following us on LinkedIn

# ABOUT Bryq

AI  
TALENT  
INTELLIGENCE

Bryq is an AI-assisted Talent Intelligence platform built upon validated psychometrics that looks at who people *are* and what they are capable of, not just what they've done professionally in the past.

Bryq will diversify your team and build upon organizational culture. From hiring to retiring, Bryq helps eliminate bias from your hiring and internal processes and create non-linear career pathways for your employees no matter their background.

Our customizable Bryq 'Indicators' give employers valuable insight into the inner-workings of job candidates and existing employees - allowing companies to better manage their talent. Resumes and unstructured interviews don't improve your talent management process - science does.

Build a stronger, smarter, more diverse work culture at your company - Bryq by Bryq.

[For more information visit www.bryq.com](http://www.bryq.com)



# GLOSSARY OF SOURCES

[BBC, \*The Risks of Coming Out At Work\*](#)

[Bryq, \*Pride Guide to Encouraging Authenticity At the Workplace\*](#)

[CNN, \*LGBT Coming Out At Work\*](#)

[The Human Rights Campaign Foundation: \*Employment Non-Discrimination\*](#)

[IBM Study: \*LGBT Discrimination in US Workplaces Remains High Despite Global Focus on Social Justice\*](#)

[Marketwatch, \*Almost half of LGB professionals experience discrimination at work — and it's even worse for people of color\*](#)

[McKinsey, \*How the LGBTQ+ Community Fares in the Workplace\*](#)

[Sage Publications, \*Measuring and Resolving LGBTQ Disparities in STEM\*](#)

[Stanford University, \*Authenticity Can Help LGBTQ Leaders Be More Effective\*](#)

[Stonewall, \*List of LGBTQ+ Terms\*](#)

[The Story Exchange: \*4 Ways to Actually Help LGBTQ Workers\*](#)

