

ABOUT THIS RESOURCE

This resource is produced by Stonewall, a UK-based charity that stands for the freedom, equity and potential of all lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) people.

At Stonewall, we imagine a world where LGBTQ+ people everywhere can live our lives to the full.

Founded in London in 1989, we now work in each nation of the UK and have established partnerships across the globe. Over the last three decades, we have created transformative change in the lives of LGBTQ+ people in the UK, helping win equal rights around marriage, having children and inclusive education.

Our campaigns drive positive change for our communities, and our sustained change and empowerment programmes ensure that LGBTQ+ people can thrive throughout our lives. We make sure that the world hears and learns from our communities, and our work is grounded in evidence and expertise.

To find out more about our work, visit us at www.stonewall.org.uk

Registered Charity No 1101255 (England and Wales) and SC039681 (Scotland)

Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where we're all free to be. This does not constitute legal advice, and is not intended to be a substitute for legal counsel on any subject matter.

CYNHADLEDD GWEITHLE STONEWALL CYMRU 2020 STONEWALL WORKPLACE CONFERENCE



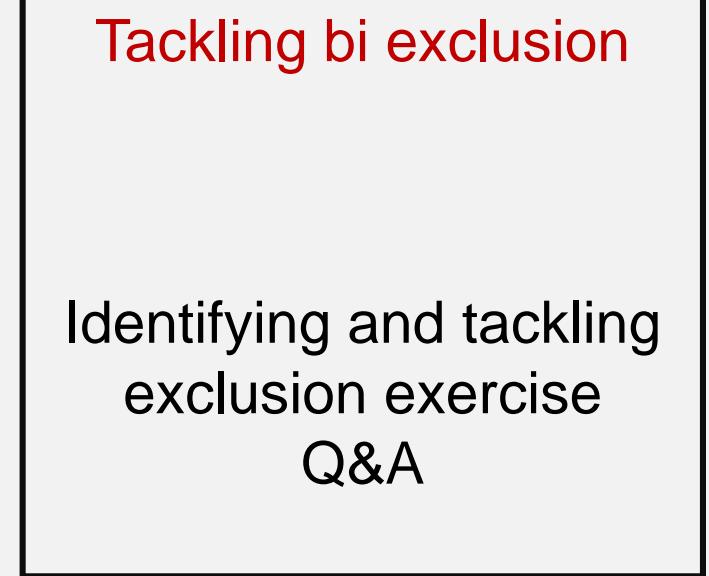
A1 | Understanding and championing bi identities in the workplace

Facilitators | Tajah Hamilton, they/them, Client Account Manager, Stonewall
Marcus Paterson, he/him, Senior Sport Empowerment Officer, Stonewall

Speakers | Anna Rice, they/them, Patent Examiner, Intellectual Property Office
Dr Nikki Hayfield, she/her, Senior Lecturer in Social Psychology, University of the West of England

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In a 2015 YouGov survey, when asked to plot themselves on a sexuality scale:

19% of British people chose something other than ‘100% straight or gay/lesbian’

This figure rises to **43%** among 18 – 24-year old's. **3%** of these respondents identified as bisexual

Terminology

Bi is an umbrella term used to describe a person's romantic and/or sexual attraction towards people of more than one gender. Not everyone who's attracted to people of more than one gender identifies as bi.

Bi people may describe themselves using one or more of a wide variety of terms, including, but not limited to: bisexual, pan, queer, and other non-monosexual identities. Understanding the meaning of terms like these will help you better support bi people.

Terminology

Sexual orientation can be fluid and coming out as bi could be a part of someone coming out as having a monosexual identity; **however**, someone's identity, at that time, as determined by them, **is bi**, and consequently shouldn't be questioned.

Everyday life

32% of bi people aren't open about their sexual orientation to anyone in their family, compared to 10% of gay men and 5% of lesbians

19% of bi people say that their religious community isn't welcoming towards LGBT people

1 in 5 LGBT people aren't out to any healthcare professionals about their sexual orientation when seeking general medical care. This number rises to **40%** of bi men and **29%** of bi women

Everyday life

'Being bisexual means finding yourself excluded by gay people and straight people in social settings. I only tell my friends about my sexuality, meaning it is hidden from my family and my work colleagues. Bisexuality is a hidden sexuality through people's lack of acceptance. *Kendra, 32 (Scotland)*

LGBT in Britain – Home and Communities (2018) Stonewall
LGBT in Britain – Health (2018) Stonewall

Barriers to bi inclusion

Denial

Stereotyping

Exclusion

Erasure

Bi denial

Questioning the existence of bi identities or of certain groups of bi people (e.g. bi men, bi people of colour, bi trans people and bi non-binary people).

Believing that bi people need to ‘make up their minds’ or ‘stop sitting on the fence’.

Viewing bi people as confused about their sexual orientation or on their way to another identity.

Questioning the need for bi-specific work and expecting bi people to make do with gay and lesbian work.

Bi denial

People who claim bisexuality, according to these critics, are usually homosexual, but are ambivalent about their homosexuality or simply closeted. "You're either gay, straight or lying," as some gay men have put it.

The New York Times

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Bi stereotyping

Viewing bi people as greedy, promiscuous or incapable of monogamy.

Thinking that bi people will always leave their partners for someone of another gender.

Viewing bi people's sexual orientation as performative and attention seeking.

Believing bi people to be manipulative or duplicitous.

Assuming that bi people are a threat to relationships/families.

Bi stereotyping

Biggins 'Sorry' For Bisexual AIDS Remark

Producers remove the Celebrity Big Brother contestant for voicing his belief that bisexual individuals helped spread AIDS.



Straight people think bisexual women are more promiscuous and neurotic, study finds



Josh Jackman

4th April 2018, 12:42 PM



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Bi exclusion

Providing no bi-specific services/resources and expecting bi people to be covered by heterosexual and gay/lesbian services and resources.

Claiming to speak for LGBT people and failing to include bi in the name or mission statement of the group.

Creating lists or setting up panels on LGBT issues with minimal or no bi representation.

Questioning if bi people with different-gender partners should be allowed in LGBT spaces.

Suggesting bi people are ‘betraying the cause’ of acceptance of same-gender relationships by ‘not being gay enough’

Bi exclusion

Orange Is the New Black

Everyone's favorite Netflix show has become a phenomenon by depicting trans and lesbian storylines with an authenticity missing from other TV representations. Unfortunately, the same can't be said for the bisexual character Piper. **The word "bi" comes up just once** in the two seasons of the show, and Piper is even referred to as a "former lesbian."

Gay Men's Clinic - Balham

BALHAM HEALTH CENTRE, 120-124 BEDFORD HILL, BALHAM, SW12 9HS

STI and HIV Sexual Health Clinic

Bi erasure

Assuming that everyone is either heterosexual or lesbian/gay.

Referring to homophobia or homophobia and transphobia rather than homophobia, biphobia and transphobia when discussing anti-LGBT attitudes, behaviours and structures.

Assuming someone's orientation based on the gender of their current partner.

Failing to notice or believe biphobia or call out the invisibility of bi people within LGBT work.

Bi erasure

CAREER DEVELOPMENT

How to support your lesbian
and gay employees

*WHY BE RACIST, SEXIST,
HOMOPHOBIC,
TRANSPHOBIC
WHEN YOU COULD JUST
BE QUIET?*

KRISTEN STEWART'S
NOW A LESBIAN AND
DATING ALICIA
CARGILE?: 'SHE'S
REALLY HAPPY WITH
HER'

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What can you do?

It's not all doom and gloom

Celebrate

Educate

Awareness
raising

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Josephine Baker



Sylvia Rivera



Frida Kahlo

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Janis Joplin



Brenda Howard



Lou Reed



David Bowie



Marlene Dietrich



Virginia Woolf



Shakespeare

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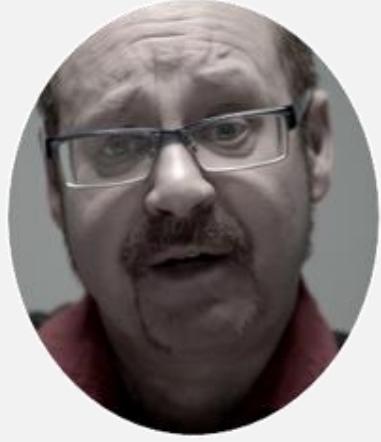
Janelle Monae

Frank Ocean



Lady Gaga

Rina Sawayama



Rupert Raj

Tessa Thompson



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Roxanne Gay

Alan Cumming



Lani Ka'ahumanu

Ericka Hart



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Celebrating and awareness raising

Blog posts / articles

Lunch and learns

Bi inclusive signaling – laces, lanyards, mugs, stickers

Videos

Posters

Profiling



ÁLVARO HERRERA LÓPEZ,
PRINCIPAL MACHINERY ENGINEER, AIR PRODUCTS

LGBT Workplace Stories is a project to share the experiences of LGBT role models across different sectors, regions and walks of life. Read Álvaro's full story at www.stonewall.org.uk/workplace-stories

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Dr Nikki Hayfield

Senior Lecturer in Social Psychology
University of the West of England, Bristol
Pronouns: she/her

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Bisexuality, pansexuality, and asexuality in the workplace

Dr Nikki Hayfield

Senior Lecturer in Social Psychology

University of the West of England (UWE), Bristol

Being out and open in the workplace?

- 6% of lesbians, 8% of gay men, and 55% of bisexual people are not out in British workplaces (See & Hunt, 2011)
- 50% of lesbians, 48% of gay men, versus only 11% of bisexual people reported that most or all of their colleagues knew about their sexuality (Pew Research Centre, 2013)
- Pansexual, asexual, and plurisexual people

Invisibility in workplace policies

- Workplace policies have traditionally privileged heterosexual employees
- More recently lesbian and gay people have been somewhat included in workplace policies
- Bisexual, pansexual, asexual, and plurisexual people and their identities are often invisible or invalidated within workplace policies and workplace culture



Feelings of exclusion

- Equal rights and diversity related marketing frequently framed around same sex/gender relationships
- Bisexual (and perhaps pansexual, asexual, and plurisexual) people can feel invisible, excluded, and silenced
- Bisexual (and perhaps pansexual, asexual, and plurisexual) people may feel they are considered allies rather than fully fledged members of LGBTQ+ networks

Experiences of the workplace

- Higher levels of personal and work related bullying and of workplace harassment / verbal stigmatisation among bisexual people
- Low staff satisfaction rates
- Pansexuality, asexuality, plurisexuality, and multiple marginalisation?



Barriers to being out and open

- How to come out as bisexual, pansexual, asexual, or plurisexual?
- Private identities in public spaces
- The importance of identity?
- Bisexual marginalisation and biphobia
- Work specific sexuality stereotypes
- How out and open?



Visibility matters!



Being out and open understood to be personally and professionally beneficial

Bisexuality, pansexuality, asexuality, and plurisexualities may be unspeakable which perpetuates invisibility and impacts on workplace experience

Anna Mary Rice
Patent Examiner
Intellectual Property Office
Pronouns: they/them

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Intellectual
Property
Office

Bi identities in the workplace

Anna Rice

My pronouns are they/them



“ Finding the LGBT community was like joining a new club that I (*technically*) belonged to, but when I arrived to pick up my towel and complimentary gym pass, my membership was called into question.”

○ *Anna Aagenes, Bi activist*

Being Bi in the workplace

Intersectionality

Mental health
Disability

Ethnicity
Sexuality
Age

Faith
Socio-economic
Gender

Personal experience

“I openly identify as queer. I was nervous when my husband started working in my office, that people would doubt my queerness.”

Bi-erasure

or

Biphobia?

**Not recognising the existence
of Bisexual people**

**Dislike or hatred of Bisexual
people**

Is there bi-erasure?

- Do you assume that gay and lesbian role models are all that is needed?
- Do you call people straight or gay depending on their current relationship?
- Do you use “gay” as a shorthand for LGBTQ+?
- Do you offer your support services to those in “straight appearing” relationships?

Is there (blatant) bi-phobia?

- Do you refuse to accept any need for bi-specific services?
- Do you refuse to include bisexual employees in networks?
- Are you blocking bi-specific events due to a dislike of bisexuality?
- Do you assume bi employees are lying, promiscuous, confused?
- Do you view bisexual men with disgust or disbelief?

IPO figures

Percentage who said they had not been discriminated against in the last 12 months

Heterosexual	84%
Bisexual	83%
Other	100%

Percentage who agree that they feel empowered by managers to do their job

Heterosexual	83%
Bisexual	83%
Other	100%

Workplace initiatives

- practical tips and ideas

Outreach & Events

- Podcast
a chance to ask anything (respectfully!)
- Intranet articles
a chance to share stories and lived experiences
- Specific Bi-awareness training
a chance to highlight Bi-specific issues and triumphs

Intellectual Property Office blog

Organisations: [Intellectual Property Office](#)

LGBTQ+ people in Science

[Anna Rice](#), 5 July 2018 - IPO

Today marks the first [International Day of LGBTQ+ People in Science, Technology, Engineering and Mathematics \(STEM\)](#), a day which means a great deal to me. This specific date was chosen as it can be written as "507" which, in nanometres, is the wavelength of the colour green and represents nature on the LGBTQ+ rainbow flag (a wonderfully geeky fact which made me smile).



Visibility

- Visible role models
including intersectionality
- Network
with a visible and diverse committee
- Visible allies
anyone can be an bi-ally, including LGBTQ+ people



Exercise: identifying and tackling exclusion

We will give you three fictitious examples of an organisation's work where bi-exclusionary practices have occurred, usually accidentally or unknowingly.

You have 10 minutes with the person or people next to you to work through as many of the scenarios as you'd like to.

1. We'd like to you to identify what about the activity described is bi exclusionary.
2. What immediate fixes could the organisation put in place to make some of their activities bi inclusive?
3. What longer term cultural fixes would you suggest to ensure this area of work is bi inclusive?

Example

The bullying and harassment policy explicitly bans bullying on the basis of sexual orientation and explains ‘an example of this could be ostracising or excluding a colleague because they are gay by being unwilling to work with them or not wishing to speak to them.’

1. The policy should also contain a specific example of what biphobia looks like.
2. You should revise the policy to include this.
3. You should review all of your policies to ensure they’re not excluding any part of the LGBT community. Additionally, best practice is always evolving, so make sure you review your policies regularly.

Asking monitoring questions at recruitment stage including: ‘What is your sexual orientation? Please choose from heterosexual/straight, lesbian, gay, bisexual.’

The CEO has uploaded a photo of himself at an IDAHOT event to the intranet, captioned “Our organisation is a welcoming place for all gay and trans staff and I’m pleased to be attending this event to mark the International Day Against Homophobia and Transphobia”.

A new starter mentions he and his wife will be attending to Pride to support their gay son. Given this show of support, he’s then asked if he would like to join the organisation’s LGBT Allies network.

-
1. We’d like to you to identify what about the activity described is bi exclusionary.
 2. What immediate fixes could the organisation do to make their activities bi inclusive?
 3. What longer term cultural fixes would you suggest to ensure this work is bi inclusive?

Monitoring

Asking monitoring questions at recruitment stage including: ‘What is your sexual orientation? Please choose from heterosexual/straight, lesbian/gay, bisexual.’

1. Using ‘bisexual’ instead of ‘bi’. Not providing a space for people to write in their own term. Not alphabetising the terms
2. You should change the monitoring form to reflect the above.
3. You should train staff on why you use ‘bi’ as opposed to ‘bisexual’. You should learn more about the differences between sexual and romantic orientation.

Communications

The CEO has uploaded a photo of himself at an IDAHOT event to the intranet, captioned “Our organisation is a welcoming place for all gay and trans staff and I’m pleased to be attending this event to mark the International Day Against Homophobia and Transphobia”.

1. The communication doesn't mention bi staff. The name should be IDAHOBIT (the International Day Against Homophobia, Biphobia and Transphobia).
2. You should amend, or ask the CEO, to amend his communication to include ‘bi staff’ and ‘biphobia’.
3. You should ensure all internal and external communications don't exclude bi people, and, where appropriate, make specific reference to bi people and biphobia. If you're holding an LGBT event, make sure it truly reflects all parts of the community. You should also celebrate Bi Visibility Day on 23 September.

Networks

A new starter mentions he and his wife will be attending to Pride to support their gay son. Given this show of support, he's then asked if he would like to join the organisation's LGBT Allies network.

1. The man identifies as bi – asking him to join the Allies network has presumed he isn't LGBT.
2. Don't assume somebody's identity, on the basis of their current partner's gender or on any other basis.
3. You should train all staff on bi identities and specifically on bi erasure. In inductions, all starters should be told about all available the networks you have available, so their knowledge of them isn't based on what others may assume about their identity.

Q&A

Join by entering [slido.com](https://www.slido.com) on your browser and enter the code #J523

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Thank you for attending this workshop.

Lunch is now being served in Marble Hall.

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