Washington State Employees'
LGBTQ+ Business Resource Group

RAIN

Pride Month Toolkit

PRIDE MONTH

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Who Are We?

The Rainbow Alliance & Inclusion Network (RAIN), Washington State Employees' LGBTQ+ Business Resource Group (BRG), is an equal opportunity resource group. RAIN does not discriminate on the basis of age, sex, sexual orientation, gender, gender

identity/expression, marital status, race, color, national origin, religion, creed, military status, veteran status, the presence of any sensory, mental or physical disability, or the use of a trained dog guide or service animal by a person with a disability.

We welcome all Washington state employees who identify as lesbian, gay, bisexual, transgender, queer, or other diverse sexual orientation, gender identity and gender expression groups, and their allies. RAIN encourages all members to bring their authentic selves to the BRG.

To learn more about RAIN by visiting our website www.lgbtq.wa.gov/rain or email us at rain@ofm.wa.gov.

June marks LGBTQ+ pride month around the world. During this time, people gather to celebrate with parades, festivals, and reflections (virtually and in-person). Pride month was created to foster a sense of community; to remember that while united by differences, people come together to support and uplift one another. Coming together as a community traditionally provides strength to LGBTQ+ people in times of adversity.

One of the most notable instances of the LGBTQ+ community coming together is the Stonewall riots of June 1969, when LGBTQ+ people united to push back against harsh mistreatment. Every year since, LGBTQ+ people and allies have designated June as the time to gather, remember, celebrate, and move forward.

This year, as in 2021, traditional ways of creating community are impacted. Pride celebrations are being held virtually or coming back to in-person events. No matter how we come together, the community aspect of pride is still crucial.

With that reality in mind, the RAIN Best Practices group would like to provide a Pride Month Toolkit for agencies to use when planning activities to show support for the LGBTQ+ community.

Participating in Pride month is a small gesture showing LGBTQ+ employees and customers that you and your agency supports them, and an even bigger step towards creating a more respectful and inclusive environment year-round.

LGBT Pride Month Toolkit

Background

In New York City, in June 1969, a group of LGBTQ+ individuals bravely stood up against harassment and oppression from the police. This soon became known as the Stonewall Riots, which were the spark that started the gay rights movement.

30 years later, June was declared Gay and Lesbian Pride Month to reflect and honor the Stonewall Riots.

In 2009, June was changed to be Lesbian, Gay, Bisexual and Transgender (LGBT) Pride Month.

Today, June is still a time for the LGBTQ+ community to remember those who courageously paved the path before now, rejoice in the accomplishments, and remember there is still more work to be done for equality.

Every June, celebrations and parades take place across the globe to mark LGBT Pride Month.

Showing Support

In the recent survey, *A Workplace Divided: Understanding the Climate for LGBTQ Workers Nationwide,* conducted by the Human Rights Campaign Foundation, 46% of LGBTQ surveyed workers said they are closeted at work, and 1 in 10 LGBTQ workers said they left a job because the environment was not very accepting of LGBTQ people.

Creating a supportive and accepting environment for LGBTQ+ employees allows them to bring their true selves to work. This toolkit is designed to provide some ideas on how each agency can take small steps to acknowledge and show support for the LGBTQ+ community during Pride Month.

Current Practices

In early June, the state kicks off Pride Month with the Governor raising a pride (rainbow) flag on the Capitol grounds.

Several agencies across the state celebrate in different ways. For example, Labor and Industries (L&I) has its own LGBTQ+ resource group that puts up a table of information, pronoun pins, and handouts in the lobby. The agency also displays a variety of LGBTQ+ flags around their rotunda, holds TED Talk viewings, and hosts speakers and community lunches.

Some Ways You Can Participate

- **Visual displays in lobby or entrance (ex. hang a flag)**
- **Print resources to hang up or have available**
- **Have LGBTQ+ speakers come to talk**
- **Hold a lunch and learn panel**
- **Compile local LGBTQ+ resources**
- **Consider starting an agency LGBTQ+ resource group**
- **Mark gender non-restrictive bathrooms in the facilities map**

Moving Forward

This toolkit is meant to be a foundation for agencies to build their own Pride Month show of support. The resources provided are basic printable flyers and visuals from various sources, including L&I's LGBTQ+ resource group. Although Pride Month is a good time to acknowledge the LGBTQ+ community, showing support for LGBTQ+ employees and customers is not limited to the month of June.

Pride Month Toolkit Digital Resources

The following resources are compiled by RAIN. While we have done our best to review all content and ensure accessibility, we cannot edit any of these external resources. Despite those barriers/potential improvements with a resource, we determined the resource was still valuable and included it in this list. Please know, the order the content is presented does not indicate level of importance.

RAIN Work Products

RAIN Adding Pronouns to Your Signature Line FAQ

RAIN Recommendation for Use of Pronouns in Communications

RAIN Recommendation Including Gender X options on Forms

RAIN Recommendation Inclusive Bathroom Signage

RAIN 2021 Pride Month Toolkit

Glossary of Terms

General Information and Definitions, Washington State LGBTQ Commission

Diversity, Equity, and Inclusion – Glossary of Equity-Related Terms (OFM)

English Vocabulary for LGBTQI+ Pride Month, Brooklyn School of Languages

Pride Vocabulary 101: Your GAY B C's, Collegiate Parent

Glossary of Terms, Human Rights Commission

LGBTQ+ Vocabulary Glossary of Terms, Safe Zone Project

PFLAG National Glossary of Terms, PFLAG

LGBTQ History

LGBTQ History Timeline Reference – GLSEN

LGBTQ Pride Month – DiversityInc

Teaching LGBTQ History – Instruction Resources for California Educators, Students, and Families

Historical Figures

Historical Figures of LGBTQ+ History, University of Northern Colorado

12 Historic LGBTQ Figures Who Change the World, National Geographic

LGBTQ Historical Figures, Learning For Justice

Honoring LGBTQ Leaders for Women's History Month, GLAD

LGBTQ+ History Cards, GLSEN

Pride Month Toolkit Digital Resources

31 LGBTQ+ Leaders from World History, Advocate

Pacific Northwest LGBTQ+ Information

Northwest LGBTQ History, GLaPN

Washington State LGBTQ Pride Events, Washington State LGBTQ Commission

Gay and Lesbian Archives of the Pacific Northwest LGBTQ History, Oregon Encyclopedia

Pacific Northwest History: LGBTQ People, Tacoma Community Collegev

Pronouns

Talking About Pronouns in the Workplace, Human Rights Commission

How to Talk About Pronouns at Work: A Visual Guide, Harvard Business Review

What's Your Pronoun? Out and Equal Workplace Advocates

Coming Out

Coming Out: A Handbook for LGBTQ Young People, Trevor Project

A Resource Guide to Coming Out, Human Rights Commission

Coming Out: Living Authentically as Black LGBTQ People, Human Rights Commission

Flags

The Complete Guide to Queer Pride Flags, Pride

A Handy Guide to Flags, Channel Islands Pride

Allyship

Being an LGBTQ Ally – Human Rights Campaign

Allies – PFLAG

Trans Ally Workbook – Davey Shlasko

Guide to Being a Trans Ally, Straight for Equality

Straight for Equality: Trans Ally Resources

Tips for Allies of Transgender People - GLAAD

Statewide Business Resource Groups, OFM

For more organizations/resources in your area: https://lgbtq.wa.gov/resources

"COMING OUT" ..."of the closet." is the process by which someone...

1. Accepts and identifies with their gender identity and/or sexual orientation; and

2. Shares their identity willingly with others.

Sometimes We talk about coming out as if it were a one time thing. But for most folks coming out is a series of decisions – sometimes daily – that LGBTQ people navigate in every new setting they enter. (Most people aren't like Ellen, where they come out once and then the whole world knows.)

People may be "**OUT**" ⇨ in some spaces, and "**IN**" ⇥ in others.
⇥/⇨ to Family   ⇥/⇨ to Friends   ⇥/⇨ to Classmates/Coworkers   ⇥/⇨ to Religious Community
A decision to come out to a person or group is one of _safety, comfort, trust, & readiness._

It's dangerous, unhealthy, and unhelpful to force someone to come out, or to "out" someone else (i.e., disclosing someone's gender identity or sexual orientation to others without the person's consent), **regardless of your intentions** (sometimes people think they're being helpful, or acting on the person's behalf to conquer their fears), but...

IF SOMEONE COMES OUT TO YOU...

DON'T:

1. Say "I always knew," or downplay the significance of their sharing with you.

2. Go tell everyone, bragging about your "new trans friend."

3. Forget that they are still the person you knew, befriended, or loved before.

4. Ask probing questions, or cross personal barriers you wouldn't have crossed earlier.

5. Assume you know why they came out to you.

DO:

1. Know this is a sign of huge trust! (Yay!)

2. Check-in on how confidential this is (Do other people know? Is this a secret?)

3. Remember that their gender/sexuality is just one dimension (of many) of them.

4. Show interest and curiosity about this part of them that they are sharing with you.

5. Ask them how you can best support them.

The Gender Unicorn
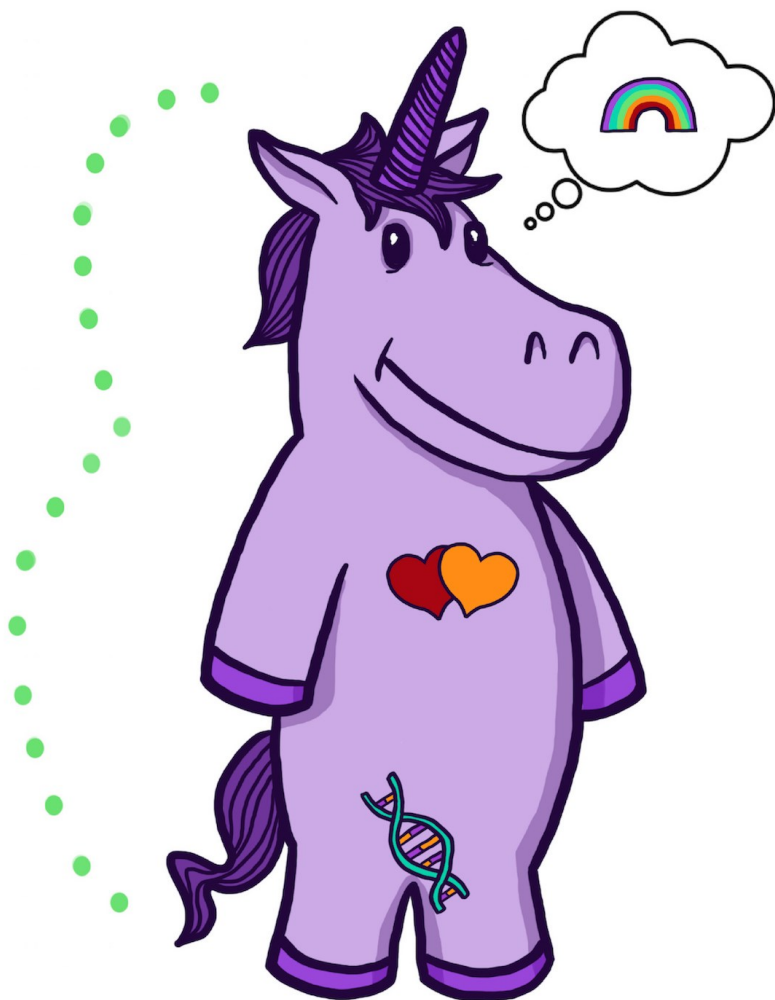
Gender Identity

Female/Woman/Girl
Male/Man/Boy
Other Gender(s)

Gender Expression/Presentation

Feminine
Masculine
Other

Sex Assigned at Birth

Female   Male   Other/Intersex

Sexually Attracted To

Women
Men
Other Gender(s)

Romantically/Emotionally Attracted To

Women
Men
Other Gender(s)

To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan

Definitions:

Gender Identity: One's internal sense of being male, female, neither of these, both, or another gender(s). Everyone has a gender identity, including you. For transgender people, their sex assigned at birth and their own internal sense of gender identity are not the same. Female, woman, and girl and male, man, and boy are also not necessarily linked to each other but are just six common gender identities.

Gender Expression/Presentation: The physical manifestation of one's gender identity through clothing, hairstyle, voice, body shape, etc. Many transgender people seek to make their gender expression (how they look) match their gender identity (who they are), rather than their sex assigned at birth.

Sex Assigned at Birth: The assignment and classification of people as male, female, intersex, or another sex based on a combination of anatomy, hormones, chromosomes. It is important we don't simply use "sex" because of the vagueness of the definition of sex and its place in transphobia. Chromosomes are frequently used to determine sex from prenatal karyotyping (although not as often as genitalia). Chromosomes do not always determine genitalia, sex, or gender.

Physically Attracted To: Sexual orientation. It is important to note that sexual and romantic/emotional attraction can be from a variety of factors including but not limited to gender identity, gender expression/presentation, and sex assigned at birth.

Emotionally Attracted To: Romantic/emotional orientation. It is important to note that sexual and romantic/emotional attraction can be from a variety of factors including but not limited to gender identity, gender expression/presentation, and sex assigned at birth. There are other types of attraction related to gender such as aesthetical or platonic. These are simply two common forms of attraction.

Example for how to fill out your own Gender Unicorn:
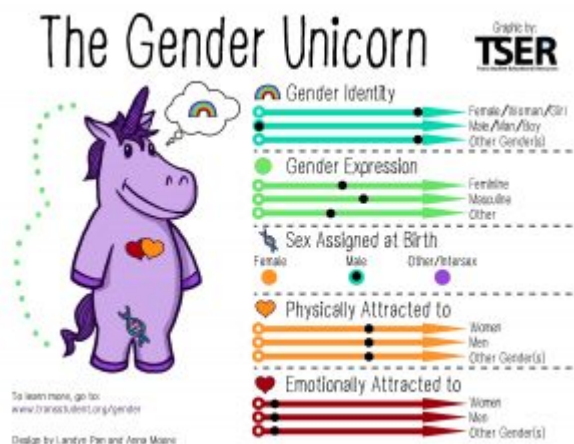
Many people were curious if agender and asexual people were included in this graphic. In short, they are. For example, identifying on the left of the sexuality spectra would indicate no attraction. Each arrow is a sliding scale, not a checkbox.

Changes from The Genderbread Person
You may recognize this graphic as similar to The Genderbread Person by itspronouncedmetrosexual. We created this graphic with significant changes to more accurately portray the distinction between gender, sex assigned at birth, and sexuality. Ultimately, we wanted to recognize genders outside of the western gender binary, which the Genderbread Person does not. Not all trans people exist on a scale of womanhood and manhood. There are several other issues with this graphic such as the use of the inaccurate term "biological sex," the use of "asex" (which fails to recognize that everyone has sex characteristics prescribed to them), and several other issues with terminology and presentation.

LGBTQ-INCLUSIVE LANGUAGE DOs and DON'Ts

AVOID SAYING…	SAY INSTEAD…	WHY?	EXAMPLE
"Hermaphrodite"	"Intersex"	Hermaphrodite is a stigmatizing, inaccurate word with a negative medical history.	"What are the best practices for the medical care of intersex infants?"
"Homosexual"	"Gay"	"Homosexual" often connotes a medical diagnosis, or a discomfort with gay/lesbian people.	"We want to do a better job of being inclusive of our gay employees."
"Born female" or "Born male"	"Assigned female/male at birth"	"Assigned" language accurately depicts the situation of what happens at birth	"Max was assigned female at birth, then he transitioned in high school."
"Female-bodied" or "Male-bodied"		"-bodied" language is often interpreted as as pressure to medically transition, or invalidation of one's gender identity	
"A gay" or "a transgender"	"A gay/transgender person"	Gay and transgender are adjectives that describe a person/group	"We had a transgender athlete in our league this year. "
"Transgender people and normal people"	"Transgender people and cisgender people"	Saying "normal" implies "abnormal," which is a stigmatizing way to refer to a person.	"This group is open to both transgender and cisgender people."
"Both genders" or "Opposite sexes"	"All genders"	"Both" implies there are only two; "Opposite" reinforces antagonism amongst genders	"Video games aren't just a boy thing -- kids of all genders play them."
"Ladies and gentlemen"	"Everyone," "Folks," "Honored guests," etc	Moving away from binary language is more inclusive of people of all genders	"Good morning everyone, next stop Picadilly Station."
"Mailman," "fireman," "policeman," etc.	"Mail clerk," "Firefighter," "Police officer," etc.	People of all genders do these jobs	"I actually saw a firefighter rescue a cat from a tree."
"It" when referring to someone (e.g., when pronouns are unknown)	"They"	"It" is for referring to things, not people.	"You know, I am not sure how they identify."