

Wednesday

WeBelong Monthly:



PRIDE Month



The History

The Stonewall Riots

June 28, 1969

"At the time, people that cops perceived as men could be legally arrested for doing drag, and people that cops perceived as women could also be arrested if they were found wearing less than three pieces of 'feminine clothing.' In fact, police often raided bars to search for these alleged violations. On the summer night that most people cite as the origin of Pride, the patrons of the Stonewall Inn bar in New York City — led by trans women and femmes of color — fought back against another police raid." (Bustle, Polish).

The History

While the Stonewall Riots led to the creation of the Pride celebration we know today, it was not the first protest or attempt to advance LGBTQ+ rights.

1924

The Society for Human Rights

The first gay rights organization in America

1955

The Daughters of Bilitis

One of the first lesbian organizations ever established in the U.S

1959

The Cooper Donuts Riot

Took place in LA after police attempted to arrest 5 queer patrons

1966

Compton's Cafeteria Riot

In response to a police offer attempting to arrest a drag queen in SF

The Stats:

50.4%

of LGBT workers in the US are not out to their supervisors.

25.8%

are not out to anyone at work.

45.5%

of LGBT workers have experienced, at some point in their careers, some form of unfair treatment at work, including **harassment, pay, or facing hiring discrimination based on their LGBT status.**

Source: UCLA School of Law

The Stats:

Hiring Discrimination

23.7%

of LGBT Americans have experienced discrimination based on sexual orientation or gender identity when applying for jobs, but experiences vary by race and ethnicity:

LGBT BIPOC Employees

29%

LGBT White Employees

18.3%

Source: UCLA School of Law

The Stats:

Pay

LGBT employees earn

90%

for every \$1 the typical worker earns.

Trans employees make

32%

less per year than their cisgender counterparts.

Harassment

67.5%

have heard slurs, jokes, or negative comments about LGBT people in the workplace.

38%

reported experiencing harassment at work.

Source: UCLA School of Law

Creating Inclusive Workplaces:

- Remove gendered spaces, when possible, such as restrooms and dress codes, and replace them to be all-gender.
- Ensure company policies and benefits keep LGBTQ+ employees at the top of mind. A few examples:
 - Non-discrimination policies that include sexual orientation, gender identity, and gender expression
 - Benefits that are transgender-inclusive offering gender-affirming care
 - Parental leaves that include all workers and family types
- Don't assume the gender of your coworkers or their partners.

Inclusive Language

Terms to Avoid	Inclusive Replacements
Homosexual	Gay, Lesbian, Bi, Queer, LGBTQ+
Homosexuality	Being Gay
Homosexual Couple/Relationship	Couple/Relationship
Dyke	Lesbian
Sexual Preference	Sexual Orientation
Preferred Pronouns	Pronouns
Transgenders, Tranny, Transvestite	Transgender
Sex Change, Pre-Op, Post-Op	Transition/Transitioning

Source: GLAAD

Call to Action:

- Spend 10 minutes learning more about the history of Pride and the many LGBTQ+ pioneers who paved the way.
- Replace gendered language with gender-neutral language.
- Introduce yourself with your pronouns and ask others for theirs. Visit the [Pronouns WeBelong](#) for more.
- If you see or hear someone misgender someone, even if that person isn't present, correct them.
- If someone comes out to you in private and asks that this remains private, respect them and do not out them.

Pride is a protest.

Pride was and
always will be a
protest against
unjust systems.

