

# SILENCE AND AMBIGUITY REINFORCE INVISIBILITY AND EXCLUSION IN RESEARCH ENVIRONMENTS

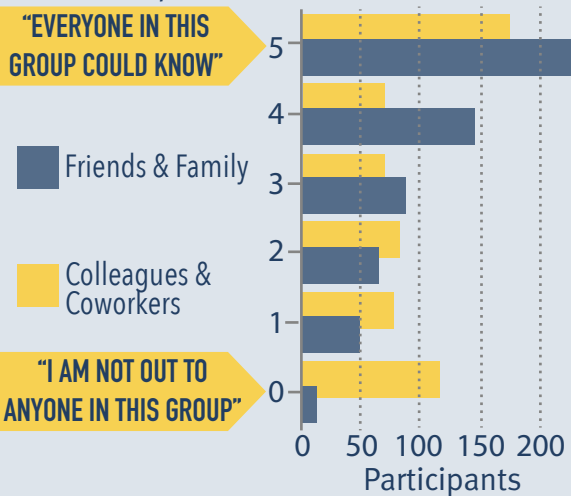
Out workers report higher rates of:

- »»» Job Satisfaction
  - »»» Productivity
  - »»» Positive Attitudes
  - »»» Commitment to the work
- ...in comparison to closeted employees.

(GRIFFITH & HEBL 2002, JOURNAL OF APPLIED PSYCHOLOGY. DAY & SCHOENRADE 1997, PERSONNEL PSYCHOLOGY)

Workplace queer-friendliness can be assessed with respect to LGBTQ+ researchers' openness about their identity.

Openness of Identity among LGBTQ+ People in the Life Sciences

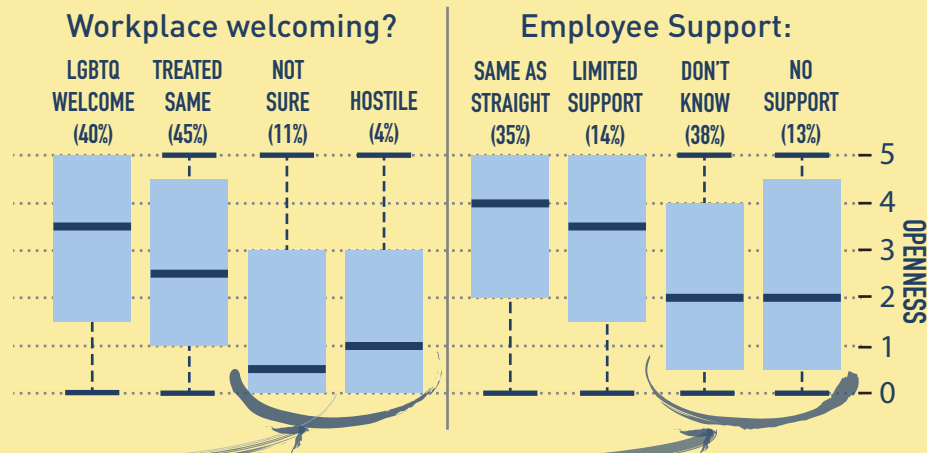


LGBTQ+ researchers in the Life Sciences are much less likely to disclose their identity to colleagues & coworkers than to their friends & family.

The question is.. **WHY?**

LGBTQ+ researchers who feel *unwelcome, unsure or unsupported* in the workplace are **less open** about their identity.

Average degree of identity openness of respondents broken down by workplace environment ratings



## ACADEMICS (ESPECIALLY GRADUATE STUDENTS) ARE THE LEAST AWARE OF WHAT LGBTQ+ SUPPORT IS AVAILABLE TO THEM

Percent of respondents that **do not know** what support is available for LGBTQ+ employees:

**42%** of academics

vs.

**29%** of non-academics

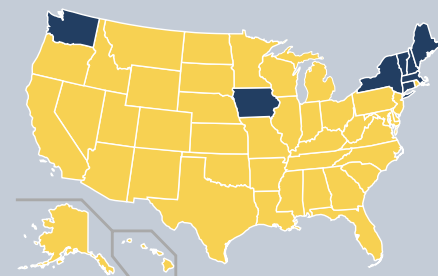
vs.

**58%** of grad students

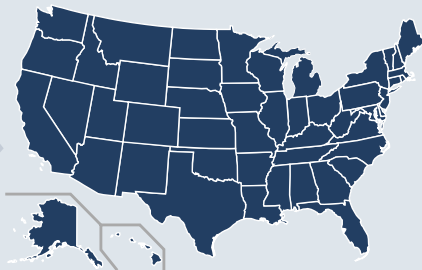
**38%** of overall participants

# THE NATIONAL LANDSCAPE OF LGBTQ+ RIGHTS IN THE USA AFFECTS THE CAREER CHOICES OF LGBTQ+ RESEARCHERS

In just three years, same-sex marriage went from legal in 6 states to legal in all 50 states



NOVEMBER 6<sup>TH</sup>, 2012



JUNE 26<sup>TH</sup>, 2015

Same-sex marriage has given LGBTQ+ researchers access to very important rights:

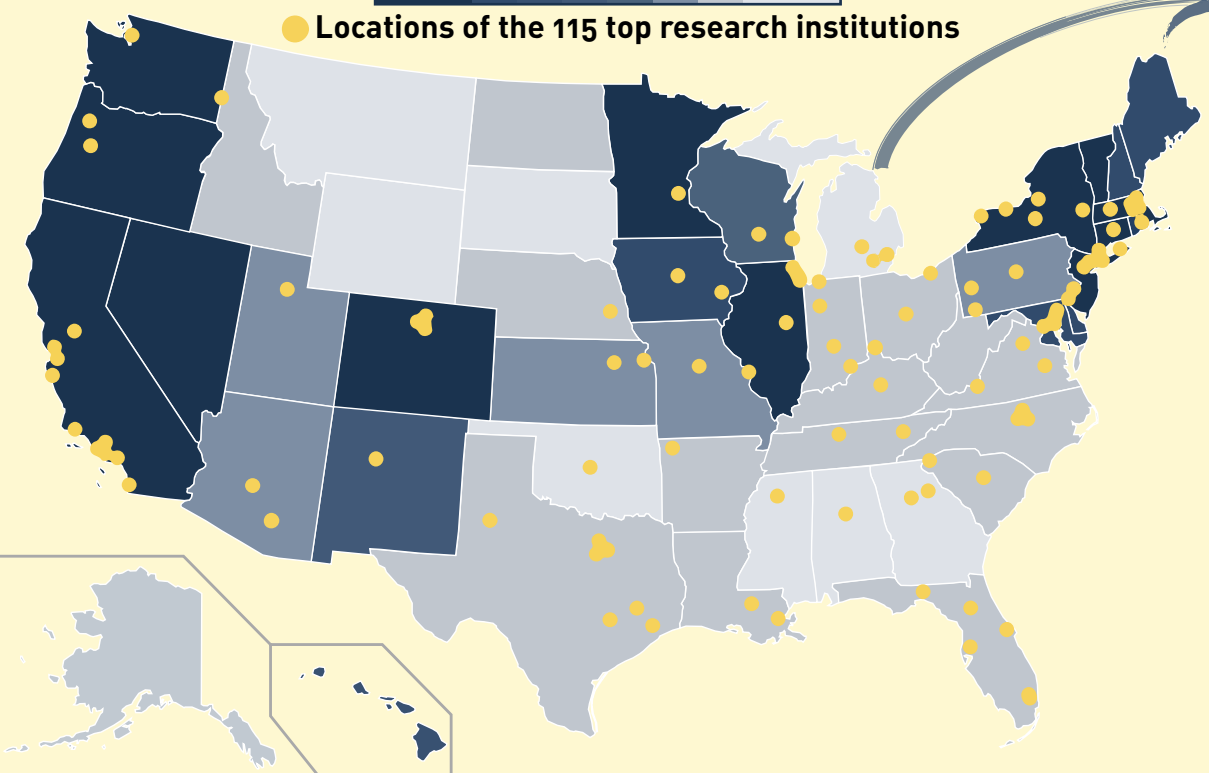
- »»» Spousal packages & spousal hire
- »»» Spouses included on insurance & benefits
- »»» Spouses entitled to pension upon death
- »»» Citizenship opportunities for international queers with domestic partners

## HOWEVER, THE UNITED STATES IS STILL A PATCHWORK OF IMPORTANT LGBTQ+ RIGHTS

Map of states with pro-LGBTQ+ legislation & policies

MOST [dark blue] [medium blue] [light blue] [very light blue] LEAST

● Locations of the 115 top research institutions



### How does Michigan measure up?

- Marriage Equality
- Prohibits employment discrimination
- Prohibits housing discrimination
- Hate crime consideration
- Prohibits public accommodations discrimination
- Bans insurance exclusions for transgender healthcare
- Prohibits education discrimination
- Facilitates gender marker change on official documents

absence

of pro-LGBTQ+ legislation & policies measurably affects the stigma experienced by individuals.

(PACHANKIS & HATZENBUEHLER 2013, BASIC AND APPLIED SOCIAL PSYCHOLOGY)

Only **35%**

of top R1 and R2 research universities are located in states that provide full legislative support for LGBTQ+ rights.

# WHAT CAN YOU DO TO SUPPORT LGBTQ+ COLLEAGUES?

## interpersonally

### DO:

- ››› Mention LGBTQ+ culture or rights positively or signal your support in other ways
- ››› Let the individual lead the way when it comes to disclosure
- ››› Politely wait for someone to use or mention their pronouns
- ››› Use neutral pronouns & non-binary language
- ››› Consider the context in which a colleague disclosed to you
- ››› Challenge/"call-in" anti-LGBTQ+ opinions and actions (when you are silent, you are complicit)

### DON'T:

- ››› Make assumptions about gender identity or sexual orientation based on appearance
- ››› Forcefully confront a colleague you suspect is queer ("outing")
- ››› "Out" anyone to other colleagues or your PI without permission.

IT MIGHT SEEM LOW-EFFORT OR SILLY, BUT VISIBLE RAINBOWS DO HELP SIGNAL A QUEER-FRIENDLY ENVIRONMENT.

### BREAK THE BINARY:

#### TIRED:

LADIES & GENTLEMEN

#### WIRED:

HONORED GUESTS/  
DISTINGUISHED GUESTS

GIRLFRIEND/BOYFRIEND  
WIFE/HUSBAND

PARTNER/SPOUSE/  
SIGNIFICANT OTHER

BOYS/GUYS  
GIRLS/LADIES

Y'ALL/FOLKS/  
PEOPLE/GUESTS

## institutionally

- ››› Inform ALL students and new hires about their benefits & rights.
- ››› Use explicitly LGBTQ-inclusive language in written policies & benefits (including job offers)
- ››› Create, support, and distribute information on institutional policies that make up for state-level legislative failures
- ››› Inform all students & new hires of anti-discrimination policies & how to seek recourse
- ››› Make LGBTQ-inclusive/supportive policies easy to find online.

The University of Michigan LGBTQ anti-discrimination policies:

**SPG 601.06** PROTECTS UNIVERSITY OF MICHIGAN EMPLOYEES AND STUDENTS FROM DISCRIMINATION DUE TO SEXUAL ORIENTATION

**SPG 201.89-1** GENERAL ANTI-DISCRIMINATION AND HARASSMENT POLICY (INCLUDING GENDER IDENTITY AND SEXUAL ORIENTATION)

## nationally

Pay attention to LGBTQ+ rights issues in your state!

Subscribe to your states LGBTQ+ rights news on the Human Rights Campaign's website.

Contact your Congress reps when the time comes!

#### House Representative:

Debbie Dingell

 @RepDebDingell

Ypsilanti Office: (734)481-1100

D.C. Office: (202)225-4071

#### Senators:

Gary Peters

 @SenGaryPeters

Lansing Office: (517)377-1508

D.C. Office: (202)224-6221

Debbie Stabenow

 @SenStabenow

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