AGC of Washington Weekly *Toolbox Talk* Safety Meeting

# LGBTQ+ Inclusion: Acronyms and Microsignals

Date ____________ Jobsite ____________________________ Discussion Leader ________________________________________

Attendance Sign- In:

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***June has the national designation of LGBTQ Pride month in recognition of historic harassment of this community. This Toolbox Talk sheet provides a template for discussing with your crew about the LGBTQ acronyms and common harmful stereotypes which can be avoided.***

**Acronyms, gender identity & harmful stereotypes** The LGBTQ+ acronym acknowledges a spectrum of gender identities and sexual orientations. Standing for Lesbian, Gay, Bi-Sexual, Transgender and Queer (or Questioning), this and similar acronyms serve to acknowledge the broad spectrum of these identities and celebrates allyship or identification with this community. These terms are not to be confused with harmful stereotypes which reinforce "old school" jobsite dynamics perpetuating, sexism, homophobia and transphobia – creating a hostile and unsafe work environment. In fact, understanding and using these acronyms, and using appropriately gendered language, can help open doors to the more inclusive jobsite culture we are striving for.

**What's the impact of inclusion on your teammates and team?** If one of your teammates is distracted or does not feel welcome to ask questions, the safety of the entire team is at risk. This split-second distraction can cause an unsafe decision, and productivity is also reduced if a teammate is more focused on personal and professional challenges, than the task at hand. Managers must create a work environment where all crew members feel safe to ask questions about a task or report mistakes. Creating a culture of psychological safety scientifically increases team innovation.

**Microsignals** Microsignals tell another person, consciously or unconsciously, whether you're a safe person to interact with. Examples of micro-aggressions:

A person refuses to call a crew-mate by the gender or name they have requested.

A person uses gendered terminology to shame a teammate or assume their abilities: e.g. "you're such a girl" or "can you even lift that?".

A person uses sexual orientation or suggestive assumptions about body parts as the basis of a joke; or asks invasive questions.

**Let's talk acronyms!**

L - Lesbian, someone who identifies as a woman and is attracted to women .

G - Gay, an umbrella term for someone who is attracted to someone of the same gender. Historically, a definition of men who are attracted to men.

B - Bisexual, someone attracted to both men and women.

T - Transgender, someone whose sex assigned at birth is different from their gender identity. Ex: Someone assigned female at birth but whose gender identity is male.

Q - Queer, not straight, or someone who are attracted to a spectrum of genders and does not necessarily fit with straight or gay. Example: A cis gendered woman attracted to transgender men.

I - Intersex, umbrella term for folks whose reproductive anatomy doesn't fix with those typically assumed with male or female. Example: A person born with breasts and testicles.

Cis Gender - Describes a person whose gender identity aligns with their sex assigned at birth. Example: A person who was assigned female at birth and identifies as a woman.

**Examples of micro-affirmations:**

A person uses the gender or name requested by a crew-member.

A person asks their teammate how their weekend was in an open, accepting and unassuming way: "Did you and your partner get outside this weekend?"

A crew-lead asks what pronouns someone uses instead of presuming their pronouns.