Out workers report higher rates of:
- Job Satisfaction
- Productivity
- Positive Attitudes
- Commitment to the work
...in comparison to closeted employees.

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

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.

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
- 58% of grad students vs. 38% of overall participants

Data adapted from Yoder & Mattheis 2016, Journal of Homosexuality. Page created by the DEI Taskforce at the University of Michigan in June 2018, graphics by Lindy Jensen.
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

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

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.
(PACHAMAS & 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.

LOCATION OF THE 115 TOP RESEARCH INSTITUTIONS

Research institutions marked according to the Carnegie Classification of Institutions of Higher Education.
Page created by the DEI Taskforce at the University of Michigan in June 2018, Graphics by Lindy Jensen.
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.

**BREAK THE BINARY:**

<table>
<thead>
<tr>
<th>TIRED</th>
<th>WIRED</th>
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<tbody>
<tr>
<td>LADIES &amp; GENTLEMEN</td>
<td>HONORED GUESTS/DISTINGUISHED GUESTS</td>
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<tr>
<td>GIRLFRIEND/BOYFRIEND</td>
<td>PARTNER/SPOUSE/SIGNIFICANT OTHER</td>
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<td>WIFE/HUSBAND</td>
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<td>BOYS/GUYS</td>
<td>Y’ALL/FOLKS/PEOPLE/GUESTS</td>
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<td>GIRLS/LADIES</td>
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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!

Contact your Congress reps when the time comes!

**House Representative:**
- Debbie Dingell
  - Twitter: @RepDebDingell
  - Ypsilanti Office: (734)481-1100
  - D.C. Office: (202)225-4071

**Senator:**
- Gary Peters
  - Twitter: @SenGaryPeters
  - Lansing Office: (517)377-1508
  - D.C. Office: (202)224-6221

- Debbie Stabenow
  - Twitter: @SenStabenow
  - Lansing Office: (517)203-1760
  - D.C. Office: (202)224-4822

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