



2018 Out & Equal Workplace Summit

What about the B?:

Better engage bisexuals in your company and dedicate time and resources to the "B" in your LGBTQ+ group

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Workshop Speakers



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Introduction / Objectives

- What do you think of when you hear the term “bisexual?”
 - Overall term for people who are attracted to more than one gender
 - Sometimes bisexuals get lost in the shuffle as ‘little b’ and are sometimes perceived as immoral or irrelevant. Recognizing our differences in order to come together and celebrate our similarities
- Look around you! There is a much larger bisexual community here at Out & Equal this year – indicative of the larger societal acceptance of bisexuals.
- What we want you to take away from this workshop
 - Adapt your language, don’t assume
 - Create space and representation for bisexuals in your workplace to ensure inclusivity and advocacy
 - Respect and promote the bi-resources available to you

Bisexuality definitions

"I call myself bisexual because I acknowledge in myself the potential to be attracted, romantically and/or sexually, to people of more than one sex, not necessarily at the same time, not necessarily in the same way, and not necessarily to the same degree."

- Robyn Ochs, Editor
Bisexual Resource Guide

"Noting or relating to a person who is romantically or sexually attracted to both men and women, or to people of various gender identities; ambisexual." – Dictionary.com

"A bi person has the capacity for romantic and/or sexual attraction to more than one gender."

"Bisexuality is the potential to feel attracted to and to engage in sexual and/or romantic relationships with people of any sex or gender."

"A bisexual is someone who is attracted to more than one gender. You might care about the gender of your partner a lot, a little, or not at all – but their gender doesn't prevent you from being attracted to them." i.e. relationships with people of any sex or gender

Today, we'll be using "bi+" and "bisexual" interchangeably to be inclusive of identifications including bi, pan, omni, demi, etc.

Poll Question #1

Before we get started, help us understand your work culture

Select the answer that best fits:

- A. I am an out, bi professional at work and am aware of other out, bi colleagues
- B. I am an out, bi professional at work, but I am not aware of other out, bi colleagues
- C. I am not out at work, but I am aware of other out, bi colleagues
- D. I am not out at work and am not aware of other out, bi colleagues
- E. I am an ally and am aware of out, bi colleagues
- F. I am an ally and am not aware of out, bi colleagues

Inclusive Language

- The most present and practical way to engage bisexuals in your company is to use their language. No one has the right to define another's label. ([Bi-Resource Center Labels](#))
 - ✓ What is bi-phobia and bi-erasure?
 - ✓ Bisexual, Pansexual, Omnisexual, Demisexual
 - ✓ Pan-romantic (take 'sexual' out of the conversation; we don't say homosexual anymore, we say 'gay' or 'lesbian')
 - ✓ Fluid, Queer
- "Do's and Don'ts" list addressing current language faux-pas and generational considerations
- What are some other labels/language you want to know about?

Poll Question #2

Now that we've talked about inclusive language and identified its importance, reflect for a moment on this question. Answer on your mobile app, based on what you've heard today and your personal experience.

How often do you observe non-inclusive language?

- A. Almost daily
- B. Often enough that I feel it should be addressed
- C. Rarely
- D. Never

Bisexual Toolbox for your ERG

- Create an automated learning session/webinar (or live session) that helps people understand what it means to be bi+ in the workplace:
 - ✓ Vocab & definitions
 - ✓ Issues facing bi+: having same or different-sex permanent partners and being assumed to be gay or straight; being the target of bi-phobic language (just pick a side, it's just a phase!)
 - ✓ How to be an ally to bi+ colleagues
 - ✓ Q&A designed by the bi+ colleagues in your company. What do they want the rest of the community to know about the issues they face?
 - ✓ Provide online library/resources (book references, articles, Bisexual Resource Center, Robyn Ochs, Williams Institute)
 - ✓ Discuss timing and roll-out options (live? webex? Offered as much as your other ERG training?)
 - ✓ Telling your LGBT story – the importance of sharing personal stories
 - ✓ Newsletter that highlights content is specific to bi+ individuals

Poll Question #3

Answer the poll question on your mobile app based on what you've heard today and your personal experience.

Which of the following would have a positive impact on your workplace environment if your company adopted? (Select all that apply):

- A. Promoting a bi+ friendly vocab/definitions list for all employees to access
- B. Providing a "how to be an ally" pamphlet or resource to all employees
- C. Providing an online library with titles & websites friendly to bisexuals
- D. Creating and promoting a well thought out "Bisexuals 101" course available to all employees
- E. Asking our bi+ colleagues to be actively involved in the above

Create space, celebrate and advocate!

- Create space and plan events specifically for bisexuals in your company and within your community
 - ✓ Bisexuals Brunch or Social event
 - ✓ Community-related activities: does your community center or local LGBTQ center have bisexual activities? Do you make your members aware of them, and help sponsor them?
 - ✓ Research and promote bi-related activity, events, and history (Bisexual Health Awareness Month, IDAHOBiT, Bisexuality Day, etc)
 - ✓ Having a Pride Month celebration? Include images and stories of historical bi+ figures; include sponsors and events that are bi-friendly and bi-welcoming. Representation matters!
 - ✓ Setting up an LGBTQ library? Include authors and resources tailored to bi+ individuals
 - ✓ Ensure diversity of panel/speaker participants at events

Resource Examples

- www.Biresource.org
- <https://www.glaad.org/bisexual/resources>
- https://www.thetrevorproject.org/trvr_support_center/bisexual/
- <https://bisexual.org/>
- <https://www.hrc.org/resources/bisexual-faq>
- <https://lgbtihealth.org.au/resource-category/bisexuality-resources/>
- Robyn Ochs: quotes/books/etc: <https://robynochs.com/>
- Williams Institute – stats/numbers/demographics: <http://williamsinstitute.law.ucla.edu/wp-content/uploads/Gates-How-Many-People-LGBT-Apr-2011.pdf>
- <https://www.glsen.org/supporting-bisexual-students>
- <https://www.equality-network.org/resources/publications/bisexual/>
- <https://www.glaad.org/blog/glaad-releases-new-guide-reporting-bisexual-community>
- http://oro.open.ac.uk/52881/1/The%20BisexualityReport%20Feb.2012_0.pdf
- Gender Gingerbread visual:
<http://itspronouncedmetrosexual.com/2011/11/breaking-through-the-binary-gender-explained-using-continuums/>
<http://itspronouncedmetrosexual.com/2015/03/the-genderbread-person-v3/>

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