

LGBTQIA+ IN CORPORATE AMERICA

The history of Queer workers in America is filled with injustice. In order to step into the age of diversity, we must come together and reflect on the impacts and causes of discrimination against members of the LGBTQIA+ community

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1 HISTORY OF EXCLUSION

The Civil Rights Act of 1964, which prohibits sex discrimination, applies to discrimination based on sexual orientation and gender identity. Despite this fact, Queer individuals are still fighting for equity in the workplace

2 EQUITY VS. EQUALITY

Recognizing each person's circumstances and allocating resources and opportunities in a way that is needed to reach an equal outcome using equity to create equality.



3 FINANCIAL IMPACT

Transgender people are nearly four times as likely to have a household income under \$10,000 per year. Also, married or partnered LGBT individuals raising children are twice as likely to have household incomes near the poverty line compared to married or partnered non-LGBT couples.

4 EMOTIONAL IMPACT

"17% of Queer workers in America are exhausted from hiding their sexual orientation."



5 WHO ARE THE STAKE HOLDERS?

When it comes to creating a more inclusive working environment, everyone plays a role. From government officials and CEOs to coworkers,

6 STEPS TOWARDS CHANGE

On June 15, 2020, the Court ruled in a 6-3 decision covering all three cases that discrimination on the basis of sexual orientation or gender identity is necessarily also discrimination "because of sex" as prohibited by Title VII.



7 I HAVE EXPERIENCED THIS, WHAT NEXT?

There are many support groups for Queer individuals who have experienced discrimination and would like guidance, 2 of which are included near the header as QR codes.

8 STRENGTHENING ALLYSHIP

- Educate yourself
- Speak Up
- Understand Your Privilege



The PDF for the research on this article can be found at the QR code to the right.

