

LGBTQ+ Inclusivity in Physics and Beyond

Anders Knospe
Lehigh University
4 August 2022




























LGBTQ+ CERN

- Founded in 2010
- CERN-recognized “Informal Network”
- We provide a welcoming community for lesbian, gay, bisexual, trans*, intersex, asexual, genderqueer, and other LGBTQ+ individuals at CERN.
- Over 150 members, although a smaller number is active.
- Friends and allies are very welcome!
- Disclaimer: opinions expressed in this presentation are my own; I am not speaking on behalf of LGBTQ+ CERN.



What do we do?

- Interface with CERN Management: we interface with CERN on issues of importance to the LGBTQ+ community at CERN.
- Raising Visibility: we make the LGBTQ+ community visible at CERN through posters, door stickers, and public events....
- Create a Welcoming Community: hold social events for our members to make CERN a welcoming place.

				
LGBTQ CERN	LGBTQ CERN	$\mathcal{L}gB^0\tau^+\overline{Q}$ $\mathbb{C}e^{-\mathbb{R}N}$	LGBTQ CERN	LGBTQ CERN
<i>Without colors, there's no strong interaction.</i>	<i>More colors, more flavors.</i>	<i>Refraction in action</i>	<i>We're Chromodynamic.</i>	<i>011011000150111001010000 100100010010010181111010 001070010100010000102111 000100010100190010100011 Because people aren't binary.</i>
  lgbtqcern.com 	  lgbtqcern.com 	  lgbtqcern.com 	  lgbtqcern.com 	  lgbtqcern.com 
To join, email: lgbtq.secretary@cern.ch	To join, email: lgbtq.secretary@cern.ch	To join, email: lgbtq.secretary@cern.ch	To join, email: lgbtq.secretary@cern.ch	To join, email: lgbtq.secretary@cern.ch
				
<small>We provide a welcoming community for lesbian, gay, bisexual, trans*, intersex, asexual, genderqueer, and other LGBTQ individuals at CERN. Confidentiality guaranteed. Friends and allies welcome! Questions? Email us at lgbtqern-contact@cern.ch. Nous proposons une communauté accueillante pour les personnes qui sont lesbiennes, gays, bisexuelles, trans*, intersexuées, asexuées, de genres fluides et toute autre personne LGBTQ au CERN. La confidentialité est garantie. Ami.e.s et allié.e.s sont les bienvenus.e.s ! Écrivez-nous à lgbtqern-contact@cern.ch.</small>	<small>We provide a welcoming community for lesbian, gay, bisexual, trans*, intersex, asexual, genderqueer, and other LGBTQ individuals at CERN. Confidentiality guaranteed. Friends and allies welcome! Questions? Email us at lgbtqern-contact@cern.ch. Nous proposons une communauté accueillante pour les personnes qui sont lesbiennes, gays, bisexuelles, trans*, intersexuées, asexuées, de genres fluides et toute autre personne LGBTQ au CERN. La confidentialité est garantie. Ami.e.s et allié.e.s sont les bienvenus.e.s ! Écrivez-nous à lgbtqern-contact@cern.ch.</small>	<small>We provide a welcoming community for lesbian, gay, bisexual, trans*, intersex, asexual, genderqueer, and other LGBTQ individuals at CERN. Confidentiality guaranteed. Friends and allies welcome! Questions? Email us at lgbtqern-contact@cern.ch. Nous proposons une communauté accueillante pour les personnes qui sont lesbiennes, gays, bisexuelles, trans*, intersexuées, asexuées, de genres fluides et toute autre personne LGBTQ au CERN. La confidentialité est garantie. Ami.e.s et allié.e.s sont les bienvenus.e.s ! Écrivez-nous à lgbtqern-contact@cern.ch.</small>	<small>We provide a welcoming community for lesbian, gay, bisexual, trans*, intersex, asexual, genderqueer, and other LGBTQ individuals at CERN. Confidentiality guaranteed. Friends and allies welcome! Questions? Email us at lgbtqern-contact@cern.ch. Nous proposons une communauté accueillante pour les personnes qui sont lesbiennes, gays, bisexuelles, trans*, intersexuées, asexuées, de genres fluides et toute autre personne LGBTQ au CERN. La confidentialité est garantie. Ami.e.s et allié.e.s sont les bienvenus.e.s ! Écrivez-nous à lgbtqern-contact@cern.ch.</small>	<small>We provide a welcoming community for lesbian, gay, bisexual, trans*, intersex, asexual, genderqueer, and other LGBTQ individuals at CERN. Confidentiality guaranteed. Friends and allies welcome! Questions? Email us at lgbtqern-contact@cern.ch. Nous proposons une communauté accueillante pour les personnes qui sont lesbiennes, gays, bisexuelles, trans*, intersexuées, asexuées, de genres fluides et toute autre personne LGBTQ au CERN. La confidentialité est garantie. Ami.e.s et allié.e.s sont les bienvenus.e.s ! Écrivez-nous à lgbtqern-contact@cern.ch.</small>

Public Events

- We have a team in the annual CERN Relay Race (“Chasing Rainbows” this year).
- Showings of LGBTQ+ themed movies*
- Invited speaker*: Ben Britton gave his talk “No Sexuality Please, We’re Scientists”
- Tours of all four LHC experiments and ISOLDE for the LGBTQ+ Community

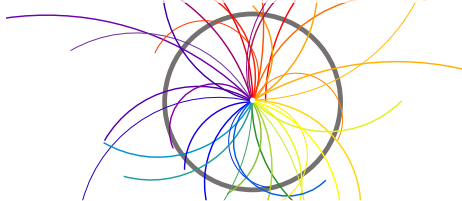


*Thanks to CERN for financial support.

“No sexuality please, we’re scientists”!

a talk by Dr. T. Ben Britton
presented by LGBTQ CERN


*How can we make science spaces more inclusive?
What challenges do LGBTQ+ people face in STEM?*



When: Thursday 4 July at 10:30 am
Where: Salle Curie – 40/S2-C01
<https://indico.cern.ch/event/bbrittontalk> (no registration required)

Dr. Britton is a materials scientist and engineer, based at Imperial College London, where he leads the Experimental Micromechanics Group.

Sponsored by the CERN Diversity Programme
on the occasion of



- # LGBT CERN

我们是一个由CERN承认的非正式组织，致力于为CERN的女同，男同，双性恋者和跨性别者(LGBT)提供一个友好的空间。欢迎各路朋友和志同道合之人！

每周三中午12点，R1餐厅彩虹旗，午餐会约定你！内部邮件列表: lgbtcm-list@cern.ch (CERN电邮组)

LGBT CERN 支持世界反污蔑日: 2015年5月17日。想了解更多，请访问 <http://dayagainsthomophobia.org> 或在 Twitter 上关注 @MAY17IDAHOT 和 #IDAHOT !

LGBT CERN

Wir sind ein durch das CERN anerkanntes informelles Netzwerk, dass sich zum Ziel gesetzt hat eine einladende Atmosphäre für lesbische, schwule, bisexuelle und trans* Menschen (LGBT*) am CERN zu schaffen. Freunde und Gleichgesinnte sind natürlich jederzeit willkommen!

Trefft uns doch zum Mittagessen jeden Mittwoch um 12 Uhr in R1: Haltet Ausschau nach der Regenbogenflagge!

Unsere vertrauliche Mailingliste: lgbtcm-list@cern.ch

LGBT CERN unterstützt den Internationalen Tag gegen Homophobie, Transphobie & Biphobie am 17. Mai 2015. Für nähere Informationen besucht <http://dayagainsthomophobia.org> oder folgt @MAY17IDAHOT und #IDAHOT auf Twitter!

LGBT CERN honors International Day Against Homophobia, Transphobia, & Biphobia: 17 May 2015. To learn more, visit <http://dayagainsthomophobia.org> or follow @MAY17IDAHOT and #IDAHOT on Twitter!

LGBT CERN

Siamo una rete informale riconosciuta dal CERN con lo scopo di fornire uno spazio di socializzazione per persone lesbiche, gay, bisessuali e trans* (LGBT) al CERN. Amici e simpatizzanti sono i benvenuti!

Appuntamento per pranzo ogni mercoledì alle 12 al Ristorante 1: siamo riconoscibili dalla bandiera arcobaleno! La nostra lista email riservata è lgbtcm-list@cern.ch (CERN e-groups)

LGBT CERN celebra il Giorno Internazionale Contro l'Omofobia, Transfobia e Bifobia il 17 Maggio 2015. Per maggiori informazioni visita <http://dayagainsthomophobia.org> o segui @MAY17IDAHOT e #IDAHOT su Twitter!

LGBT CERN honors International Day Against Homophobia, Transphobia, & Biphobia: 17 May 2015. To learn more, visit <http://dayagainsthomophobia.org> or follow @MAY17IDAHOT and #IDAHOT on Twitter!

LGBT CERN

გვართმობს ინფორმალური ქსელი, რომელიც შექმნილია CERN-ის მიერ და აღიარებულია. ჩვენი მიზანია ქსელის წევრებს უზრუნველყვათ მეგობრული გარემოება. გთხოვთ, გაუგებრობის შემთხვევაში, მიმართეთ დაგეგმილ ელფოსტას: lgbtcm-list@cern.ch (CERN-ის ე-ჯგუფი).

გვართმობს ინფორმალური ქსელი, რომელიც შექმნილია CERN-ის მიერ და აღიარებულია. ჩვენი მიზანია ქსელის წევრებს უზრუნველყვათ მეგობრული გარემოება. გთხოვთ, გაუგებრობის შემთხვევაში, მიმართეთ დაგეგმილ ელფოსტას: lgbtcm-list@cern.ch (CERN-ის ე-ჯგუფი).

LGBT CERN

Somos uma rede informal, reconhecida pelo CERN, que busca fornecer um ambiente acolhedor a lésbicas, gays, bissexuais e trans* (LGBT) no CERN. Amigos e aliados são bem-vindos!

Encontre-nos para o almoço toda quarta-feira, ao meio dia, no Restaurante 1: procure pela bandeira arco-íris! Nosso grupo de e-mails confidencial é lgbtcm-list@cern.ch (CERN e-groups).

O grupo LGBT CERN celebra o Dia Internacional Contra a Homofobia, Transfobia e Bifobia: 17 de Maio de 2015. Para saber mais, visite <http://dayagainsthomophobia.org> ou siga @MAY17IDAHOT e #IDAHOT no Twitter!

LGBT CERN

הצוותים החדשים של CERN מקיימים יום חורג נוסף למען נשים, גברים, בייסקסואלים וטרנסג'נדרים. אנחנו מקיימים יום זה מזה 17 במאי 2015. למידע נוסף בקרו באתר <http://dayagainsthomophobia.org> או עקבו אחר #IDAHOT ו-MAY17IDAHOT בטוויטר.

LGBT CERN honors International Day Against Homophobia, Transphobia, & Biphobia: 17 May 2015. To learn more, visit <http://dayagainsthomophobia.org> or follow @MAY17IDAHOT and #IDAHOT on Twitter!

LGBT CERN

Наша неформальная сеть признана CERN с целью обеспечить дружественную атмосферу для лесбиянок, геев, бисексуалов и транс* людей (LGBT) в CERN. Мы рады всем друзьям и единомышленникам!

Встретимся на обед каждый вторник в 12:00 в ресторане 1: мы узнаваемы по радужному флагу! Наш список электронной почты доступен по адресу: lgbtcm-list@cern.ch (CERN e-groups)

LGBT CERN celebrates the International Day Against Homophobia, Transphobia & Biphobia on May 17, 2015. For more information visit <http://dayagainsthomophobia.org> or follow @MAY17IDAHOT and #IDAHOT on Twitter!

LGBT CERN

Мы — это неформальная сеть, признанная CERN, которая стремится обеспечить дружественную атмосферу для лесбиянок, геев, бисексуалов и транс* людей (LGBT) в CERN. Мы рады всем друзьям и единомышленникам!

Встретимся на обед каждый вторник в 12:00 в ресторане 1: мы узнаваемы по радужному флагу! Наш список электронной почты доступен по адресу: lgbtcm-list@cern.ch (CERN e-groups)

LGBT CERN

გვართმობს ინფორმალური ქსელი, რომელიც შექმნილია CERN-ის მიერ და აღიარებულია. ჩვენი მიზანია ქსელის წევრებს უზრუნველყვათ მეგობრული გარემოება. გთხოვთ, გაუგებრობის შემთხვევაში, მიმართეთ დაგეგმილ ელფოსტას: lgbtcm-list@cern.ch (CERN-ის ე-ჯგუფი).

გვართმობს ინფორმალური ქსელი, რომელიც შექმნილია CERN-ის მიერ და აღიარებულია. ჩვენი მიზანია ქსელის წევრებს უზრუნველყვათ მეგობრული გარემოება. გთხოვთ, გაუგებრობის შემთხვევაში, მიმართეთ დაგეგმილ ელფოსტას: lgbtcm-list@cern.ch (CERN-ის ე-ჯგუფი).

LGBT CERN

Somos uma rede informal, reconhecida pelo CERN, que busca fornecer um ambiente acolhedor a lésbicas, gays, bissexuais e trans* (LGBT) no CERN. Amigos e aliados são bem-vindos!

Encontre-nos para o almoço toda quarta-feira, ao meio dia, no Restaurante 1: procure pela bandeira arco-íris! Nosso grupo de e-mails confidencial é lgbtcm-list@cern.ch (CERN e-groups).

O grupo LGBT CERN celebra o Dia Internacional Contra a Homofobia, Transfobia e Bifobia: 17 de Maio de 2015. Para saber mais, visite <http://dayagainsthomophobia.org> ou siga @MAY17IDAHOT e #IDAHOT no Twitter!

LGBT CERN

הצוותים החדשים של CERN מקיימים יום חורג נוסף למען נשים, גברים, בייסקסואלים וטרנסג'נדרים. אנחנו מקיימים יום זה מזה 17 במאי 2015. למידע נוסף בקרו באתר <http://dayagainsthomophobia.org> או עקבו אחר #IDAHOT ו-MAY17IDAHOT בטוויטר.

LGBT CERN honors International Day Against Homophobia, Transphobia, & Biphobia: 17 May 2015. To learn more, visit <http://dayagainsthomophobia.org> or follow @MAY17IDAHOT and #IDAHOT on Twitter!

LGBT CERN

Наша неформальная сеть признана CERN с целью обеспечить дружественную атмосферу для лесбиянок, геев, бисексуалов и транс* людей (LGBT) в CERN. Мы рады всем друзьям и единомышленникам!

Встретимся на обед каждый вторник в 12:00 в ресторане 1: мы узнаваемы по радужному флагу! Наш список электронной почты доступен по адресу: lgbtcm-list@cern.ch (CERN e-groups)

LGBT CERN celebrates the International Day Against Homophobia, Transphobia & Biphobia on May 17, 2015. For more information visit <http://dayagainsthomophobia.org> or follow @MAY17IDAHOT and #IDAHOT on Twitter!

LGBT CERN

Мы — это неформальная сеть, признанная CERN, которая стремится обеспечить дружественную атмосферу для лесбиянок, геев, бисексуалов и транс* людей (LGBT) в CERN. Мы рады всем друзьям и единомышленникам!

Встретимся на обед каждый вторник в 12:00 в ресторане 1: мы узнаваемы по радужному флагу! Наш список электронной почты доступен по адресу: lgbtcm-list@cern.ch (CERN e-groups)

LGBT CERN

გვართმობს ინფორმალური ქსელი, რომელიც შექმნილია CERN-ის მიერ და აღიარებულია. ჩვენი მიზანია ქსელის წევრებს უზრუნველყვათ მეგობრული გარემოება. გთხოვთ, გაუგებრობის შემთხვევაში, მიმართეთ დაგეგმილ ელფოსტას: lgbtcm-list@cern.ch (CERN-ის ე-ჯგუფი).

გვართმობს ინფორმალური ქსელი, რომელიც შექმნილია CERN-ის მიერ და აღიარებულია. ჩვენი მიზანია ქსელის წევრებს უზრუნველყვათ მეგობრული გარემოება. გთხოვთ, გაუგებრობის შემთხვევაში, მიმართეთ დაგეგმილ ელფოსტას: lgbtcm-list@cern.ch (CERN-ის ე-ჯგუფი).

LGBT CERN

Somos uma rede informal, reconhecida pelo CERN, que busca fornecer um ambiente acolhedor a lésbicas, gays, bissexuais e trans* (LGBT) no CERN. Amigos e aliados são bem-vindos!

Encontre-nos para o almoço toda quarta-feira, ao meio dia, no Restaurante 1: procure pela bandeira arco-íris! Nosso grupo de e-mails confidencial é lgbtcm-list@cern.ch (CERN e-groups).

O grupo LGBT CERN celebra o Dia Internacional Contra a Homofobia, Transfobia e Bifobia: 17 de Maio de 2015. Para saber mais, visite <http://dayagainsthomophobia.org> ou siga @MAY17IDAHOT e #IDAHOT no Twitter!

LGBT

Fundraising

- Annual Event: bake and decorate cupcakes, distribute them for donations at CERN
- Typically raise over CHF 1000 for to benefit LGBTQ+ Youth Shelter in Geneva



Building Networks

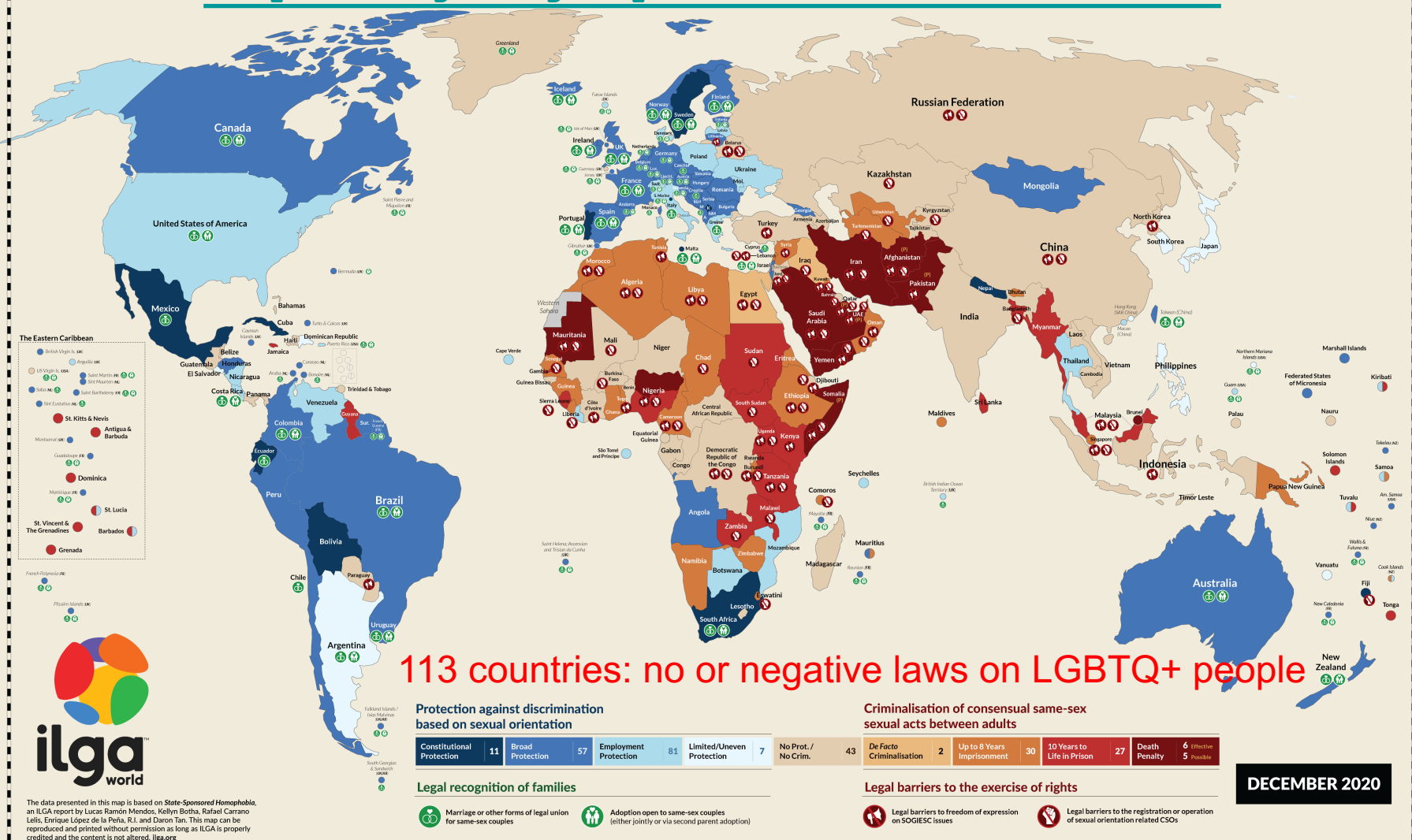
- We also interact with other LGBTQ+ Organizations, particularly with UN-GLOBE, the LGBTQ+ organization for employees and affiliates of the United Nations.
- And regularly attend Pride events in the Geneva area.



SEXUAL ORIENTATION LAWS IN THE WORLD

From criminalisation of consensual same-sex sexual acts between adults to protection against discrimination based on sexual orientation

<https://ilga.org/maps-sexual-orientation-laws>



LGBTQ+ Laws Worldwide

SEXUAL ORIENTATION LAWS IN THE WORLD

From criminalisation of consensual same-sex sexual acts between adults to protection against discrimination based on sexual orientation

<https://ilga.org/maps-sexual-orientation-laws>

Brazil's LGBTQ community faces surging violence, but they're fighting back

Florida Gov. Ron DeSantis files complaint over a Miami drag show

The complaint against the Miami restaurant R House, which hosted the show, cited a 1947 state Supreme Court decision on "men impersonating women."

First Russia, Then Hungary, Now Romania Is Considering A 'Gay Propaganda' Law



The data presented in this map is based on State-Sponsored Homophobia, an ILGA report by Lucas Ramiro Mendoça, Kellyn Boddy, Rafael Carraro Lelis, Enrique López de la Peña, R.I. and Daron Tan. This map can be reproduced and printed without permission as long as ILGA is properly credited and the content is not altered. ilga.org



Protection against discrimination based on sexual orientation

Constitutional Protection	11	Broad Protection	57	Employment Protection	81	Limited/Uneven Protection	7	No Prot. / No Crim.	43
---------------------------	----	------------------	----	-----------------------	----	---------------------------	---	---------------------	----

Legal recognition of families



Marriage or other forms of legal union for same-sex couples



Adoption open to same-sex couples (either jointly or via second parent adoption)

Criminalisation of consensual same-sex sexual acts between adults

De Facto Criminalisation	2	Up to 8 Years Imprisonment	30	10 Years to Life in Prison	27	Death Penalty	6	Effective Possible	5
--------------------------	---	----------------------------	----	----------------------------	----	---------------	---	--------------------	---

Legal barriers to the exercise of rights



Legal barriers to freedom of expression on SOGIESC issues

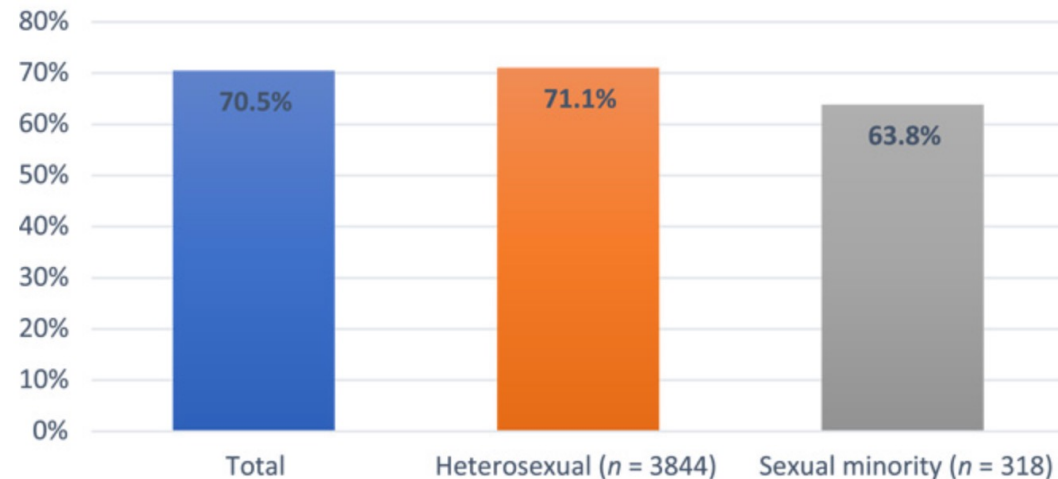


Legal barriers to the registration or operation of sexual orientation related CSOs

DECEMBER 2020

LGBTQ+ People in STEM

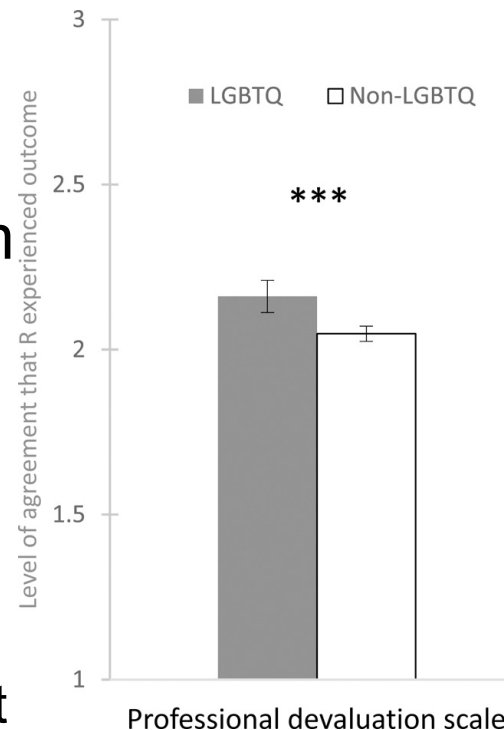
- LGBTQ+ people interested in STEM degrees 9.54% less likely to complete them



fraction of students who aspired to a STEM degree at start of college who also completed a STEM degree (US); [source](#)

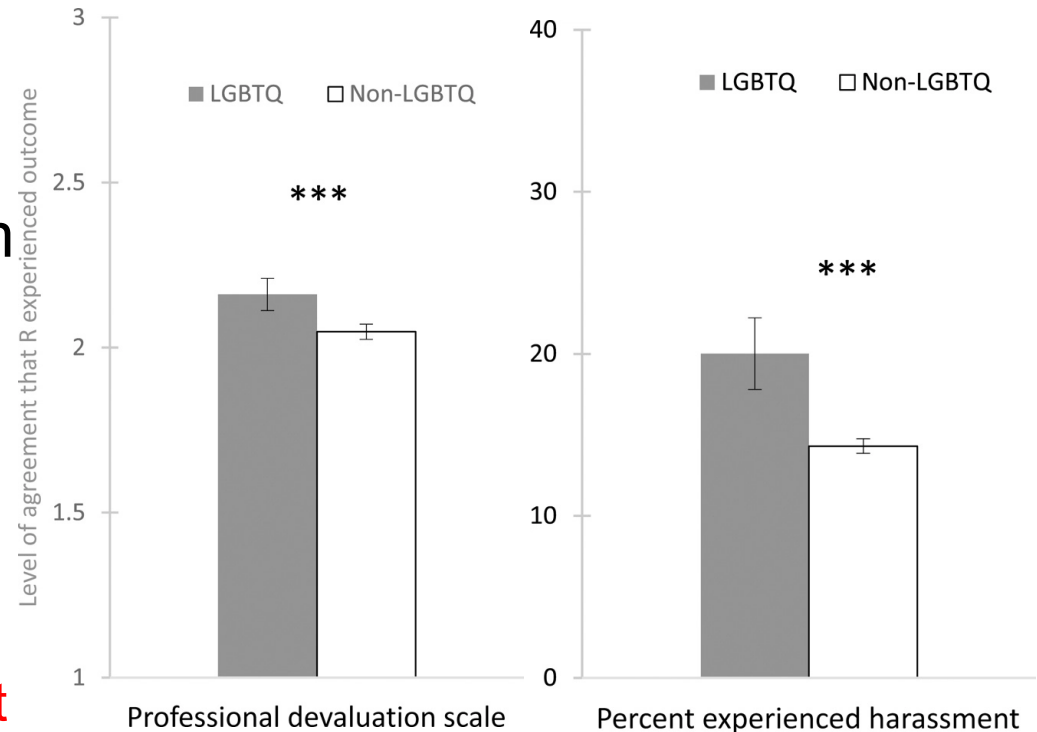
LGBTQ+ People in STEM

- LGBTQ+ people interested in STEM degrees 9.54% less likely to complete them
- LGBTQ+ people in STEM more likely to
 - Want to leave STEM
 - **Feel ignored/devalued by their coworkers**
 - Experience harassment
 - Feel socially excluded
 - Experience health or wellness difficulties
 - [source](#)



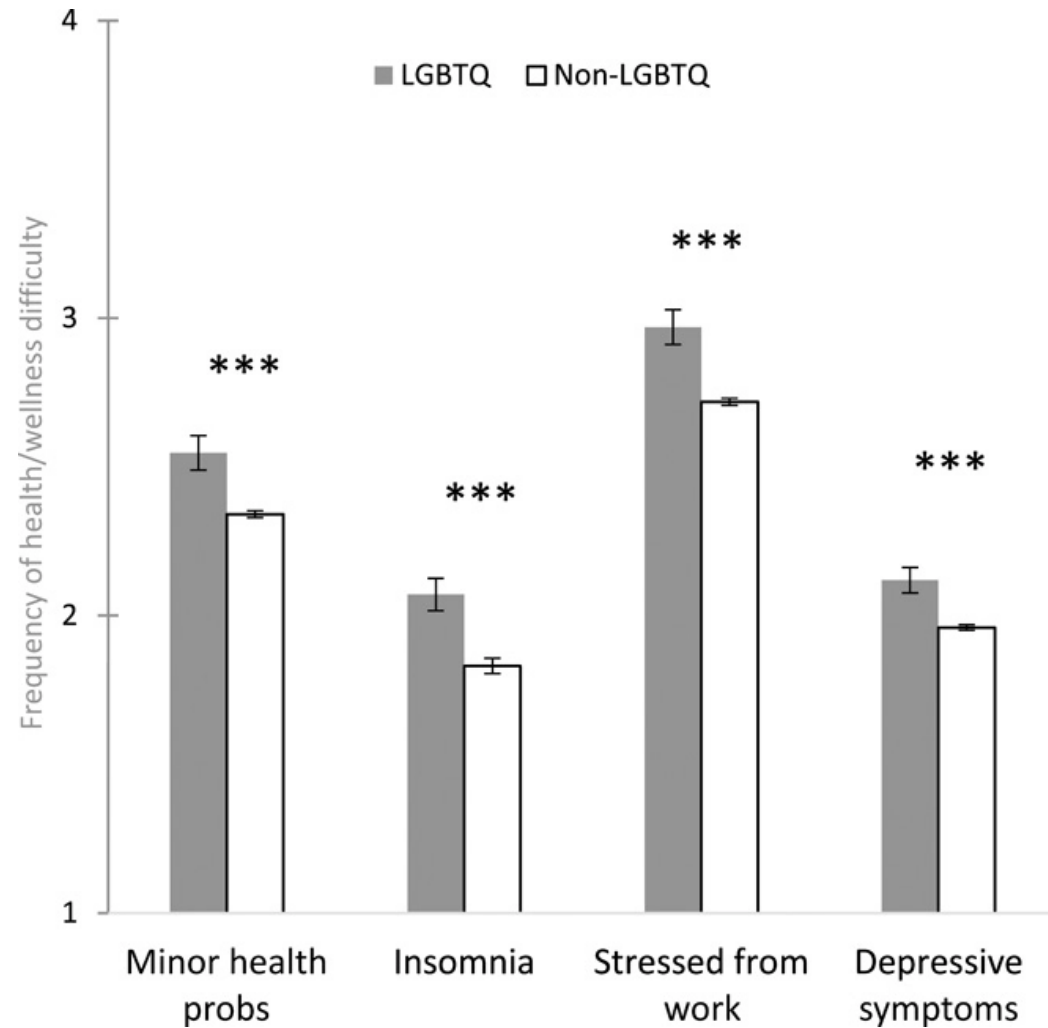
LGBTQ+ People in STEM

- LGBTQ+ people interested in STEM degrees 9.54% less likely to complete them
- LGBTQ+ people in STEM more likely to
 - Want to leave STEM
 - Feel ignored/devalued by their coworkers
 - **Experience harassment**
 - Feel socially excluded
 - Experience health or wellness difficulties
 - [source](#)



LGBTQ+ People in STEM

- LGBTQ+ people interested in STEM degrees 9.54% less likely to complete them
- LGBTQ+ people in STEM more likely to
 - Want to leave STEM
 - Feel ignored/devalued by their coworkers
 - Experience harassment
 - Feel socially excluded
 - Experience health or wellness difficulties
 - [source](#)



LGBTQ+ People in Physics

Employee LGBT identity does not seem to be an issue: [source](#)



The company or institution as a whole provides a supportive environment for LGBT people:



Employees are expected to not act too gay:



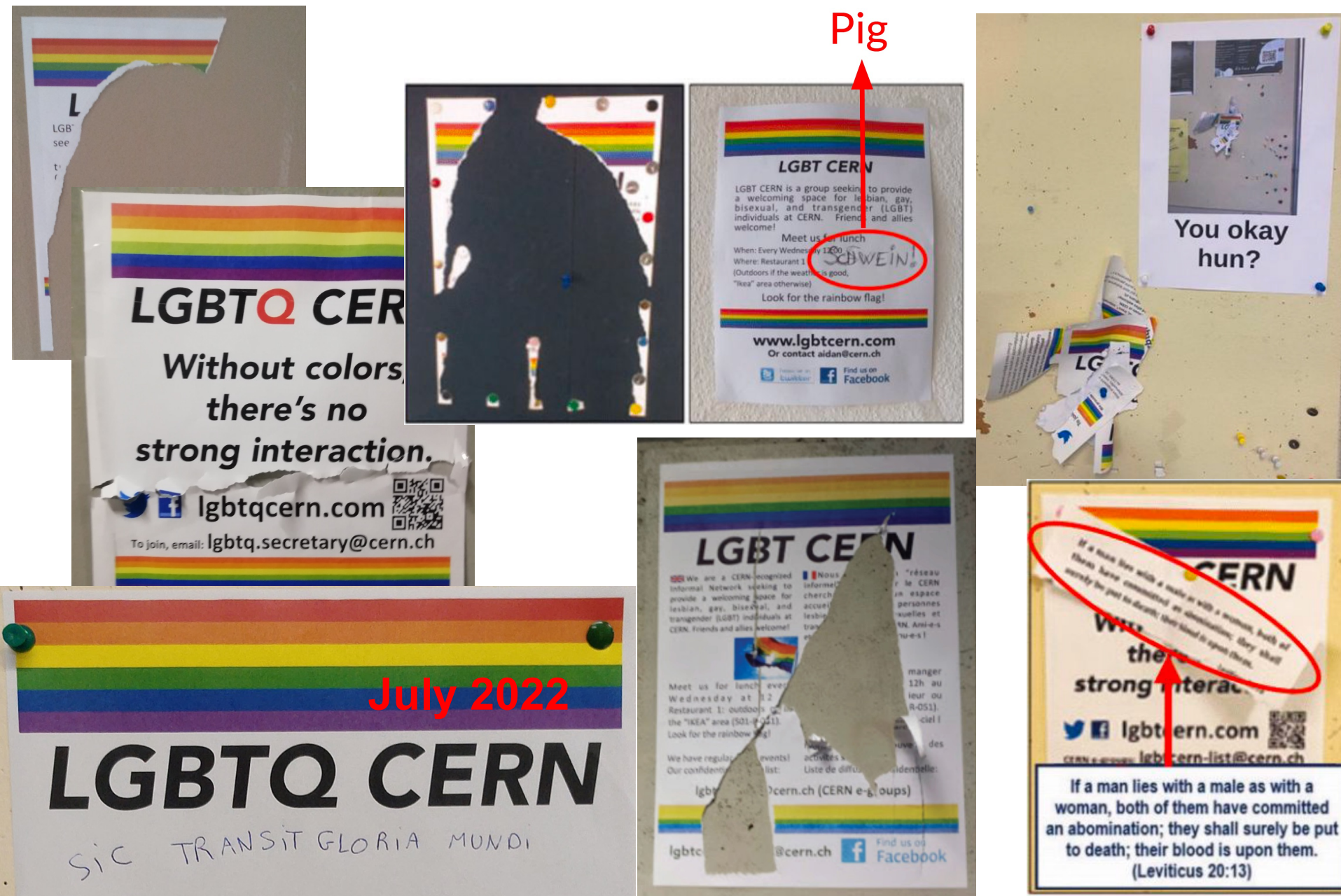
Trans* respondents: There is a bathroom that I feel comfortable and safe using:



Trans* respondents: My coworkers use my preferred pronouns:



¹⁵ Some of what we face at CERN.



Terminology

[source](#)

- Sex: category (usually assigned at birth) and based on physical characteristics
- Gender: roles, behaviors, activities, and attributes that a society considers normative for men and women; distinct from sex
- Gender identity: an internal sense of self as male, female, or a blend of both or neither
- Transgender, trans, or trans*: term referring to a person whose gender identity differs from the sex they were assigned at birth
- Transsexual: an older term; it is recommended to avoid this term unless a person self-identifies this way
- Cisgender or cis: the opposite of transgender or trans*; refers to a person whose gender identity agrees with the sex they were assigned at birth

Terminology

[source](#)

- Sexual orientation: a person's sexual identity regarding the gender or genders to which they are romantically or sexually attracted; distinct from gender identity
- Non-binary or genderqueer: a person whose gender is neither exclusively female nor exclusively male, but is something else, neither, or a mixture
- Intersex: indicates physical characteristics that do not fit typical binary notions of male or female bodies
- Queer: umbrella term; refers to people who are not heterosexual or cisgender
 - A reclaimed term, formerly pejorative
 - Still controversial, so be very cautious about using it if you are not part of the LGBTQ+ community
- Asexuality: lack of sexual attraction to others, or low or absent interest in or desire for sexual activity

How To Be An Ally: Don't...

- Question people about their genitals.
 - You wouldn't like it if people did that to you. Trans*, intersex, and non-binary people don't owe you an explanation of their bodies or of who they are.
- Be the restroom police.
- Question people about their sex lives.
- Use the fact that a person is gay, trans*, etc. as the punchline for your joke.
- Assume that somebody is heterosexual, cisgender, binary, etc.
- Host conferences in places that are dangerous for LGBTQ+ people (or women, Black people, Indigenous people, ...)
- Assume that because you know about numbers that you are a sociologist.

How To Be An Ally: Do...

- Learn to love the singular “they”.
 - There are other gender-neutral pronouns, but using “they” for a single person is becoming increasingly common in English.
- Normalize the disclosure of pronouns
 - *E.g.* email signature, Zoom name, stickers...
 - Even if people are likely to guess your pronouns correctly, this helps to make other people comfortable disclosing their pronouns
- Show visible support
 - LGBTQ+ CERN distributes door stickers → lets new people know that friends & allies are out there!



Ce bureau soutient
LGBTQ+ CERN



Ce bureau soutient
la diversité au CERN



This Office Supports
Diversity in Physics



This Office Supports
Diversity in Physics



This Office Supports
LGBTQ+ CERN



How To Be An Ally: Do...

- Educate yourself
- Advocate for equity
 - Speak up! Marginalized people should not have to do all the work.
 - But at the same time, don't put yourself at the center. Learn to step back and let others lead.
- Confront bigotry, injustice, and inequity on the spot
- Advocate for all-gender restrooms
- Advocate for codes of conduct within your collaborations, institutions, [conferences](#)



Code of conduct

The organizers of NuFact 2022 are committed to making this workshop productive and enjoyable for everyone, regardless of gender, sexual orientation, age, career status, disability, physical appearance, body size, race, family situation, nationality or religion. We will not tolerate harassment of participants in any form. Please follow these guidelines:

- Behave professionally. Harassment and sexist, racist, or exclusionary comments or jokes are not appropriate.

How To Be An Ally: Do...

- Attend DEI training in your institution
- Advocate for DEI training in your collaborations
- Listen to (don't dismiss) the concerns of LGBTQ+ and other marginalized people
- Encourage and support LGBTQ+ organizations ([oSTEM](#), [NOGLSTP](#))
- Include non-discrimination [language](#) in job postings – and mean it!



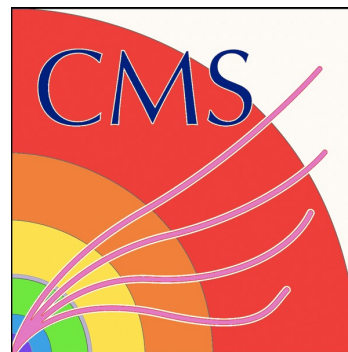
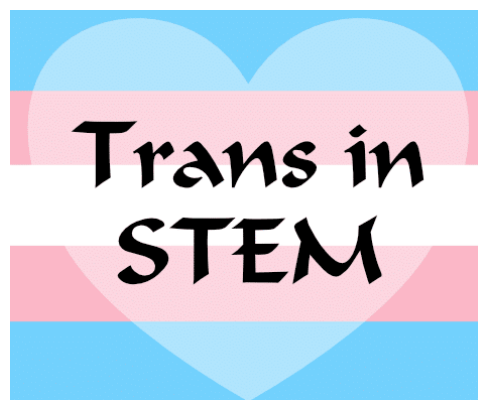
We encourage applications from eligible candidates regardless of gender, race, national origin, age, religion, marital status, political views, sexual orientation, gender identity, gender expression, or disability.

Celebrate LGBTQ+ STEM Day

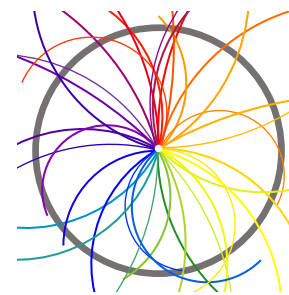
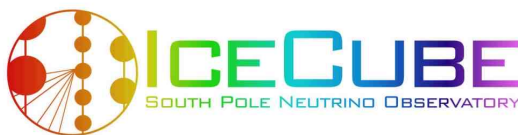
- [Celebrate](#) LGBTQ+ STEM Day on 18 November each year.
- And encourage your collaborations to celebrate it too!

Pride

(in) STEM



ALICE



LGBTQ CERN



Remember...

- Respect people's pronouns.
 - If you accidentally misgender somebody, acknowledge the mistake, make a quick apology, move on, and do better.
 - If somebody corrects you regarding their pronouns, accept it graciously.
- Trans women are women. Trans men are men. Gay men are not women. Lesbians are not men.
- Bisexuals and asexuals exist.
 - Ace & Bi erasure are unfortunately common phenomena, even in the LGBTQ+ community.
- The LGBTQ+ community is not a monolith.
 - Different groups within the community may have very different experiences and may face very different types of discrimination.



Conclusions

- Please support LGBTQ+ organizations.
 - Come say hi to us at LGBTQ+ CERN!



[Facebook](#)

<https://lgbtqcern.com>



[Twitter](#)



[Instagram](#)

lgbtqcern-contact[at]cern[dot]ch

- Advocate for equity in your institutions.
- Treat LGBTQ+ people with dignity and respect.

