Creating a Welcoming Workplace in Idaho

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Idaho Leadership Team and Civil Rights Committee
Goals

• **Understand** the purpose of Special Emphasis Programs
• **Define** LGBT terminology
• **Identify** particular hurdles and challenges faced by LGBT employees
• **Learn** simple steps you can take to remove barriers
• **Recognize** that everyone has a sexual orientation and a gender identity
• **Answer** questions
Ground rules

Assume best intentions for everyone

Ask questions

We are here to learn
Intent of training

Inform and educate

Foster a safe, secure and productive workplace for all employees

**NOT** to dissuade anyone’s personal opinions or religious beliefs
Special Emphasis Programs
Special Emphasis Programs

Programs that focus attention on specific groups as a result of a particular law, regulation, or Executive Order.

Established to address employment-related concerns of a group where a need for special emphasis has been demonstrated.
Special Emphasis Programs

- American Indian/Alaska Native
- Asian/Pacific Islander
- Black Emphasis Program
- Disability
- Federal Women’s
- Hispanic
- Veterans
- LGBT
We are not asking for *special* treatment

We are asking for *equal* treatment
Defining Terms
• **Lesbian** – women attracted to women
• **Gay** – men attracted to men
• **Bisexual** – attraction to both men and women
• **Heterosexual** – attraction to people of the opposite gender
Sexual Orientation

• A person’s attraction to another person
• Ranges from exclusive heterosexuality to exclusive homosexuality
• More than just an individual characteristic
• Related to love, attachment, and intimacy
• Essential component of personal identity
• **Gender Identity** – A person’s internal sense of being male, female, or somewhere in between.

*Research shows gender identity begins to solidify between the ages of 3-6.*

• **Gender Expression** – the way in which a person outwardly expresses their gender, through appearance, dress, mannerisms, and behavior.

*Our gender expression can change from day to day.*
The difference between gender identity & sexual orientation is the difference between who you are & whom you love.
**Transgender** - someone who feels that the gender assigned to them at birth is not correct or does not match how they view themselves.

*Transgender* is an umbrella term that encompasses many identities.
Encompasses any individual who crosses over or challenges their society's traditional gender roles and/or expressions.
Sex and Gender

- **Sex** is a *biological classification* that refers to hormones, chromosomes, and genital and reproductive anatomy.
- **Gender** is a *socially constructed system of classification* that refers to concepts of femininity and masculinity.
- These *may not be the same* for any particular individual.
The Genderbread Person

Identity

Gender Identity

Woman Genderqueer Man

Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.

Gender Expression

Feminine Androgynous Masculine

Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.

Biological Sex

Female Intersex Male

Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.

Sexual Orientation

Heterosexual Bisexual Homosexual

Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.
Coming Out

Common reference used to self identify as lesbian, gay, bisexual, or transgender.

*Everyone* comes out
Why are sexual orientation and gender identity workplace issues?
Within USDA

Why do we talk about sexual orientation and gender identity at USDA?

- USDA employees and customers have a diversity of sexual orientations and gender identities.
- USDA is located in almost every county in the U.S.
- LGBT people live in 99.3% of US counties

It’s just good customer service!
Addressing Historical Discrimination

The Lavender Scare

- A period from the 1950s to the 1960s during which LGBT employees were systematically purged from the Federal Government.

- Initiated through Executive Order 10450, signed by President Eisenhower outlawing the employment of LGBT individuals in the government.

- Enforced most notably by Senator Joseph McCarthy.

- The Lavender Scare lasted longer and destroyed more lives than the better known Red Scare.

- Dr. Frank Kameny played an instrumental role in establishing protections for LGBT employees, after he was fired from the USGS for his sexual orientation.
Progression of Federal Law

1964 - Civil Rights Act prohibits discrimination “on the basis of...sex”
1978 – Civil Service Reform Act of 1978
1993 – USDA adds sexual orientation as protected to Civil Rights Policy Statement
1998 – EO 13087: Prohibits discrimination based on sexual orientation
2009 – USDA establishes LGBT Special Emphasis Program
2011 – USDA adds gender identity as protected to Civil Rights Policy Statement
2014
  7 C.F.R. Part 15d (USDA) – gender identity/expression protections for customers
  Amendment to EO 11478
  Amendment to EO 11246
“There exists no reason to discriminate based on race, color, religion, national origin, age, sex (including gender identity and expression), sexual orientation, disability, marital or familial status, political beliefs, parental status, receipt of public service, or protected genetic information.”
52% of the LGBT population lives in states that don’t prohibit employment discrimination based on sexual orientation or gender identity.

Source: Movement Advancement Project:
http://www.lgbtmap.org/equality-maps/non_discrimination_laws#sthash.ugUIXAQC.dpuf
Nondiscrimination ordinances covering private employers

Sexual Orientation

29% of population protected

Legend:
- State Protections
- County Protections
- City Protections
- No Protections
- NDOs Banned

Gender Identity

29% of population protected

Legend:
- State Protections
- County Protections
- City Protections
- No Protections
- NDOs Banned

https://www.lgbtmap.org/equality-maps/profile_state/ID
### Quick Facts About Idaho

<table>
<thead>
<tr>
<th>Total State Population:</th>
<th>Total Adult Population:</th>
<th>Total LGBT Population:</th>
<th>LGBT % of State Adult Population:</th>
<th>% of Same-Sex Couples Raising Children:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,567,582</td>
<td>1,169,075</td>
<td>31,565</td>
<td>2.7%</td>
<td>22%</td>
</tr>
</tbody>
</table>

#### Sexual Orientation Policy Tally:

- **Tally:** 4.25/19
- **Rating:** MEDIUM

#### Gender Identity Policy Tally:

- **Tally:** -0.5/15
- **Rating:** NEGATIVE

#### Overall Tally:

- **Tally:** 3.75/34
- **Rating:** LOW

Source: Movement Advancement Project [https://www.lgbtmap.org/equality-maps/profile_state/ID](https://www.lgbtmap.org/equality-maps/profile_state/ID)
LGBT demographics

Source: Gallup Special Report (2013) available from The Williams Institute
http://williamsinstitute.law.ucla.edu/research/census-lgbt-demographics-studies/gallup-lgbt-pop-feb-2013/
Same-sex couples per 1,000 households (by census tract)

Source: UCLA’s The Williams Institute
Religious Objections

What if my religion says that homosexuality is morally wrong?

• The USDA workforce includes a diversity of religious views, and discrimination on the basis of religion is prohibited in the Federal workplace.

• This means that no one can or should ask an employee to change his or her religious beliefs on homosexuality.

• Conversely, this also means that religious objections to homosexuality cannot be imposed on other coworkers or be used to obstruct nondiscrimination laws, policies, and diversity activities.
In the Workplace

Why do some people need to talk about their sexual orientation and gender identity at work?

- It is exceptionally difficult to avoid any indication of one’s sexual orientation or gender identity in most interactions.
- Sharing aspects of one's personal life with coworkers is often a normal part of the workday.
- Conversations about spouses, friends, and family help to form bonds of mutual respect and trust that support a productive workplace.
- To enhance the productivity of ALL employees, it is just as important for LGBT individuals to be comfortable to speak about personal issues as other employees.
Common Misconception

When LGBT employees share the same day-to-day anecdotes with coworkers, they are seen as over-sharing, or forcing their “lifestyle” upon coworkers.

Fact: Non-LGBT employees often do not recognize that when they mention their own gender and husbands/wives at work, they are making casual references to their own sexual orientation and gender identity.

NRCS is a family

“If you don’t create the world you want to live in, then others will do it for you and it may not be a world you like.”
Discriminatory Comments

People who identify as lesbian, gay, bisexual, or transgender often:

• Are stereotyped based on their sexual orientation or gender identity and grouped together.

• Are accused of pushing their sexual orientation or gender identity onto others when they do something to indicate what it is.

• Are asked why they made their choice of sexual orientation or gender identity.

• Are often accused of being abused, warped, or psychologically confused because of their sexual orientation or gender identity.

• Encounter people who try to convince them to change their sexual orientation or gender identity.
What You Can Do

• Don’t assume that everyone is straight. Someone close to you could be looking for support in their coming out process or may have a family member who is LGBT. By not making assumptions, you can help give them the space they need.

• Defend LGBT people against discrimination and speak out against statements or jokes that attack them. Letting others know you find anti-LGBT comments offensive and unacceptable can go a long way toward reducing homophobia, biphobia, and transphobia.

• If you witness someone making LGBT jokes and negative comments,
  • Tell them that you find it offensive, or
  • Leave the room, and
  • Report it to their supervisor

• Never use an individual's sexual orientation or gender identity as a factor in hiring, promotions, evaluations, or work assignment decisions.
Takeaways

• **Everyone** has a sexual orientation *and* gender identity.

• **You** can make a difference by speaking up against or walking out on offensive comments and behavior.

• At USDA, it is **everyone’s** responsibility to create a work environment where LGBT employees and customers are safe, respected, and able to share in the full responsibilities and benefits of employment.
Questions?

“Make a career of humanity. Commit yourself to the noble struggle for equal rights. You will make a greater person of yourself, a greater nation of your country, and a finer world to live in.”

--Martin Luther King, Jr., 1959
Thank You!

The U.S. Department of Agriculture (USDA) prohibits discrimination against its customers, employees, and applicants for employment on the bases of race, color, national origin, age, disability, sex, gender identity, religion, reprisal, and where applicable, political beliefs, marital status, familial or parental status, sexual orientation, or all or part of an individual's income is derived from any public assistance program, or protected genetic information in employment or in any program or activity conducted or funded by the Department.
Putting an End to Bullying

Watch the video:

Secretary Vilsack’s
It Gets Better Video

https://www.youtube.com/watch?v=uEw569vABLo