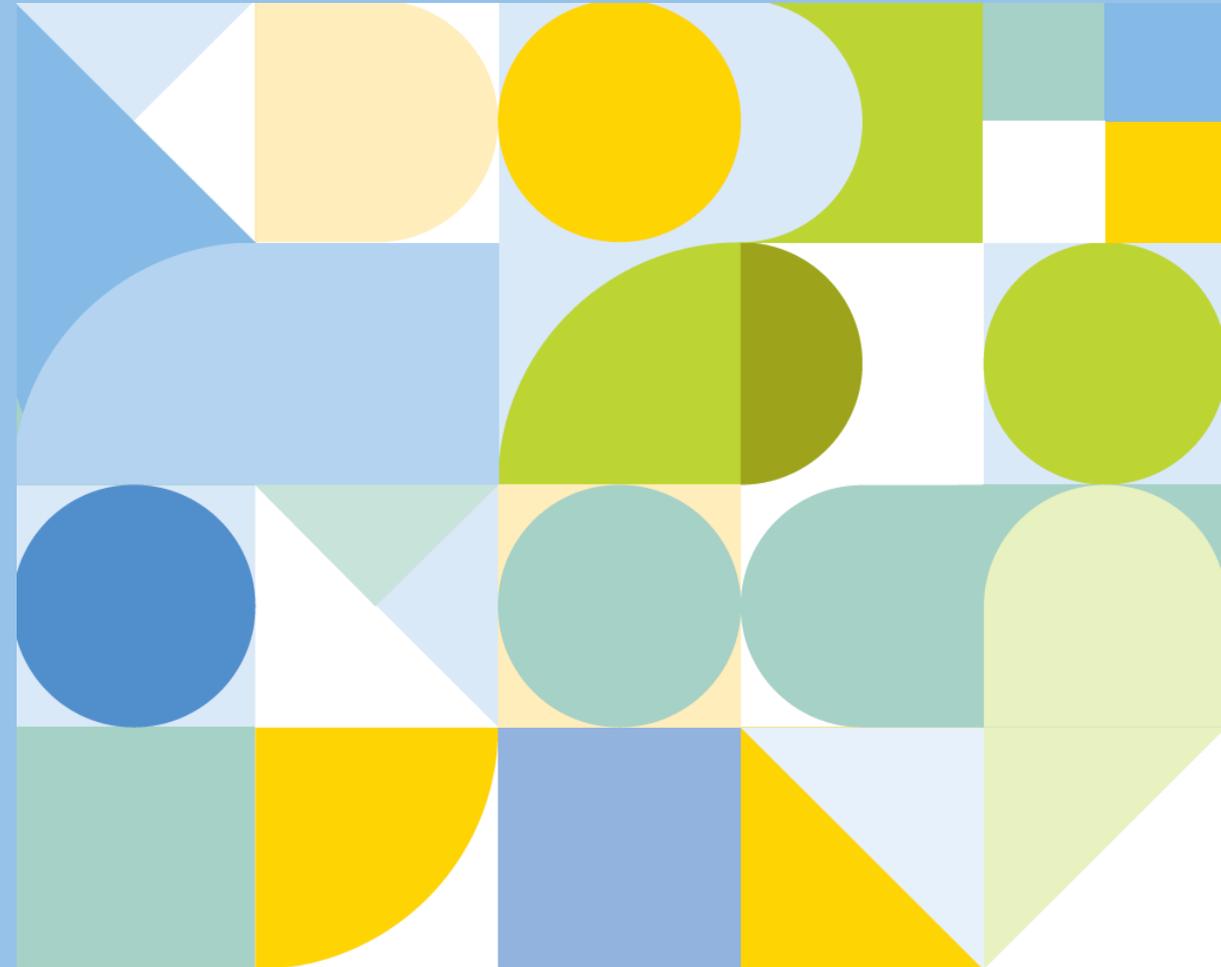


D&I MOMENT UNDERSTANDING LGBTQI+.

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UNDERSTANDING THE ACRONYM LGBTQI+.



LESBIAN

A woman who is emotionally, romantically, sexually attracted to other women.



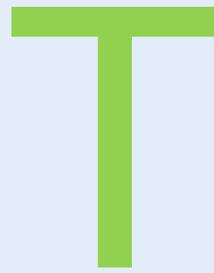
GAY

A person who is emotionally, romantically or sexually attracted to other members of the same gender. Often used to specifically describe men who are attracted to other men.



BISEXUAL

A person who is emotionally, romantically or sexually attracted to more than one sex, gender or gender identify though not necessarily simultaneously, in the same way or to the same degree.



TRANSGENDER

An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Transgender people may identify as straight, gay, bisexual etc.



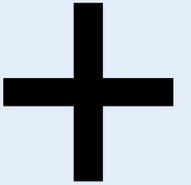
**QUEER /
QUESTIONING**

A term people often use to express fluid identities and orientations. Often used interchangeably with LGBTQI.



INTERSEX

A person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female.



PLUS

The plus symbolises other identities that are not included in the LGBTQI acronym. Identities include asexual, pansexual, gender fluidity and allies.

UNDERSTANDING THE ACRONYM LGBTQI+.

This video provides an insight into the number of LGBTQI+ people who feel they can't be themselves at work for fear of discrimination by managers and colleagues.



WHAT CAN I DO TO SUPPORT THE LGBTQI+ COMMUNITY?

You don't have to identify with the LGBTQI+ community yourself in order to show support for diversity and promote an inclusive culture. Below are some simple ways that you can be a better LGBTQI+ ally in the workplace:

Empower yourself with information

Learn the differences between L, G, B, T, Q, I – it may seem a lot of terminology but all identities are valid and come with individual challenges. Bear in mind that in addition to this, people may suffer multiple levels of discrimination based on gender, skin colour, physical ability and age.

Step up: be visible

Being a good ally can range from wearing a lanyard of support, joining Pride activities, communicating with others, or for managers, it could be using an inclusion moment at the outset of meetings.

Speak up

If you hear anti-LGBT comments, it is not good enough to stand by and let that culture continue. For the minority in the workplace, it is difficult to constantly be the one that steps up and challenges inappropriate behaviour. Stand up for each other to ensure equality isn't taken away from any community.



THANK YOU.

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