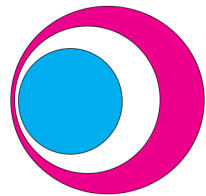

Recruitment to Retention Best Hiring Practices for the **LGBTQ+ Jobseekers**

Celia Sandhya Daniels (she/they)

Founder and CEO of Rebekon Consulting LLC.



Rebekon Consulting LLC

Educate >>> Engage >>> Empower

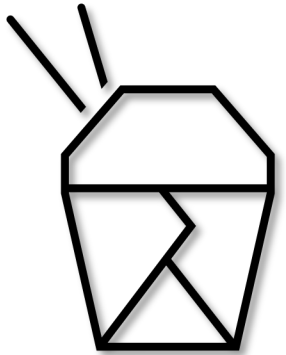
Organizations to be truly inclusive from the Bathroom to the Boardroom

Today's Guidelines

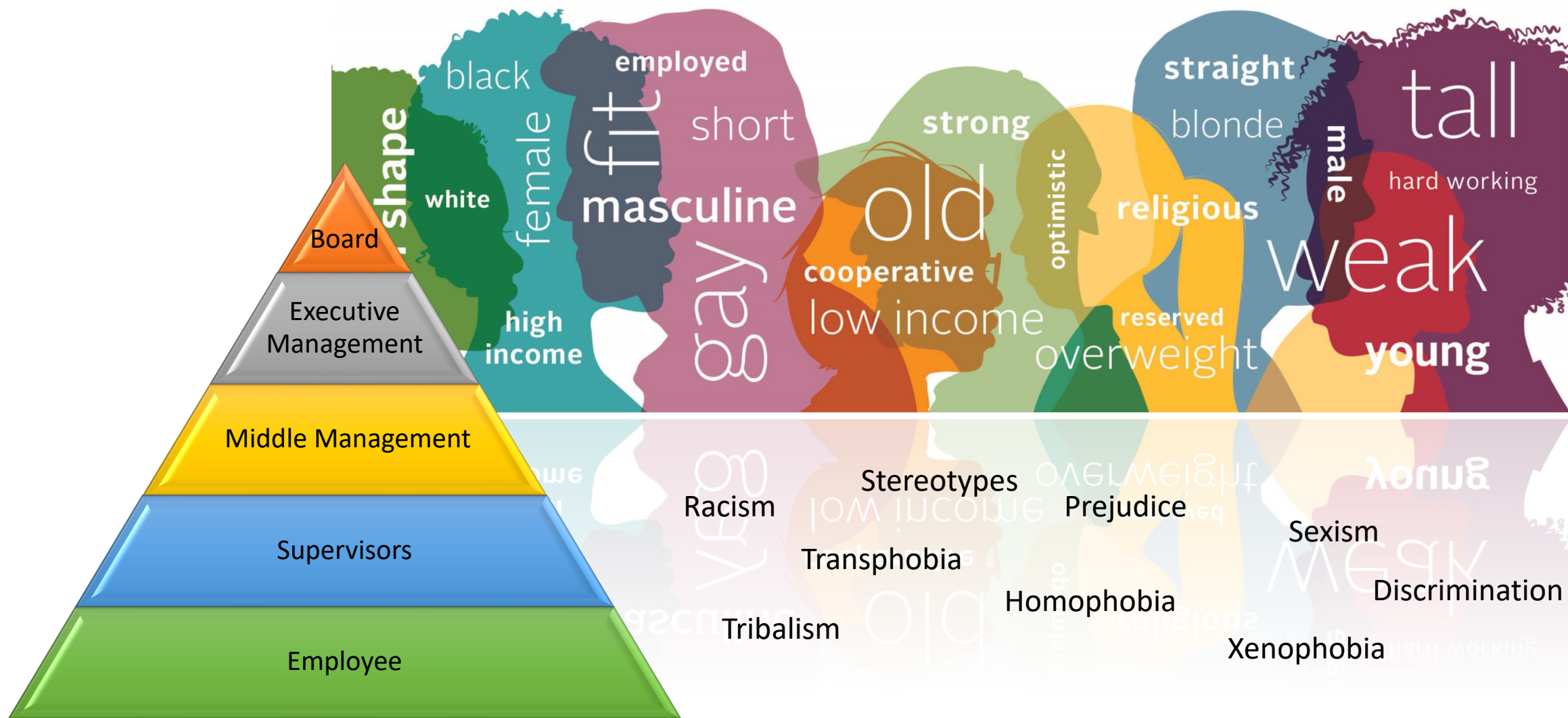


- This is a **safe space**.
- Please put your **questions in the chat**. We will bring it up in our discussion.
- **Please ask me anything** you would like to know about the LGBTQ+ Community
- **TGI** – Trans, Gender diverse and Intersex
- **ERG** – Employee Resource Groups

Key Takeaways

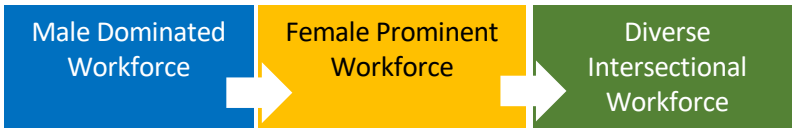


- **Different dimensions** of the LGBTQ+ community.
- Current **challenges, issues** and **biases**
- Dos and Don'ts
- **Real-life scenarios** and **lived** experiences
- Building **strong allyship** in the workplace
- Call for Action



Change doesn't happen from the letter head of a company but from the heart of the employees — © Celia Sandhya Daniels

NEXTGEN WORKFORCE



Companies with **ethnically and culturally diverse** teams are

- 33% more likely to lead their industry on profitability
- DEI is not just about the **Business Value** but **Human value**.

Gender diversity at the **executive level** are

- 21% more profitable than their peers
- 27% of excellent profit margins

Gen-Z and Millennials

- 1 in 5 Gen Z identify as LGBTQ+
- 27% of youth in CA, identify as GNB
- **75% of the workforce in 2030**, Gen-Z / Millennials
- according to The Pride Co-op, a LGBTQ-focused market research and intelligence agency.



FOUNDATIONAL ISSUES

1. Training

2. Policies

3. DI&B/ERG

4. Allyship

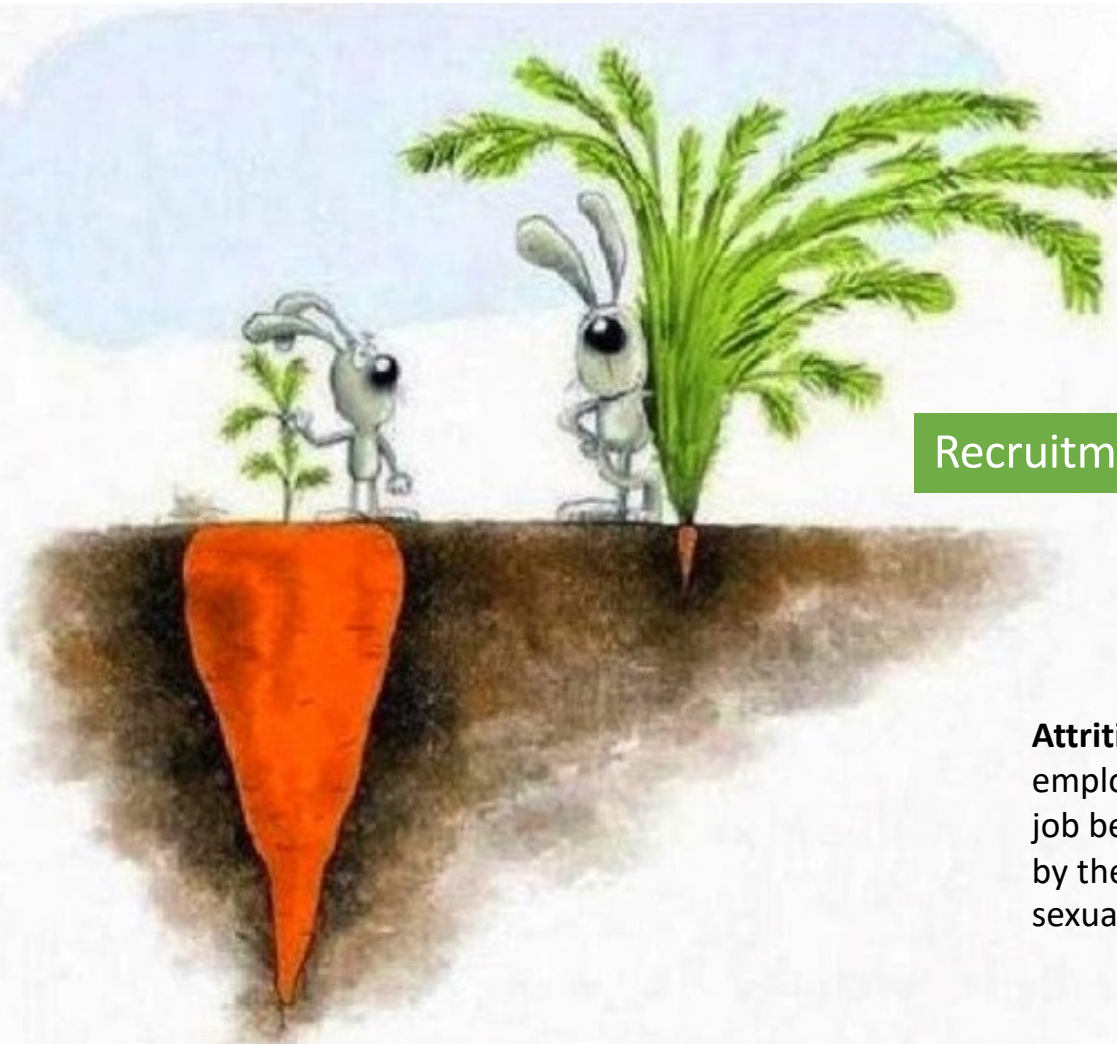
5. Recruitment



Recruitment

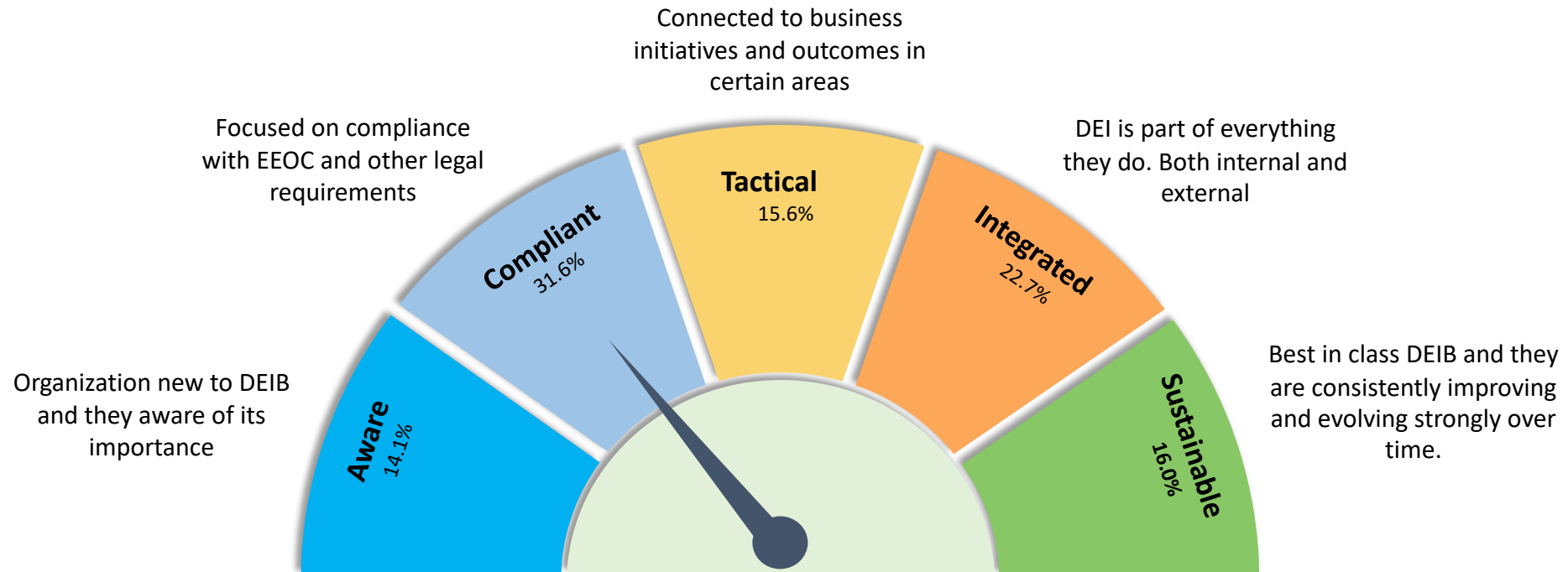
Retention: If employees **trust** their employer's commitments their engagement level can **increase up to 20%**, and the likelihood they will leave their organization **decreases by 87%**.

Attrition: One-third (34.2%) of LGBT employees said that they have left a job because of **how they were treated** by their employer based on their sexual orientation or gender identity.



Compassion beyond Compliance

Nearly a **third of organizations** are stuck in the **compliant stage**. They need to foster a compassionate environment for the underrepresented and marginalized communities.



TGI Employee experience

Reviewing the **employee lifecycle** from a People, Process and Technology standpoint to identify deep, systemic inequities. This will help prioritize and support the organization's broader DEI goals.

Positive

Neutral

Negative

People



Identify people who are a part of the employee lifecycle.

Engage

Recruit

Onboard

Perform

Develop

Leave

Alumni



Technology

Assess the technology used in each stage of the lifecycle for inequities such as poor accessibility or biases.



Process

Evaluate existing processes to identify systemic changes needed to improve DEI.

CAREER WEBSITES – “NOT INCLUSIVE”

Legal Name

First Name *



Last Name *

☒ I have a preferred name

Preferred Name

First Name *



Last Name *

Are you a Veteran? *

I Am Not A Protected Veteran ▼

Are you Hispanic or Latino? *

No ▼



What is your race and ethnicity? *

Asian (Not Hispanic/Latino) (United States ... ▼

What is your Gender? *

select one ▼
select one
Female
Male

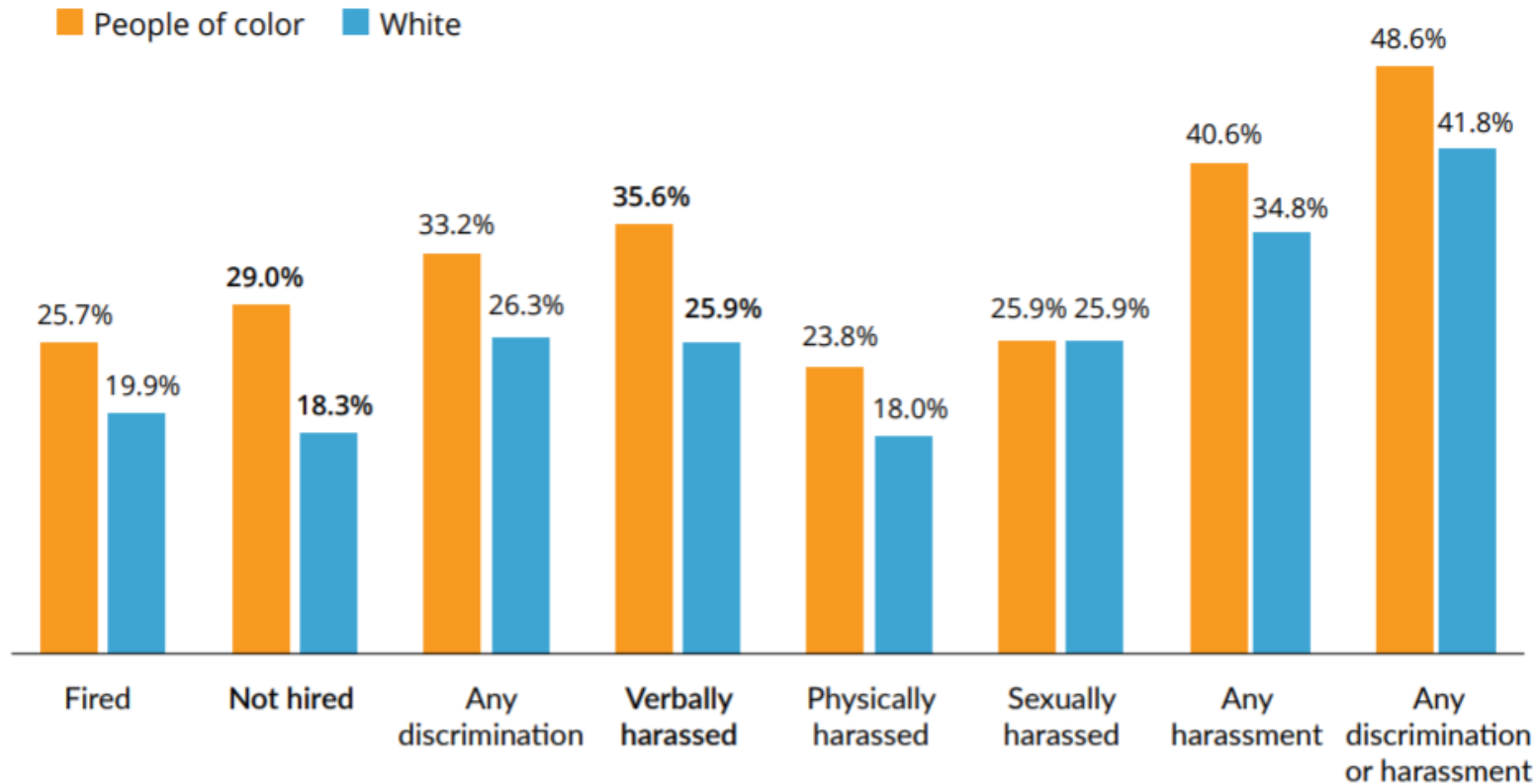


I have listed do disclose to MP&P information related to my employment history and qualifications for the position for which I am applying, without giving me prior notice of such disclosure. In addition, I hereby release MP&P my former employers and any other persons, corporations, partnerships and associations from any and small claims, demands or liabilities arising out of or in any way related to such investigation or disclosure.

Back

Save and Continue

LGBTQ+ WORKPLACE DISCRIMINATION



Over 8 million workers in the U.S. identify as LGBT

Workplace culture: 67.5% reported that they have heard negative comments, slurs, or jokes about them.



Harassment: 37.7% reported experiencing at least one form of harassment

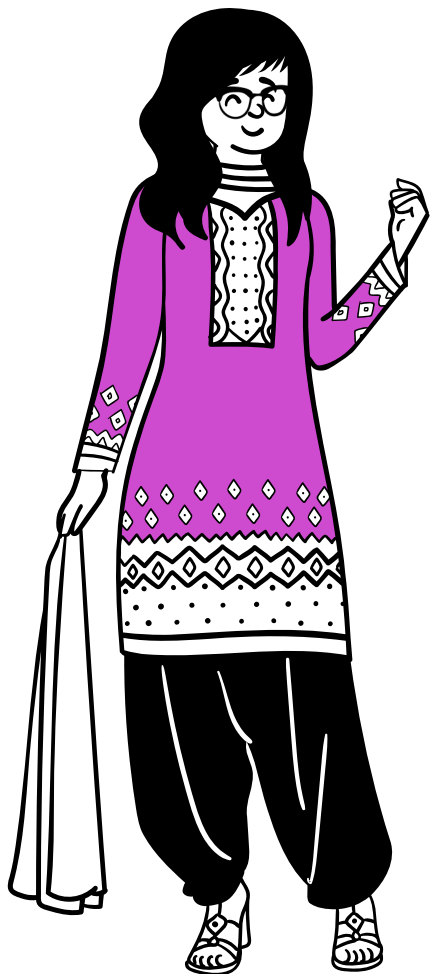
Discrimination: 29.8% reported experiencing at least one form of employment discrimination

Religion: 63.5% of LGBT employees of color said that religion was a motivating factor compared to 49.4% of white LGBT employees.

DESCRIBE THIS SITUATION IN “ONE WORD”



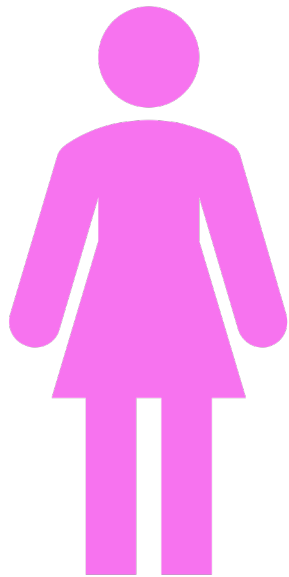
<u>RESUME</u>	Identical Resume	<u>RESUME</u>
Master in Computer Science Largest P&L managed:\$250M Largest Team : 120 onsite + 600 Global Sr. Director for top F100 Consulting firms in Midwest 25 years of experience in Healthcare and Life Sciences		Master in Computer Science Largest P&L managed:\$250M Largest Team : 120 onsite + 600 Global Sr. Director for top F100 Consulting firms in Midwest 25 years of experience in Healthcare and Life Sciences
Jobs Offered 	Different Job offers	 Jobs Offered
HEAD of R&D Top Five Consulting FIRM P&L for NA BUSINESS DEV MID WEST ACCENTURE – NO INTERVIEW GLOBAL CLIENT PARTNER Salary: Approx. \$250K Annual Base + Bonus and Benefits		CASE INTAKE ASSOCIATE PROJECT COORDINATION/ADMIN RECEPTIONIST DATA ENTRY BUSINESS ANALYST CALL CENTER OPERATOR IT SUPPORT Salary: \$80K to \$110K (Incl Bonus)



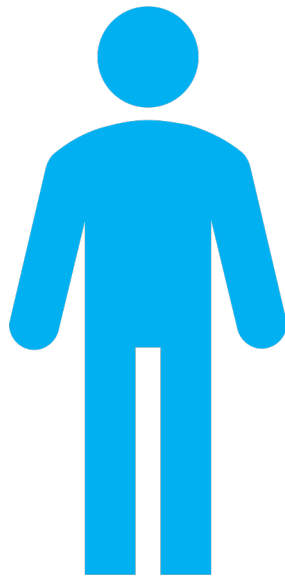
CISGENDER AND TRANSGENDER

Cisgender

Birth gender matches their **authentic gender** identity.



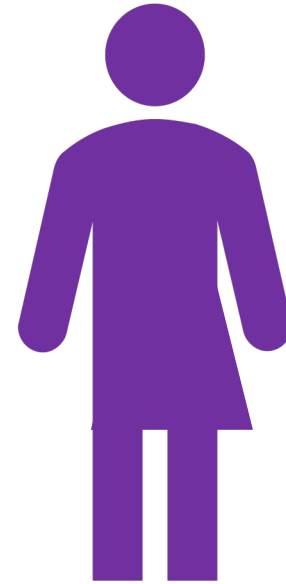
F



M

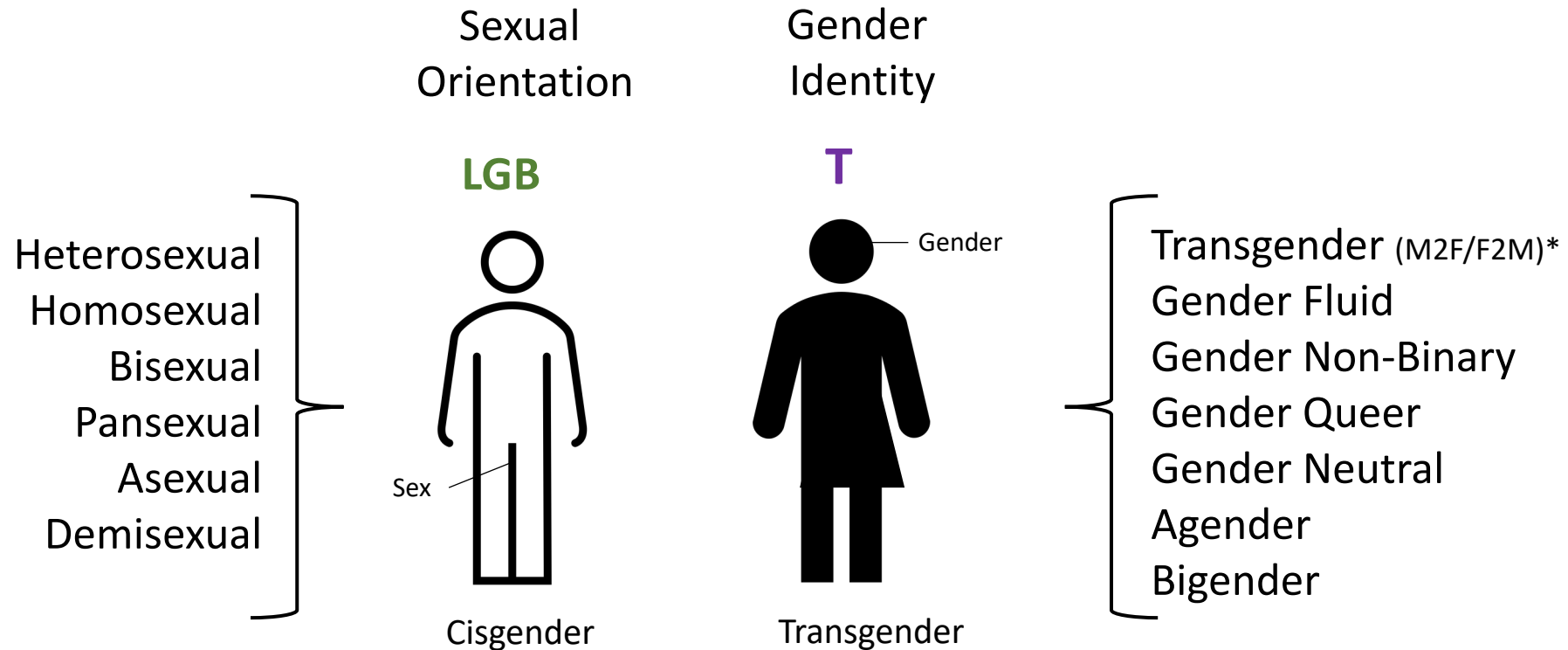
Transgender

Birth gender doesn't match their **authentic gender** identity.



M/F/X

LGBTQ+ COMMUNITY

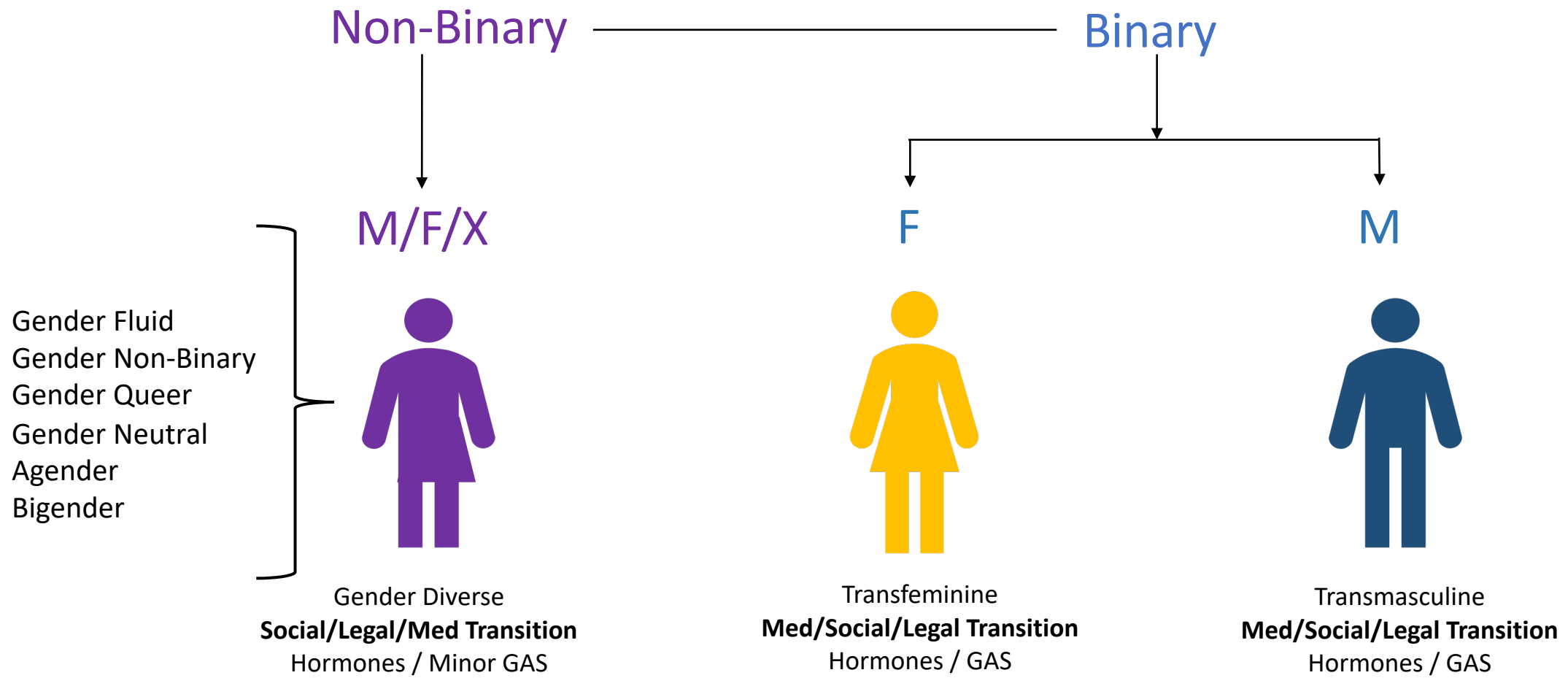


Queer – Can be a sexual spectrum, gender spectrum or both

Intersex – Born with both male and female reproductive organs

* M2F/F2M – Male to Female / Female to Male

TRANSGENDER SPECTRUM



*GAS / GCS – Gender Affirmation Surgery / Gender Confirmation Surgery

GENDER TRANSITION



SOCIAL

- NAME CHANGE, PRONOUNS
- COSMETIC MODIFICATIONS
- CHOICE OF ATTIRE, BINDERS.
- VOCAL TONE
- COMMUNITY CIRCLES



LEGAL

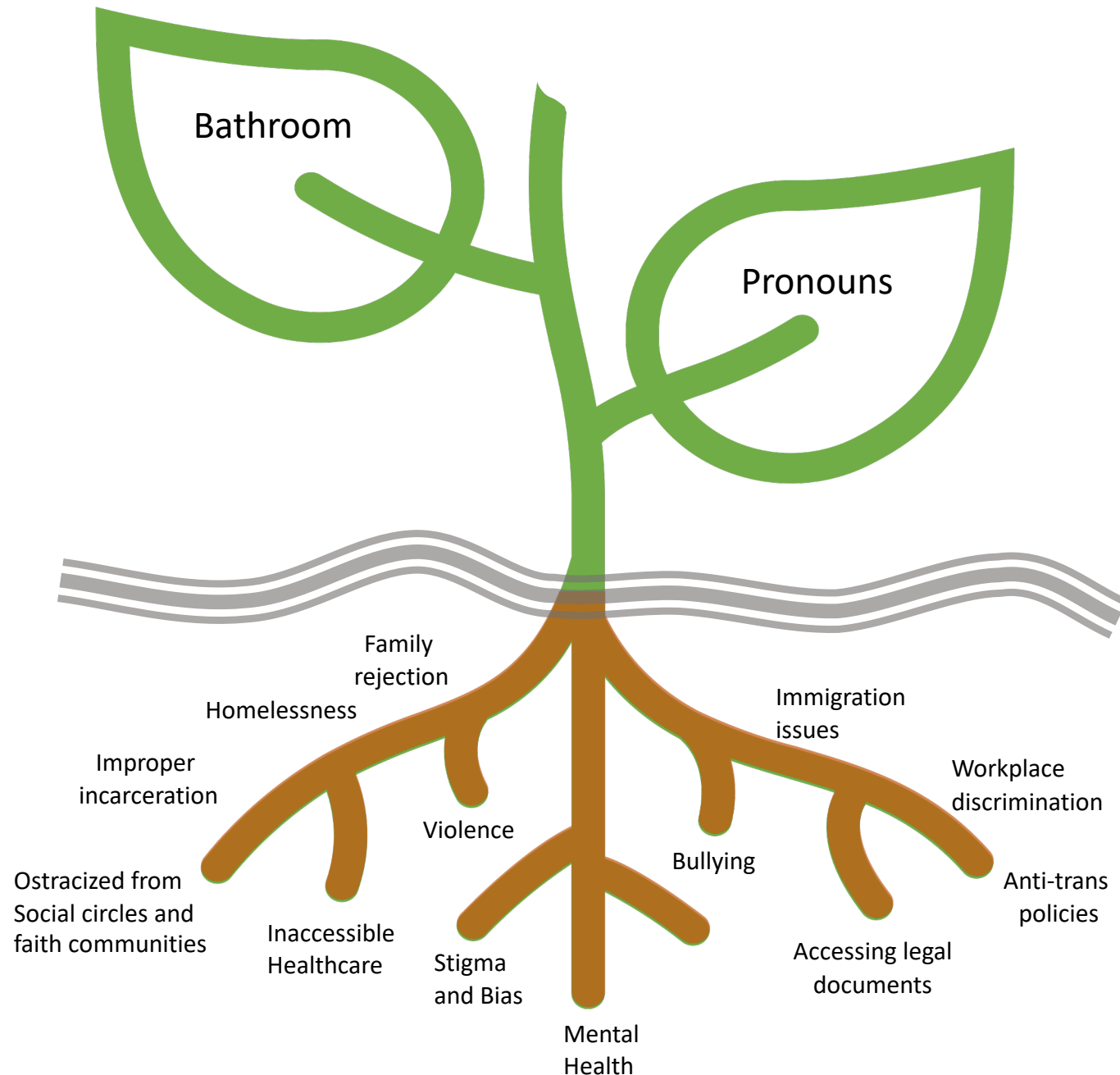
- SSN, GENDER MARKER ON DRIVER'S LICENSE
- PASSPORT
- BANK STATEMENTS, PAYROLL
- PROVIDERS, INSURANCE ETC.



MEDICAL

- HORMONE REPLACEMENT THERAPY
- GENDER REASSIGNMENT SURGERY
- TOP OR BOTTOM SURGERY
- FACIAL FEMINIZATION OR MASCULINISATION





Sadly, Americans today remain split on using gender-neutral pronouns to describe a person.

48% said they would feel **very** or **somewhat uncomfortable** doing so

50% who were said they were **comfortable**.

Common misconception
and deeply rooted
systemic issues

PRONOUNS ARE FOR EVERYONE

2

Gender Diverse

Knowing each other's pronouns helps
you be sure you have accurate
information about another person.

1

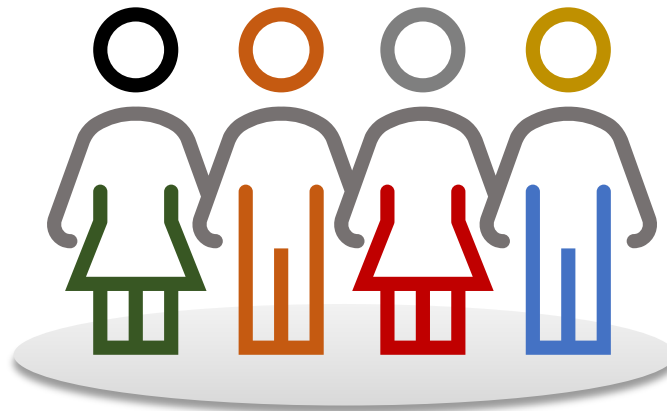
Culturally diverse

In a global workplace environment, some
names can be unique to their country and
culture, and might be genuinely difficult to
predict their gender.

3

Supportive Allies

As a straight ally, they can show support to their
Trans and Gender Non-binary colleagues, so
they don't feel outed or singled out at work



How to use Pronouns?

Your Intro

Start by giving your own
– for example, *“Hi my name is Susan, my pronouns are she/her”*.

Ask before assuming

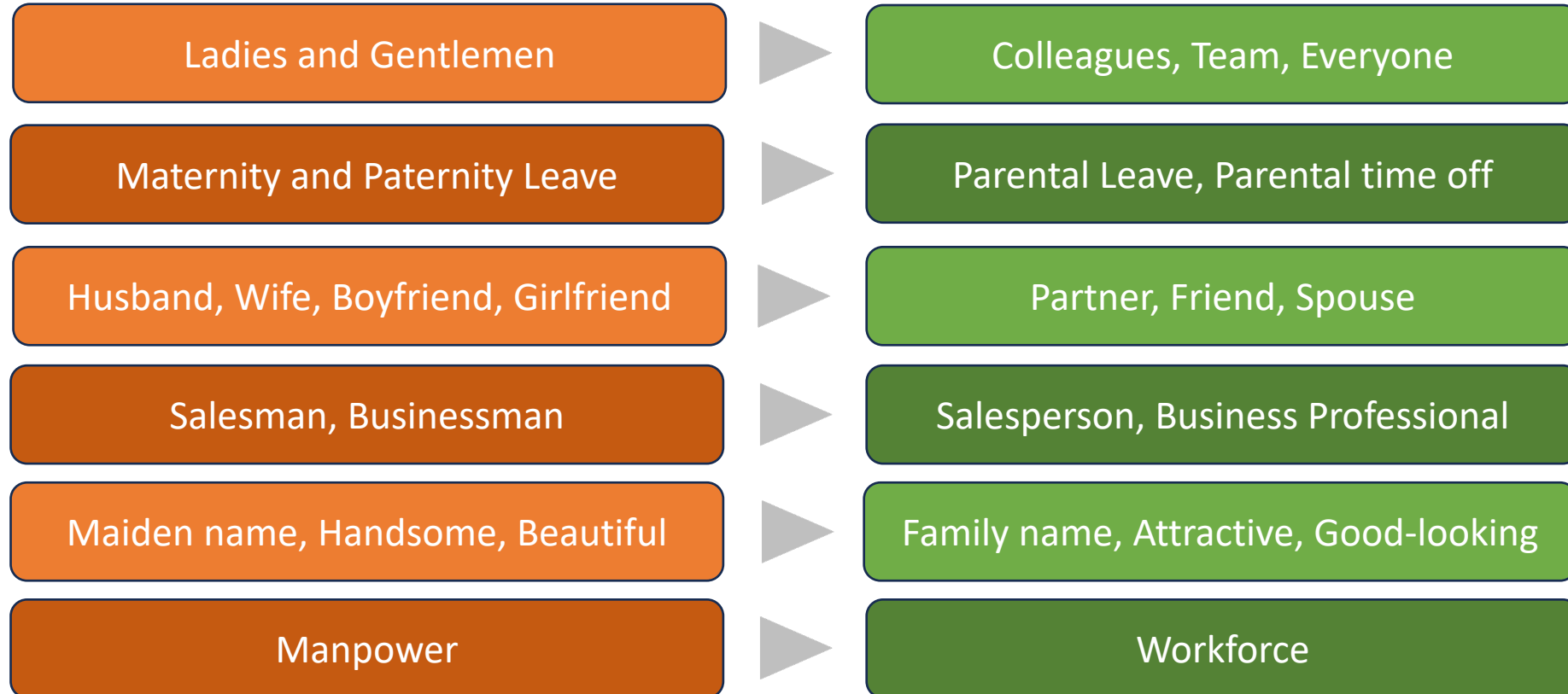
I noticed you have both (she/they) pronouns. Is it ok to use she pronouns?

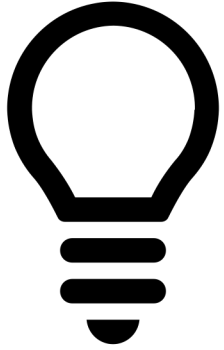
Practice

"It may feel awkward at first, but eventually it just becomes another one of those get-to-know-you questions."

Instead of

Use





Quick Tips while interacting with LGBTQ+ Job seekers

- Listen don't assume and don't be dismissive
 - While introduction, use your pronouns first
 - Change your sentences accordingly.
 - If you misgender someone, **apologize** and **move on**.
 - Words like Transgenders, Transgendered, Transgenderism
 - Sexual Preference. Instead use Sexual orientation
-

Positive affirmation

- “That’s great. I identify within the LGBTQ+ community” or
- “I am an ally to the LGBTQ+ community”
- I am always learning about other communities
- Thank you for sharing your experience?
- Your voice and visibility are important to our organization



What to say while interacting with LGBTQ+ Jobseekers

☒ We **don't discriminate** anyone. We treat everyone equal

☒ We are **an ally** to the LGBTQ+ community

☒ What are your **preferred pronouns**?

☒ What are your **pronouns**?

☒ What is your **real name**?

☒ What is your **chosen** or **authentic name**?

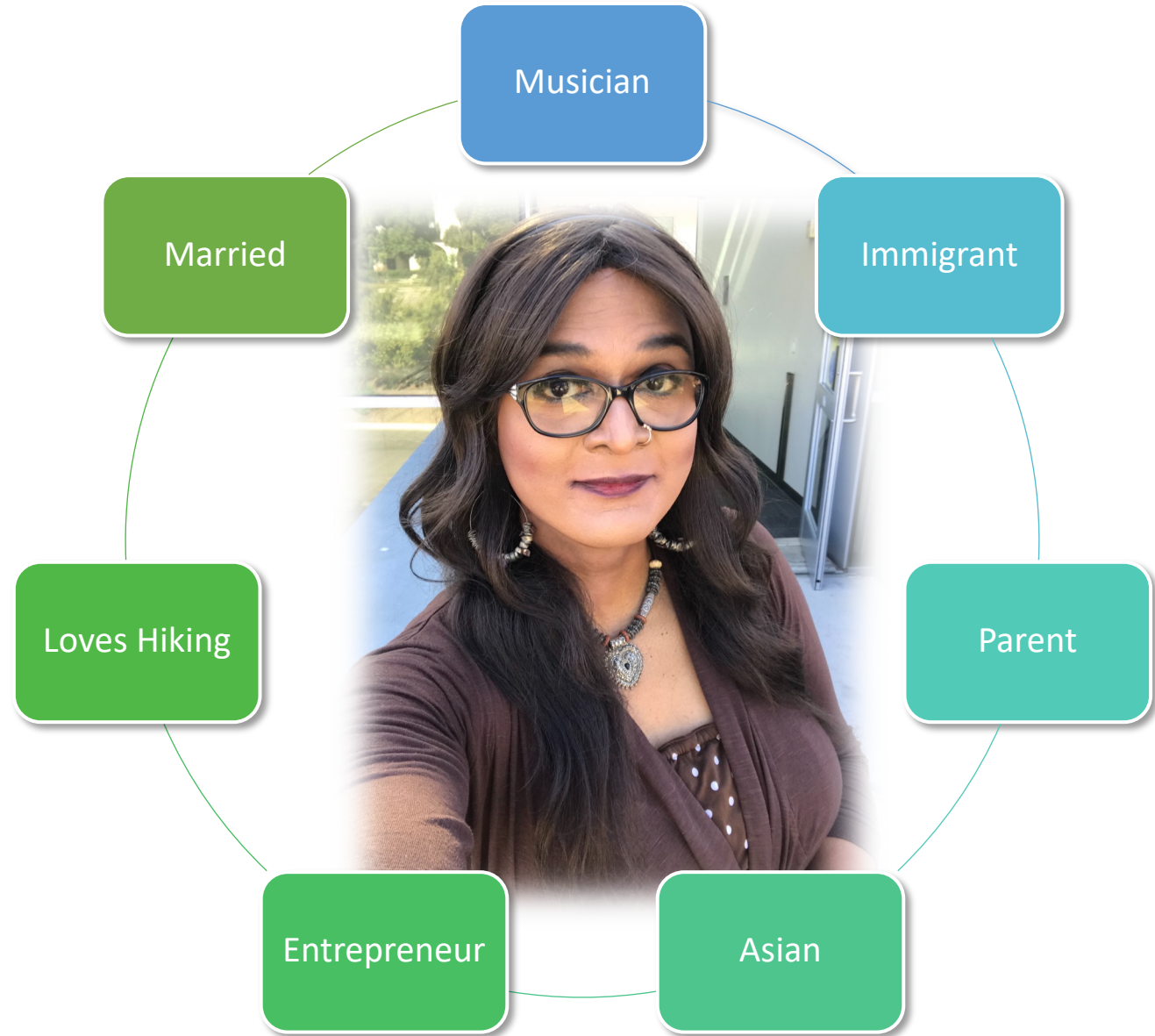
☒ We support your **lifestyle choice**!

☒ We **support** you.

☒ What was your gender **before you changed**?

☒ What is your **birth gender**?

Remember you are
recruiting with a
person with
**intersectional
identities**





Email Signature

Simon Alden (He/Him)

VP Product Development
Company Inc.

Email: salden@company.com

Ph: 805 447 3243



Promote Allyship

Encourage others in **your team and ERG community**



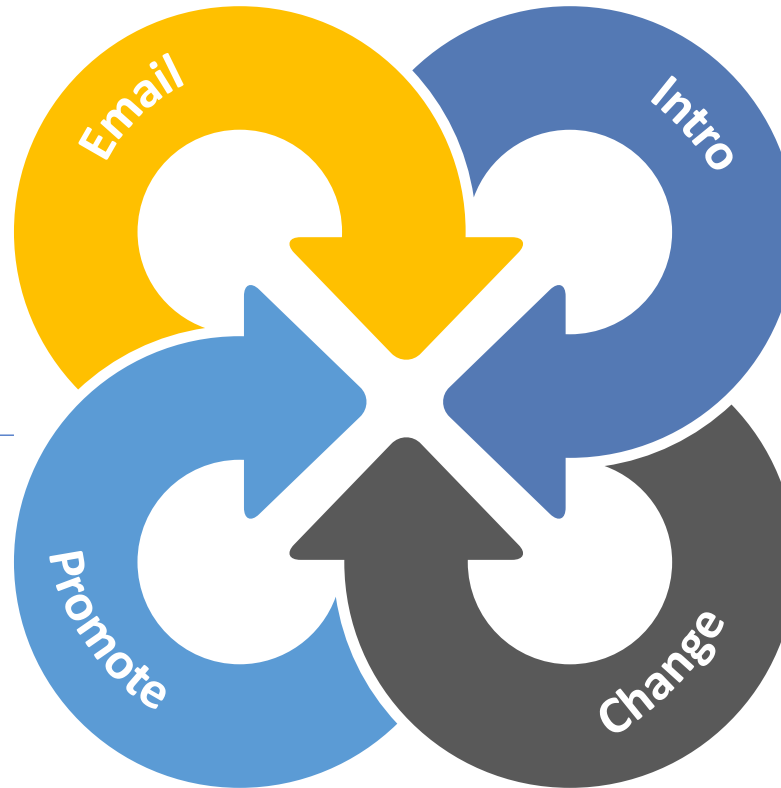
Get to know your LGBTQ+ Colleague

Hello my name is
<i>Simon Alden</i>
my pronouns are
<i>(He/Him).</i>

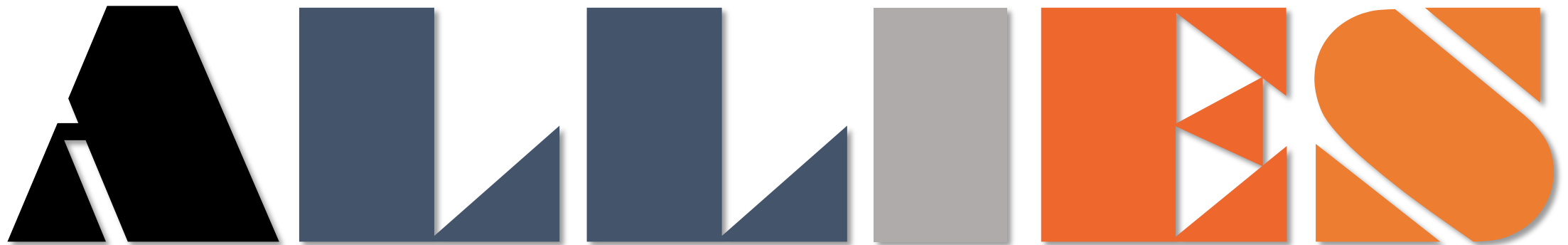


Be transformative

Be transformative both **internally** and **externally**



CALL FOR ACTION



Acknowledge
You privilege

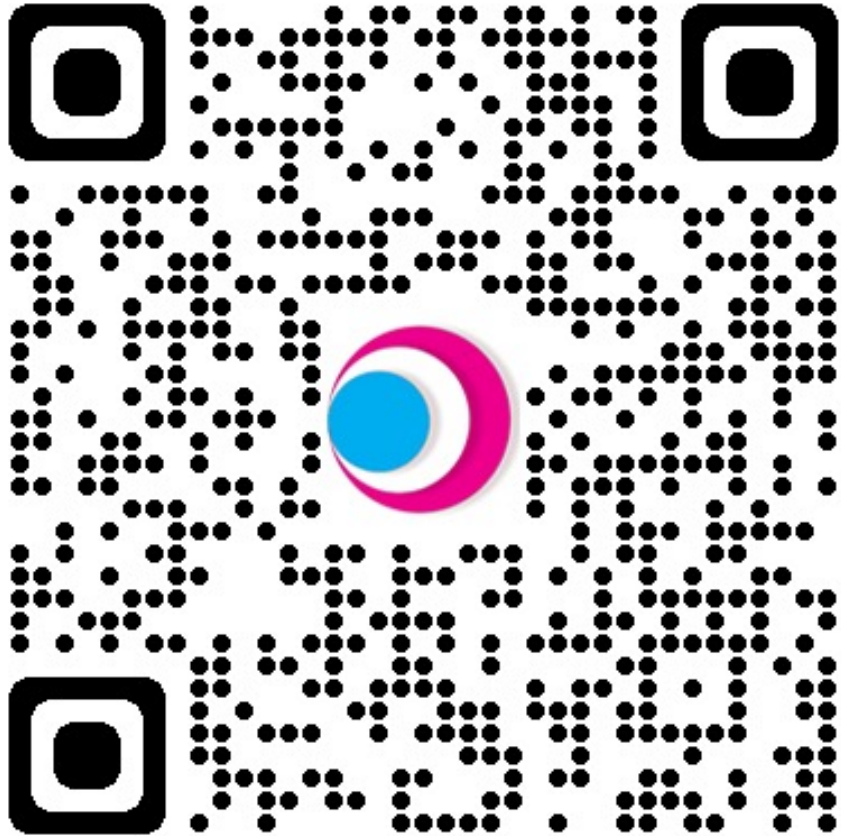
Listen to the
Community

Learn and
Unlearn

Initiate
tough
decision
and
conversations

Educate those
around you

Support by
getting
involved



Please feel free to stay in touch



CELIA SANDHYA DANIELS on
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@celiasandaniels