

# DIVERSITY, INCLUSION & ACCESS

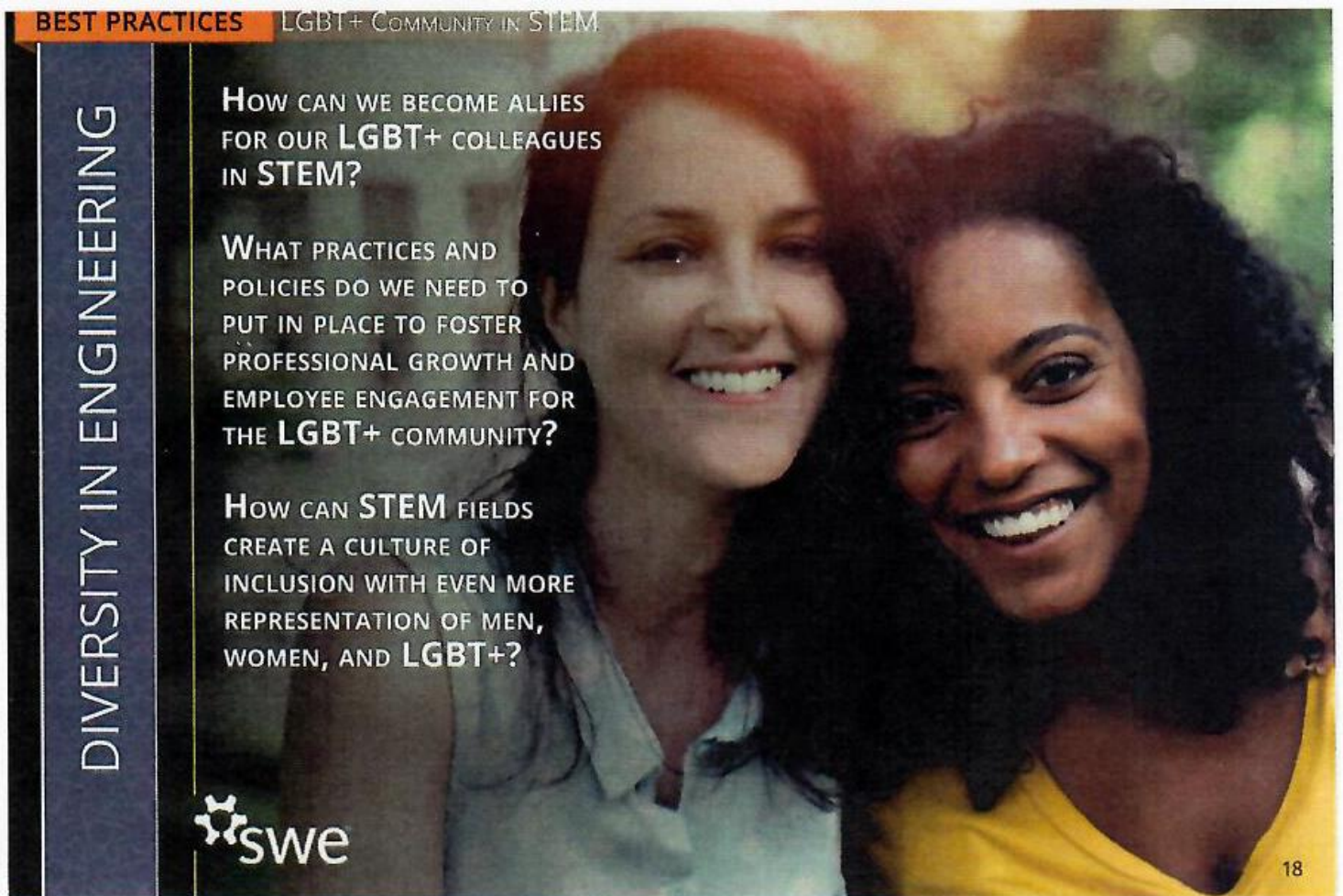
[mines.edu/diversity](https://mines.edu/diversity)

## Inclusion Icebreakers: Underrepresented Groups

### LGBTQ+

How to use this Inclusion Solution card in a group setting:

- Review the questions on the front of the card to help anchor the topic
- Extend a few minutes of personal reflection
- Ask individuals to relate the topic to the current work environment and/or campus climate and what a future state might look like
- Create a dialogue on how the topic might create innovative thoughts, new direction for programs/classroom instruction/services, or ways to address challenges in the work environment and the campus climate




**BEST PRACTICES** LGBTQ+ COMMUNITY IN STEM

**DIVERSITY IN ENGINEERING**

**HOW CAN WE BECOME ALLIES FOR OUR LGBTQ+ COLLEAGUES IN STEM?**

**WHAT PRACTICES AND POLICIES DO WE NEED TO PUT IN PLACE TO FOSTER PROFESSIONAL GROWTH AND EMPLOYEE ENGAGEMENT FOR THE LGBTQ+ COMMUNITY?**

**HOW CAN STEM FIELDS CREATE A CULTURE OF INCLUSION WITH EVEN MORE REPRESENTATION OF MEN, WOMEN, AND LGBTQ+?**

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# DIVERSITY & INCLUSION

## BEST PRACTICES

### LGBT+Community in STEM

As industry leaders, we know that people perform best when they can be authentic and bring their whole selves to work. That same value is also key in supporting our team members and colleagues in the LGBT+ community. Yet according to a recent study in 2015 on "Queer in STEM," 43 percent of the STEM workforce that identify as LGBT are closeted.

There are many examples across industries that can inspire STEM fields to create policies and practices that make all colleagues feel safe, valued, and appreciated. Numerous studies have demonstrated that a culture of inclusion breeds innovation. Stonewall's recent report on "Top 100 Employers of 2016" highlights best practices for creating inclusion within our LGBT+ communities and improving our workplace equity index:

#### Role of allies and the measurable impact on the workplace

In 2015, Accenture focused its LGBT efforts and initiatives on finding ways to engage allies more effectively and raising the impact of its existing allies program. The organization successfully widened the reach of its program by defining the concept of a "mobilized ally" and building a distinctive allies brand. This visible presence combined with regular engagement communications and informal, ongoing training significantly increased the number of allies participating in the program. Accenture was also able to demonstrate the impact of its newly branded program on its workplace culture through internal surveys and feedback.

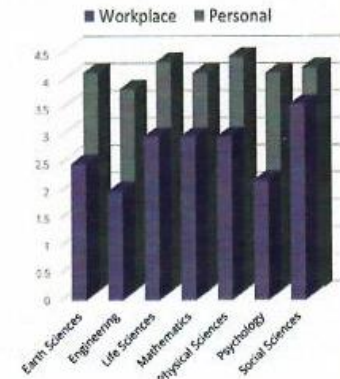
#### People accepting and celebrating equality

In 2016, Boston Scientific, a global medical technology leader, received a score of 100 percent on the Corporate Equality Index for their LGBT-related policies and practices. Non-discrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits, competency programs, and public engagement with the LGBT community are just a few of the practices and policies they've championed in their organization. The People Accepting and Celebrating Equality (PACE) Employee Resource Group includes a network of Boston Scientific LGBT employees and allies that work to foster professional growth and employee engagement as a way to support LGBT equality throughout the organization.

### OPENNESS TO BEING OUT BY FIELD OF STUDY

Likert Scale 0-5

(0-No one knows —5-Everyone knows)



Participants working in Earth sciences, engineering, mathematics, and psychology reported being less out to colleagues, and participants working in the life sciences, physical sciences, and social sciences reported being more out.

SOURCE: Stonewall, "Top 100 Employers of 2016" Report, Nielsen, "Proudly Setting Trends The 2015 LGBT Consumer Report," Jeremy B. Yoder Ph.D. & Allison Mattheis Ph.D. (2016), "Queer in STEM: Workplace Experiences Reported in a National Survey of LGBTQA Individuals in Science, Technology, Engineering, and Mathematics Careers," *Journal of Homosexuality*, 63:1, 1-27, DOI: 10.1080/00918369.2015.1078632

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Associated groups at Mines

- Student Organization: [oSTEM](#) (Out in Science, Technology, Engineering and Mathematics)
- Employee Resource Group: **LGBTQ+ Mines Community Alliance**

Reference:

"Inclusion Solutions: Discussing a Diverse Culture is in the Cards," *Lessons Learned Consulting, Inc.*, 2016.

*Merriam-Webster*, <https://www.merriam-webster.com/dictionary/microaggression>