

# Prism, the Lab's LGBTQ+ Pride Alliance Employee Resource Group



PRISM  
LGBTQ+ PRIDE ALLIANCE

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# Employee Resource Group (ERG)

Laboratory Director Thom Mason: revitalize the Lab's ERGs

- Facilitate diversity and inclusion
- Support wellbeing and growth of the Lab and its employees
- Offer employees an opportunity to have their voices heard

**You do not have to be a  
representative member of the group to participate.**

**Email [erg@lanl.gov](mailto:erg@lanl.gov) to join!**



# Employee Resource Groups

Active Bystander Initiative

SOUL (Securing Opportunities for Underrepresented at LANL):

African American

American Indian

Asian and Pacific Islander

HOLA: Hispanic Opportunities for LA

DiversAbility: Individuals with Disabilities

Connect: New Employee and Early Career

Prism: LGBTQ+

Veteran and Transitioning Service Members

Women's Institutional

Atomic Women: Women in STEM

Women of Computing



# Why is diversity important?

- ▶ Being around people who are different from us makes us more creative, more diligent, and harder working.
- ▶ Our experiences, culture, and background enable us to see things from a different perspective.
- ▶ Employees who acknowledge others' differences often also find similarities.
- ▶ Being exposed to diversity can change the way you think.
- ▶ People with different backgrounds bring new information.
- ▶ Interacting with individuals who are different forces group members to anticipate alternative viewpoints and to expect that reaching consensus will take effort.

**This leads to higher-quality scientific research.**





# What is LGBTQ+?

- ▶ Lesbian
- ▶ Gay
- ▶ Bisexual
- ▶ Transgender
- ▶ Queer/questioning
- ▶ + Plus

## LGBTQ is an acronym

meant to encompass a whole bunch of diverse **sexualities** and **genders**. Folks often refer to the Q (standing for "queer"\*) as an **umbrella term**, under which live a whole bunch of identities. This is helpful because **lesbian, gay, and bisexual** aren't the only marginalized sexualities, and **transgender\*** isn't the only gender identity. In fact, there are many more of both!



**L G B**

Sexualities

**T**

Genders

# What does Prism do?

- Fosters an inclusive workplace culture that supports the LGBTQ+ employee base
- Promotes LGBTQ+ visibility among staff and management (ask me about swag!)
- Focuses on current workplace issues that affect the LGBTQ+ community
- Welcomes all Lab staff—LGBTQ+ and allies: contact [prismboard@lanl.gov](mailto:prismboard@lanl.gov)
- Holds monthly meetings, produces monthly newsletter, advocates for inclusivity at LANL

## How?

Networking, educational events, and outreach  
Fly rainbow flags for Pride, publish LANLToday articles, encourage pronoun usage





# Prism's Goals

- ▶ Designate clear locations of gender neutral bathrooms in all single stall and new construction restrooms (200+ in 2020)
- ▶ Share Safe Space message and stickers across the Lab; training coming in 2021
- ▶ Bring in trainers to spread awareness of LGBTQ+ issues
- ▶ Continue to create an LGBTQ+ friendly work environment, e.g., pronoun usage
- ▶ Continue to partner with other ERGs, community groups, and participate in Pride events (virtual event June 2020)
- ▶ Continue to host speakers at monthly meeting on topics such as preferred pronouns and intersectionality



# Ongoing Prism accomplishments 2017–2020

- Sending staff to present and recruit at LGBTQ+ STEM conferences
- Hosting professional safe space trainers and transgender awareness presenters at the Lab
- Presenting at Lab meetings and events on LGBTQ+ issues in the workplace
- Partnering with community groups for a diversity celebration every February and a Gay Pride Week every June by LA County
- Hosting guest speakers at meetings (SF Mtn Center, LAHS Healthy Schools' Director, Lab Employee Relations on protections for LGBTQ)





# LGBTQ scientists are still left out

## Problems

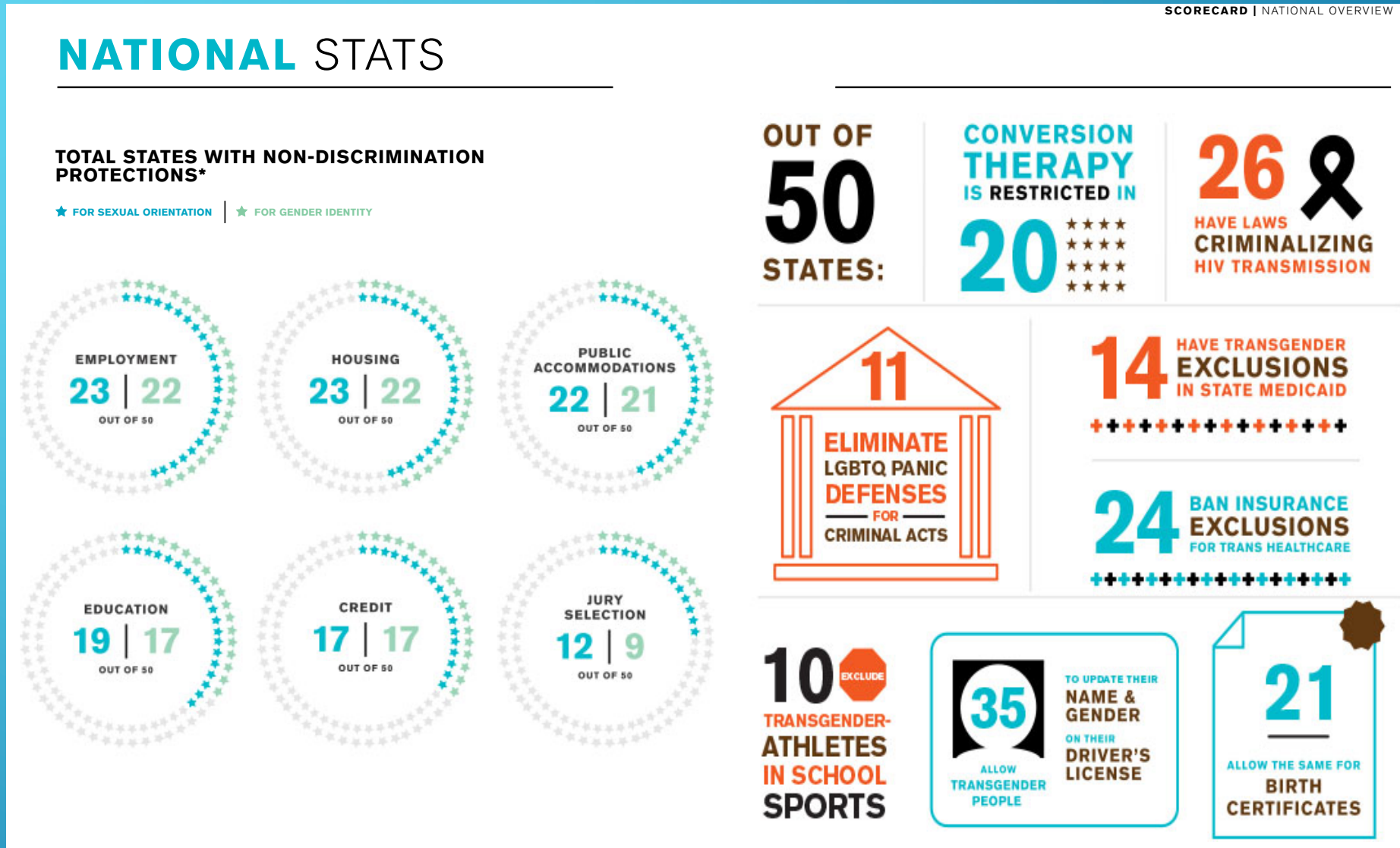
- Microaggressions
- Heteronormative assumptions
- “People who identify as LGBTQ are leaking out of the scientific pipeline in similar ways to women and those from minority ethnic groups.”<sup>1</sup>
- Studies suggest that LGBTQ people are 17–21% less represented in STEM fields
- 69% of sexual-minorities in STEM feel uncomfortable in their department
- More than 40% of LGBTQ workers in STEM are not out to colleagues
- Diversity programs consistently omit LGBTQ people
- Research on LGBTQ people in STEM is limited
- LGBTQ people in STEM report more negative workplace experiences

## Solutions

- Representation
- Including LGBTQ people in diversity initiatives
- Ensure that individuals from under-represented groups can connect with other members of those groups
- Management support
- Clear anti-discrimination/harassment policy



# June 2020: Supreme Court protects LGBTQ+ workers from being fired for being gay, but still . . .





# How can LANL help?

- ▶ Continue to promote an inclusive work environment free of harassment and discrimination

“I consider it one of my key responsibilities to make sure all of you feel valued and welcome here. It’s not only the right thing to do, it’s also good for the health of our Lab. Study after study has shown the value of diversity in the workplace. Diverse workforces perform better in virtually every measurable way.”

*-Thom Mason, LANL Director*

- ▶ Actively support the advancement of LGBTQ+ individuals in the workplace
- ▶ Support ERGs



# How you can be an ally

- ▶ Make your acceptance and support known
- ▶ Stand up for your co-workers
- ▶ Join an ERG as an ally
- ▶ Post safe space information in your office
- ▶ Add your pronouns to your email signature, open meetings stating your name and your pronouns
- ▶ Attend Active Bystander Training 101 (Utrain)
- ▶ Boycott companies that actively oppress LGBTQ+ rights
- ▶ Be respectful





# Resources

- DOE Gay, Lesbian, Bisexual, Transgender, and Queer (LGBTQ) Employees & Allies (GLOBE)
- Out and Equal Workplace Advocates
- New Mexico GLBT Resources
- Pride Guide New Mexico
- oSTEM
- National Lab Pride
- LGBT+ Physicists
- National Organization of Gay and Lesbian Scientists and Technical Professionals
- PFLAG – Parents, Friends, and Families of Lesbians and Gays
- Human Rights Campaign, Employee Groups Resources
- 500 Queer Scientists (<https://www.500queerscientists.com/>)

# Questions?



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[prismboard@lanl.gov](mailto:prismboard@lanl.gov)

<https://int.lanl.gov/employees/diversity/resource-groups/lgbti/index.shtml>