Let’s Talk: LGBTQIA+ Inclusion at Your Workplace
Caucus sponsors

- LGBTQIA+
- African American Medical Librarians Alliance
- Latinx
- Leadership & Management
- Social Justice & Health Disparities
Facilitators

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MLA Code of Conduct

Behaviors from MLA Code of Conduct

1. Be respectful
2. Be direct & professional
3. Be inclusive & seek diverse perspectives
4. Understand & value different ideas & opinions
5. Appreciate & accommodate similarities & differences
6. Be present & attentive during activities
Learning Outcomes

By the end of the session, participants will be able to:

1. Identify strategies for developing and implementing inclusive LGBTQIA+ initiatives at your workplace.

2. Identify possible roadblocks in developing inclusive initiatives at your workplace and approaches for resolving such roadblocks.
Agenda

1. Session format & materials
2. Brief discussion
3. Q & A
4. Breakouts
5. Breakout debrief
Flipped!

**Video**
- Real-life examples
- Watch before (or after) live session

**Handout**
- Vision & goal setting template - MLA’21
- Safe zone training - MLA’20
Get involved

**Policies**
- Visual cues (stickers, posters)
- Using pronouns
- Nondiscrimination statement
- Diverse representation
- Identifying All Gender restrooms
- Inclusive forms
- LGBTQ+ staff: hiring/retention/promotion

**Resources /Collections**
- Collection development & promotion
- Research guides
- Classification
- Archives
- Exhibits

**Instruction (in class/on slides)**
- Examples involving a wider spectrum of patients
- Sharing pronouns

**Programming**
- Safe zone training for staff
- LGBTQIA+ health info sessions
- Partnerships with LGBTQIA+ groups
- PRIDE & other events
- Book/journal clubs
- Collaborate with departments
Tips for Success

- Personal interest
- Do your research
- Fill a need
- Collaborate with experts or LGBTQIA+ groups
- Start simple and grow
- Keep in mind intersectionality of LGBTQIA+ community
- Practice cultural humility
Q&A

Your chance to ask panelists about:

1. Initiatives in video
2. Today’s discussion
Breakouts
Debrief

Each group share at least one theme or question discussed.
Thanks!

Keep an eye out for a follow-up survey!
Credits

- Presentation template by SlidesCarnival
- Images from freepik:
  - Slide 2: People with LGBTQ Rainbow Flags by rawpixel.com
  - Slide 6: Lgbt pride activism by lemergvector
  - Slide 10: LGBT holding posters, symbols and flags with rainbows by user5544494
  - Slide 12: People holding up hearts by rawpixel.com
  - Slide 13: Peace, love, pride with rainbow by user4265739