

**28%** of LGBT+ physical scientists surveyed considered leaving their workplace because of the climate or discrimination towards LGBT+ people.

June 2019, *Exploring the workplace for LGBT+ physical scientists*, Institute of Physics, Royal Astronomical Society and Royal Society of Chemistry



**#BiosciencesForAll**



**68%** of trans people surveyed across the physical sciences had experienced exclusionary, intimidating, offensive or harassing behaviour in the last 12 months.

June 2019, *Exploring the workplace for LGBT+ physical scientists*, Institute of Physics, Royal Astronomical Society and Royal Society of Chemistry



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**49%** of LGBT+ physical scientists surveyed agreed there was an overall lack of awareness of LGBT+ issues in the workplace.

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9% of non-binary physical scientists were out to people at work, compared to 38% of those who identified as lesbian and 44% of those who identified as gay.

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LGBT+ STEM professionals are more likely to experience career limitations, harassment, professional devaluation and more frequent health difficulties than non-LGBT+ peers.

Cech, EA and Waidzunas, TJ (2021) *Systemic inequalities for LGBTQ professionals in STEM*. *Science Advances* 7(3): eabe0933



# Tackling bullying and harassment

Implement policies that clearly address bullying and harassment, clearly outline what is deemed unacceptable and the consequences of inappropriate behaviour.



# Work with the experts

Engage with and support organisations and initiatives that are dedicated to LGBT+ support and celebration, such as Pride In STEM.



# Create inclusive strategies and commitments

Publish commitments that state plans to promote equality of opportunity, diversity and inclusion, along with clear targets and timelines.





# Listen, survey, analyse and learn

Work to create safe environments where people can share their experiences, and help identify potential barriers to inclusion.



# Celebrate your community

Create platforms for scientists to share their stories and successes, and increase the visibility of the LGBT+ communities within STEM.



# Be an outstanding ally

Take up training opportunities and listen to LGBT+ individuals when they share their experiences. See criticism of problematic behaviour as an opportunity for you to learn and grow, not challenge.



# Silence is compliance

A good ally steps up to address insensitivity or negativity, regardless of whether LGBT+ people are present - don't allow discriminatory behaviour to go unchecked.



# Intersectionality is key

LGBT+ communities are not homogenous and those of different sexualities, genders, races, abilities and backgrounds have different experiences. Good inclusion initiatives should reflect this.

