



**BEST PRACTICES  
DIVERSITY, EQUITY AND INCLUSION  
LGBTQIA+ COMMUNITY**  
(adapted from the 10 PRISMA recommendations)

## EQUALITY COMMISSION



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# BEST PRACTICES IN DIVERSITY, EQUITY AND INCLUSION

## FOR LGBTQIA+ COMMUNITY

(adapted from  
the 10 PRISMA  
recommendations)

- ? **Do you know**  
how many people at your workplace are LGBTQIA+?
- ? **Do you try**  
to be careful with your language, comments and attitudes to  
create an environment which is not hostile to people from  
this community?
- ? **Have you ever considered**  
that a LGBTQIA+ person often lives in an unsafe  
environment, and may therefore prefer not to disclose the  
sexual orientation?





## Discrimination and visibility

- ✘ Educate yourself and promote the education of people around you on **LGBTQIA+ topics**, either through workshops, informative posters, best practices measures, etc.
- ✘ Establish safe ways for LGBTQIA+ people to report aggression, discrimination and harassment situations that they might face in the working place.
- ✘ Visibilize LGBTQIA+ referents in the field of science, in order to promote the approach and participation of LGBTQIA+ people, to create a more inclusive environment, and to avoid the hiding of sexual orientation because of fear or unsafety.
- ✘ Support the inclusive, visible and equal education on LGBTQIA+ topics in science and technology. You can do this through your outreach activities and by including specific topics about gender perspective in your scientific courses.

## Trans people

- ✘ Guarantee equal opportunities to access jobs both for trans people and for those with non-normative gender expressions.
- ✘ Establish protocols and guidelines to manage the transition process for trans people in the workplace, both at the institutional and administrative levels, and at the personal level for employees.
- ✘ Avoid binary gender classifications when unnecessary, for example by creating inclusive (gender-neutral) toilets and widening the gender options in administrative forms.

## Gender and intersectionality



- ✘ Keep the intersectional perspective in all actions carried out in this context, avoiding to reduce the LGBTQIA+ community to a "gay community".
- ✘ In particular, it is important to remember the double discrimination (sexist and LGTBphobic) for women, or the invisibility of realities such as bisexuality or asexuality.

## Scientific quality

- ✘ Reject pseudo-scientific discourses used to discriminate LGBTQIA+ people and, in particular, take a stand against any pseudo-conversion therapy.
- ✘ Promote research and discussion of those topics in science, technology and innovation that affect the LGBTQIA+ community, building inclusive work teams that avoid sexist and cisheterocentric biases.

