



Introducing a six part series of emails which will examine DE&I topics that are informative, inspiring and sometimes surprising. Our DE&I training committee believes knowledge is the first step to transformational change.

TOPIC
#2 LGBTQIA+ PRIDE AWARENESS

LGBTQIA+ stands for lesbian, gay, bisexual, transgender, queer (or sometimes questioning), intersex and asexual. The “plus” represents other sexual identities.

- **L (Lesbian):** A lesbian is a woman/woman-aligned person who is attracted to only people of the same/similar gender.
- **G (Gay):** Gay can be an umbrella term for anyone attracted to the same gender/gender identity. However, lesbians can also be referred to as gay.
- **B (Bisexual):** Bisexual indicates an attraction to two genders.
- **T (Transgender):** Transgender is a term that indicates that a person’s gender identity is different from the gender assigned at birth.
- **Q (Queer or Questioning):** Queer indicates an individual who is not heterosexual or doesn’t identify with their assigned gender. This term has been used negatively in the past, so use caution.
- **I (Intersex):** A term to describe individuals who are born with variations of sex characteristics that do not fit with traditional binary definitions of male or female gender.
- **A (Asexual):** Sometimes shorted to “ace,” this term refers to someone who has little or no sexual attraction; they may, however, experience romantic attraction.
- **+ (Plus):** The ‘plus’ is used to signify all of the gender identities and sexual orientations that are not specifically covered by the other initials.
- For more info: <https://www.verywellmind.com>.

UNDERSTANDING PRONOUNS

What’s a pronoun, why they matter, and what to do if you make a mistake?

Learn more here: <https://lgbtlifecenter.org/pronouns>

THIS IS MADDIE’S STORY!

Middle school is difficult for most students. It can be especially difficult when you courageously come out as a bisexual and find no support or understanding from your peer group.

That’s what happened to Maddie, a sales associate at the Machesney Park store. Maddie was told repeatedly “You’re NOT this”, experienced awkward social moments and was made to feel so uncomfortable on the swim team that she stopped swimming.

To make matters worse, she was purposely left off the schedule, ignored and treated badly at her first job.

Everything changed however, when she started working at Goodwill. She found friends and a work environment where everyone knew and respected her life story. She now feels accepted and appreciated.

Maddie’s advice before coming out is to make sure you’re totally comfortable, have a solid support group, and be prepared for some bumps along the way.

The bumps, however large or small, are well worth the freedom that comes with it. “It’s so nice to be myself” --- completely says it all.



We’d like to hear from you. What’s on your mind? Do you have a topic you would like to see covered?
A Goodwill employee to highlight? Email us at: dei@goodwillni.org