

BEYOND THE BLAME GAME

The Intersection of Religion, Sexual Orientation, and Gender Identity at Work

Edward Jones | June 28, 2022



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Meet today's presenters!



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(they/them)

Tanenbaum's work:

Peacebuilding



Education



Health Care



Workplace



PFLAG National's work:



- Founded in 1973
- More than 400 chapters across the United States; headquarters is in Washington, D.C.
- Primary Voices: Families and LGBTQs
- **Mission: Support, education, advocacy**
- **Website: PFLAG.ORG**



- Launched in 2007 as a project of PFLAG National
- Primary Voices: Straight/cis (nonfamily) allies and LGBTQs
- Large focus on workplace educational programs
- **Mission: Invite, educate, and engage new allies**
- **Website: STRAIGHTFOREQUALITY.ORG**

Session Objectives:

1. **DEFINE** and contextualize the many ways that religious and lesbian, gay, bisexual and transgender identities intersect at work.
2. **DISCUSS** the common stereotypes and pitfalls that companies and employees must overcome in addressing religious and LGBTQ inclusion at work.
3. **IDENTIFY** concrete next steps that you can use to have more productive and inclusive conversations about the intersection of religious and LGBTQ identities at work.
4. **APPLY** the skills learned today to navigate real-world scenarios. Achieve workplace fabulousness.



A few notes about content:

1. **We are not attorneys.** While we'll talk about some legal issues, this is not the focus of the session.
2. **There are limitations to data:** Not every country monitors the same metrics or covers this issue the same way.
3. **We're not debating religion.** This isn't going to be about who is best/worst for people who are LGBTQ or the merits of any particular faith tradition. (Need help with faith resources? Talk to us later.)
4. **This is complicated.** There's no simple detangler for inclusion, but we're going to share the best things we know – and hope you'll do the same.

Terminology:

LGBT, LGBTQ, LGBTQ+

This terminology is used in different ways depending on how research was defined. We want to be inclusive, so please use the language that is respectful for you.



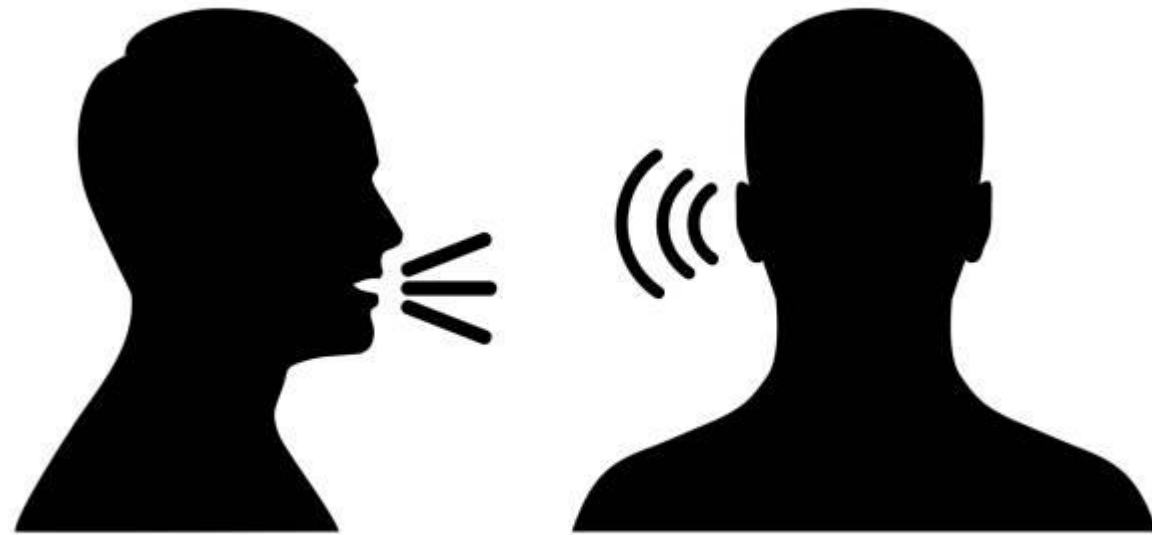
Workshop ground rules, VIRTUAL EDITION:



1. If possible, turn other distractions (e.g., IM, texts, etc.) off so you can fully focus.
2. Keep an open mind – assume you can learn from everyone.
3. Step up, step back. Share the time we have.
4. Assume people are coming from a place of caring. Navigate disagreements with kindness.
5. Have fun! We suggest glitter and sequins. Accessorizing is for everyone.



Tanenbaum's Competencies for Respectful Communication



Build your skills to focus on behavior and avoid conversation stoppers:

1. Avoid “Spokesperson Syndrome” – use “I”.
2. Platinum Rule: Treat others how *they* would like to be treated.
This means asking what respect looks like.
3. Be curious and ask respectfully. (Sometime may I ask you about...?)
4. Identify and debunk stereotypes.
5. Acknowledge and apologize for mistakes made.

THIS HAPPENED. >



Recognize the difference and work from there

BELIEFS

- ✓ Personal and off-limits in the workplace
- ✓ Often drive behaviors, but not in every case
- ✓ All people have them
- ✓ Can change

BEHAVIORS

- ✓ At work, the area of fair game
- ✓ Expectations are shaped by organizational mission/norms
- ✓ All people have them
- ✓ Can change



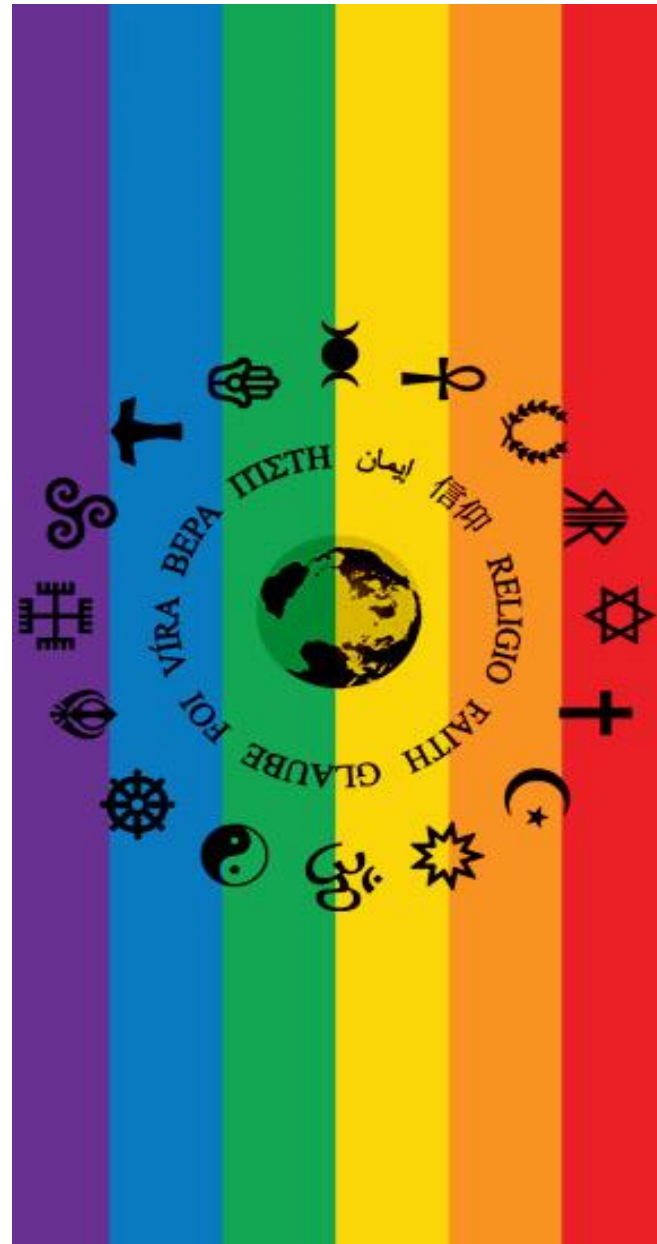
Seek out experienced voices to help with your dialogue



This is about the journey, not a quick fix:

- **Connect with organizations** providing guidance and thought leadership on this issue.
- **Pay attention to changemakers.** Who in these communities is shifting the dialogue? What can you learn from them?
- **Know the right resources** so you can make effective referrals (we can't all be experts!)

Just a few LGBTQ+ Inclusive Religious Resources



- Affirmation LGBTQ Mormons, Families & Friends
- Call to Action (Catholic)
- Metropolitan Community Church, London (Christian)
- Eshel (Orthodox Jewish)
- Keshet (Jewish)
- Gay and Lesbian Vaishnava Association (Hindu)
- Gay Buddhist Fellowship
- LGBTQ Humanist Council
- Muslims for Progressive Values
- Imaan LGBT (Muslim)
- Inclusive Mosque Initiative
- Many Voices (Black church movement)
- Twilight People (Interfaith)



Wire Report. Watermark. *California bill to prevent LGBT discrimination at religious schools*. <http://www.watermarkonline.com/2016/08/01/california-bill-to-prevent-lgbt-discrimination-at-religious-schools/> August 1, 2016.
<http://genderedintelligence.co.uk/projects/kip/faith>



Take responsibility for how you have the conversation

Many people bring their own emotions and experiences into this. And it's not always helpful:

- What are your hot buttons around this issue?
- Do you have a plan for how to respond when they get pushed?
- How do we help others see their hot buttons without minimizing their experiences (and often trauma)?

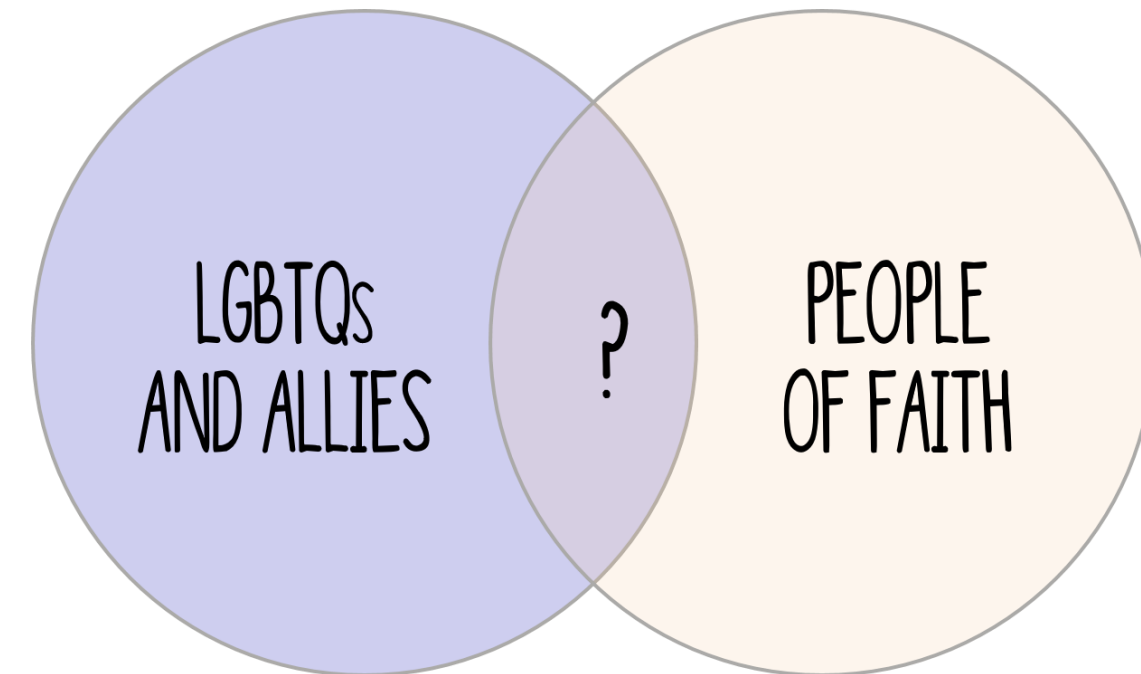


WHAT'S YOUR HOT BUTTON
IN THIS DIALOGUE?

LGBTQ & faith-based inclusive programming

Controversy is hard. Common ground and shared concern isn't.

- Food/toiletry drives
- Educational programs (e.g., suicide/mental health awareness)
- Volunteer days (e.g., food pantry)
- Disaster relief fundraising
- Shared D&I forums (e.g., featuring multiple focus areas)
- Share stories (e.g., joint panels)
- Showing up (e.g., just committing to being visible at key events to understand more)
- Jointly celebrate significant religious holidays and LGBTQ historical events



Inclusive practices for people of all faiths and none

1. **SCHEDULING:** Check interfaith calendars before scheduling events
 - ADL Calendar of Observances
 - Harvard Divinity School Multi-faith Calendar
2. **EATING:** If there will be food, ask all attendees about any food restrictions, e.g., kosher, halal, vegetarian, vegan, allergies, etc.
3. **COMMUNICATING:** Practice respectful communication with all; genuine, respectful curiosity can go a long way
4. **RESOURCES:** consider the business benefits to sharing knowledge- informed decisions, increased sales, respected employees, satisfied customers



Lead with knowledge and understanding

This is about the journey, not a quick fix:

- **Connect with organizations** providing guidance and thought leadership on this issue.
- **Know the right resources** so you can make effective referrals (we can't all be experts!)
- **Pay attention to changemakers.** Who in these communities is shifting the dialogue? What can you learn from them?
- **End the either/or.** People who have both identities (LGBTQ and people of faith) must be engaged, but space often needs to be created for them.
- **Recognize that often, progress will depend on you.** How will *you* change this conversation?



Contact us!

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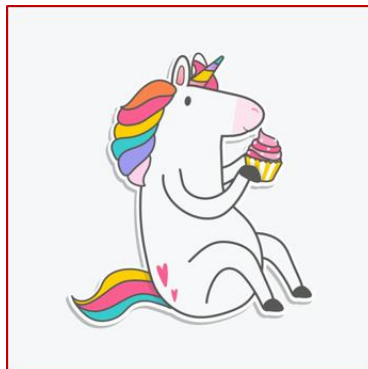
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