



Practical Management  
Leadership + Consulting



LIONESS COMMUNITY EVENTS

# Leading with Pride: LGBTQ Allyship for Women in Business

Featuring Kim Clark &  
Jessica Ellis-Wilson



**THURSDAY**  
27 June 2024

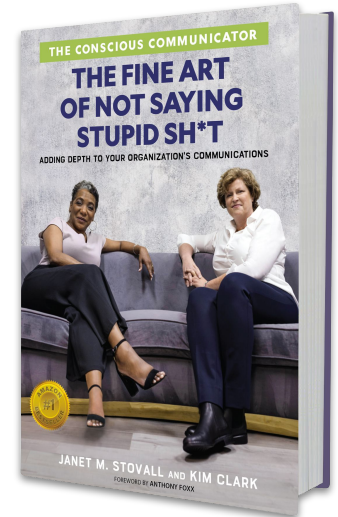


1 - 2:00 PM ET





# LGBTQ+ Resources



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PODCAST: Communicate Like You Give A Damn



# Additional Resources

- [Human Rights Commission Guide](#)
- [HBR Allyship Guide](#)
- [Stonewall.org Allyship Guide](#)
- [McKinsey Report](#)
- [519 Media Guide](#)
- [The Trevor Project \(youth support\)](#)
- [PFLAG: Parents, Friends, Allies Group](#)
- [Why Pronouns Matter](#)
- [National Black Justice Coalition](#)
- [Latino Equality Alliance](#)
- [NQAPIA](#)
- Search for a local LGBTQ+ Center to donate, volunteer and support

# Additional Resources

- [God & Gays: Bridging the Gap](#) (Kim's documentary)
- [Follow Alok](#)
- [Documentaries](#); [Milk](#) (based on Harvey Milk)
- [Books](#)
- [Podcasts](#)
- [LGBTQ+ Task Force](#)
- [Lambda Legal](#)
- [Mel White](#); [Colby Martin](#)

The screenshot displays a grid of microaggression examples on the themicropedia.org website. The grid is organized into columns and rows, with a dark red sidebar on the left and a dark red sidebar on the right. The left sidebar contains a hamburger menu icon, a close icon, and labels for '2SLGBTQ+', 'AGE', 'VOL .1', and 'VOL .2'. The right sidebar contains a hamburger menu icon and labels for 'CLASS - BASED', 'DISABILITY', 'ETHNICITY', 'GENDER', 'INDIGENOUS', 'RACE', 'RELIGION', 'VOL .3', 'VOL .4', 'VOL .5', 'VOL .6', 'VOL .7', 'VOL .8', and 'VOL .9'. The main content area is a grid of light gray cards. Each card contains a microaggression example, a list of categories (e.g., 2SLGBTQ+, AGE, CLASS-BASED, DISABILITY, ETHNICITY, GENDER, INDIGENOUS, RELIGION, RACE), and a definition. The examples include: 'I know what you mean.', 'Assuming an older person's lack of speed/dexterity indicates cognitive decline.', 'People having a conversation and intentionally excluding one person.', 'You don't look like [gender/race/ethnicity/age/religion/etc].', 'Infantilization', 'OK, Boomer.', and 'Do you even know what Snapchat or TikTok is?'. The categories are listed in white rounded rectangles. The definitions are in a smaller font and include a '(def.)' prefix. The grid is set against a white background with a dark red sidebar on the left and a dark red sidebar on the right.

**ABOUT**  
These are comments and actions based on how young or old someone is. They show up in many ways, including jokes about someone's age or questioning their ability to understand things or do things.

**I know what you mean.✘**  
2SLGBTQ+ AGE  
CLASS-BASED  
DISABILITY  
ETHNICITY GENDER  
INDIGENOUS RELIGION  
RACE  
(def.) This statement typically occurs when someone is sharing an experience of discrimination, racism,...

**Assuming an older person's lack of speed/dexterity indicates cognitive decline.✘**  
AGE  
(def.) This microaggression manifests in many ways like using "baby talk" with the elderly to taking control of tasks...

**People having a conversation and intentionally excluding one person.**  
AGE CLASS-BASED  
DISABILITY GENDER  
ETHNICITY  
(def.) This behaviour promotes invisibility and sends the message that the person doesn't matter or is of a...

**You don't look like [gender/race/ethnicity/age/religion/etc].**  
2SLGBTQ+ AGE  
CLASS-BASED  
DISABILITY

**Infantilization**  
CLASS-BASED AGE  
DISABILITY RACE  
INDIGENOUS GENDER

**OK, Boomer.✘**  
AGE  
(def.) This catchphrase assumes that all people from the Baby Boomer generation think, act and behave the...

**Do you even know what Snapchat or TikTok is?**

Use This	Not This
They, them, accountants, engineers, individual, user, participant, person	Default to masculine nouns
Chair Board member Ombuds Moderator	Chairman Boardman Ombudsman
Humanity, people, humankind Go-between	Mankind Middleman
Operates, staffs Employees, workforce, personnel, talent Work hours, production hours	Mans (as in “manning the camera”) Manpower Man hours
Sales representative, salesperson Professional, business person Best person for the job	Salesman Businessman Best man for the job
Synthetic Manufactured	Manmade
Person-hours, work hours	Man-hours
Leader, executive, manager Spokesperson	Female/male leader/executive/manager Spokesman
Women (includes transgender women)	Females

## Gender-neutral/non-gender inclusive language basics

Person’s name and how they identify	Mr., Miss, Mrs., Ms. titles based on relationship status
Reverend, Dr. titles based on professional level	
Practice inclusive greetings: Friends, folks, everyone, you, all, individual’s name, etc.	Ladies, gentlemen, ma’am, sir, girls, guys, etc.



Jessica Ellis-Wilson  
CHW, FACMPE  
Founder & Principal



# Additional resources

## *Phrases to use (and avoid!)*

- ❖ <https://glaad.org/reference/terms>
- ❖ <https://glaad.org/reference/trans-terms>

## *Cognitive Science resources & white papers*

- ❖ [Implicit Assessment Test \(IAT\)](#) (Harvard)
- ❖ [National Center for Cultural Competence \(NCCC, Georgetown\) Bias Primer](#)
- ❖ [State of Science on Unconscious Bias](#)
- ❖ [Misconceptions, Misinformation, and the Logic of Identity-Protective Cognition](#) (& others) by Dan Kahan
- ❖ [Cognitive Bias: Recognizing and managing our unconscious biases](#)

## *Podcasts*

- ❖ [You Are Not So Smart](#) Podcast
- ❖ [Hidden Brain](#) Podcast
- ❖ [All In The Mind](#) Podcast





# Books

- ❖ [Blind Spot: Hidden Biases of Good People](#) by Mahzarin Banaji and Anthony Greenwald
- ❖ [The Blindspots Between Us: How to Overcome Unconscious Cognitive Bias and Build Better Relationships](#) by Gleb Tsipursky
- ❖ [The Hidden Brain: How Our Unconscious Minds Elect Presidents, Control Markets, Wage Wars, and Save Our Lives](#) by Shankar Vedantam
- ❖ [Invisible Influence: The Hidden Forces that Shape Behavior](#) by Jonah Berger
- ❖ [Judgment Under Uncertainty: Heuristics and Biases](#) by Daniel Kahneman, Paul Slovic, & Amos Tversky
- ❖ [Mistakes Were Made \(but Not by Me\): Why We Justify Foolish Beliefs, Bad Decisions, and Hurtful Acts](#) by Carol Tavris & Elliot Aronson
- ❖ [Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do](#) by Jennifer Eberhardt
- ❖ [Blink: The Power of Thinking Without Thinking](#) by Malcolm Gladwell
- ❖ [We Are Everywhere: Protest, Power, and Pride in the History of Queer Liberation](#) by Matthew Riemer and Leighton Brown
- ❖ [The Righteous Mind: Why Good People Are Divided by Politics and Religion](#) by Jonathan Haidt
- ❖ [The Scout Mindset: Why Some People See Things Clearly and Others Don't](#) by Julia Galef
- ❖ [Thinking, Fast and Slow](#) (& papers) by Daniel Kahneman

# TED/TEDx

- ❖ Kristin Pressner: [Are You Biased? I Am.](#) (TEDxBasel, 2016)
- ❖ Melanie Funchess: [Implicit Bias -- how it effects us and how we push through](#) (TEDxFlourCity, 2014)
- ❖ Denise Hernandez: [Unpacking and Transforming Your Biases For A Better Community](#) (TEDxSanAntonio, 2016)
- ❖ Kori Carew: [Just Belonging - Finding the Courage to Interrupt Bias](#) (TEDxYouth@KC, 2018)
- ❖ Valerie Alexander: [How to Outsmart Your Own Unconscious Bias](#) (TEDxPasadena, 2018)



# Bias Self-reflection Starter

- ❖ Do my biases:
  - Impact the amount of time I spend with others?
  - Influence how I communicate with others?
  - Hamper my capacity to feel/express empathy toward others?
  - Interfere with my capacity to interact positively with others?
- ❖ Do you know (or believe) that those with whom you routinely interact think that your attitudes and behaviors demonstrate bias? If so, are you open to discussing these issues with them to elicit their point of view?
- ❖ Has anyone, directly or through satisfaction surveys, raised concern about attitudes in your organization or the way you communicate with them?
- ❖ Do you ever perceive that you are less comfortable with others who are different than you? (Race/ethnicity, religion, sexual orientation, gender identity, or disability?)
- ❖ What can you do to combat bias in your daily life?

