

# Diversity and inclusivity at the Faculty of Sciences



How to best welcome  
LGBTI+ individuals?

# Diversity in the community

- L** Lesbian 
- G** Gay 
- B** Bisexual 
- T** Transgender, agender, non-binary... 
- I** Intersex 
- +** (Q)ueer, (A)sexual, (A)romantic, (P)ansexual, (P)olyamorous...



# Celebrities in the LGBTI+ community



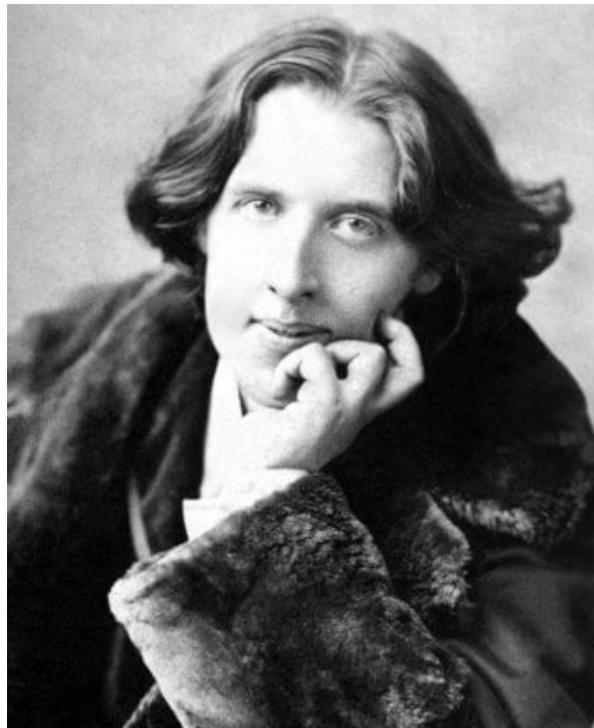
*Sally Ride*



*Alan Turing*



# Celebrities in the LGBTI+ community



*Oscar Wilde*



*Andy Warhol*

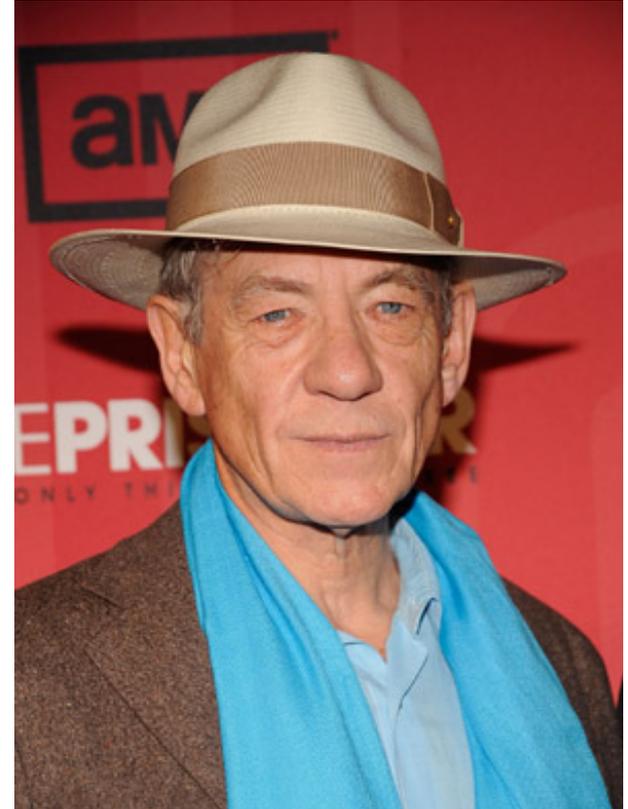
# Celebrities in the LGBTI+ community



*Marsha P. Johnson*



*Laverne Cox*



*Ian McKellen*

# Celebrities in the LGBTI+ community



*Chelsea Manning*



*Jamie Clayton*



*Lana Wachowski*



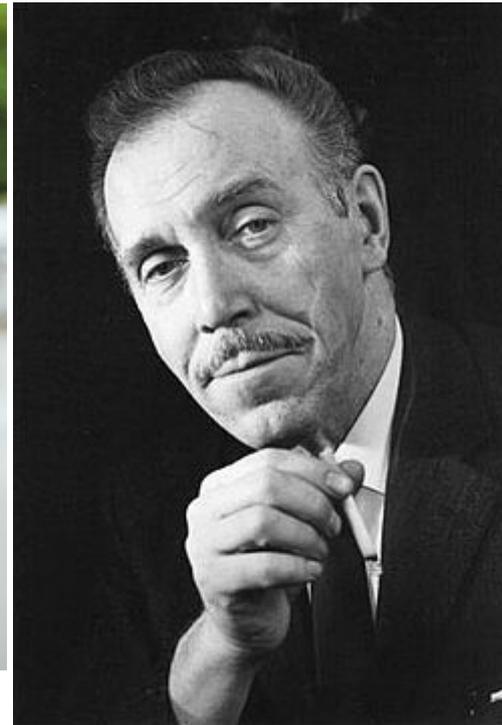
# Celebrities in the LGBTI+ community



*Tove Jansson*



*Sofi Oksanen*



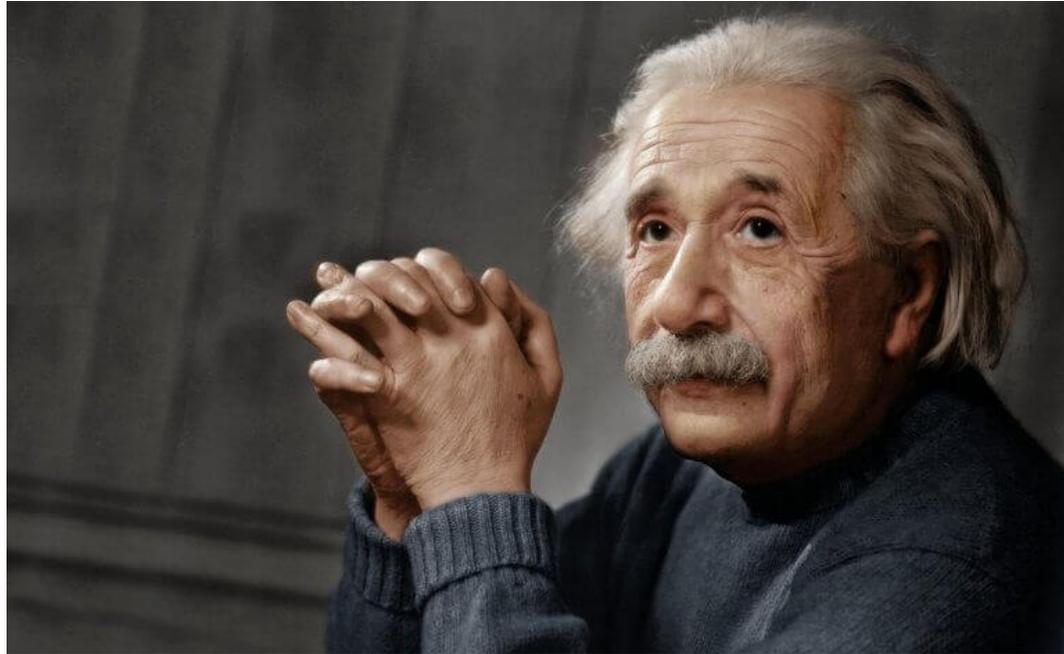
*Tom of Finland  
(Touko Laaksonen)*



*Pekka Haavisto*



# Happy Birthday to an Ally!

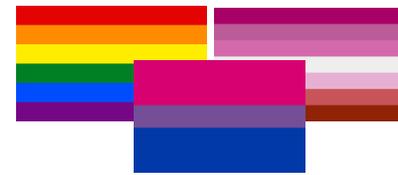


**14<sup>th</sup> of March is the Birthday of Albert Einstein who signed against criminalization of homosexuality in Germany!**

**LGBTI+ diversity**



# The LGB+ community



## Expectations

**A mom to her daughter**

**“Any guy that interests you recently?”**

## Best expectations

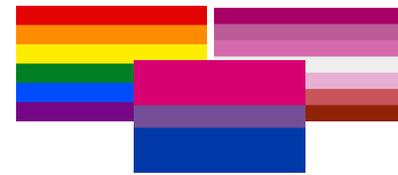
**A mom to her daughter**

**“Anyone interesting you recently?”**

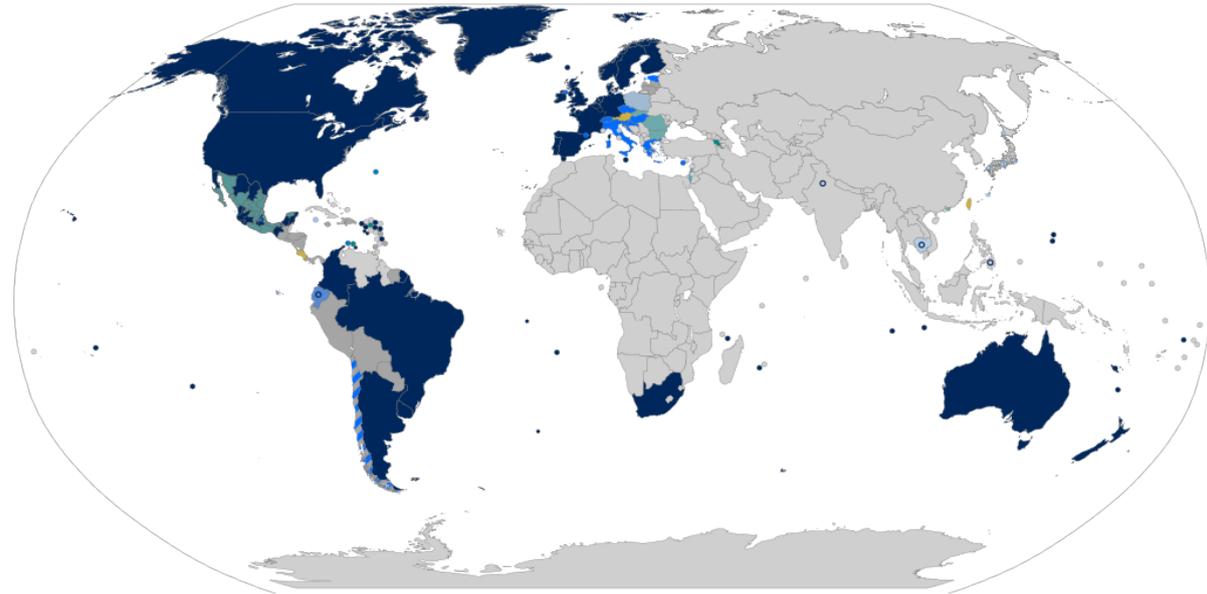
*Or not asking  
about it :-)*



# The LGB+ community



- Netherlands (2001), Belgium (2003) ... Norway/Sweden (2009) ... France (2013) ... USA (2015) ... Finland/Germany (2017) ...
- What is it?



(2018)



...your story...

*“One of my colleagues, knowing I am a known dyke, asked if I could use internal mail anonymously to send her something, fearing she would be outed to her department.”*

*“Polyamory is very difficult, me and my partners are at the same department, and we need to pretend we do not know one another. It would hurt our careers.”*



# The trans community



It's a boy! ♂

♀ It's a girl!

I am not a boy!

I am not a girl!

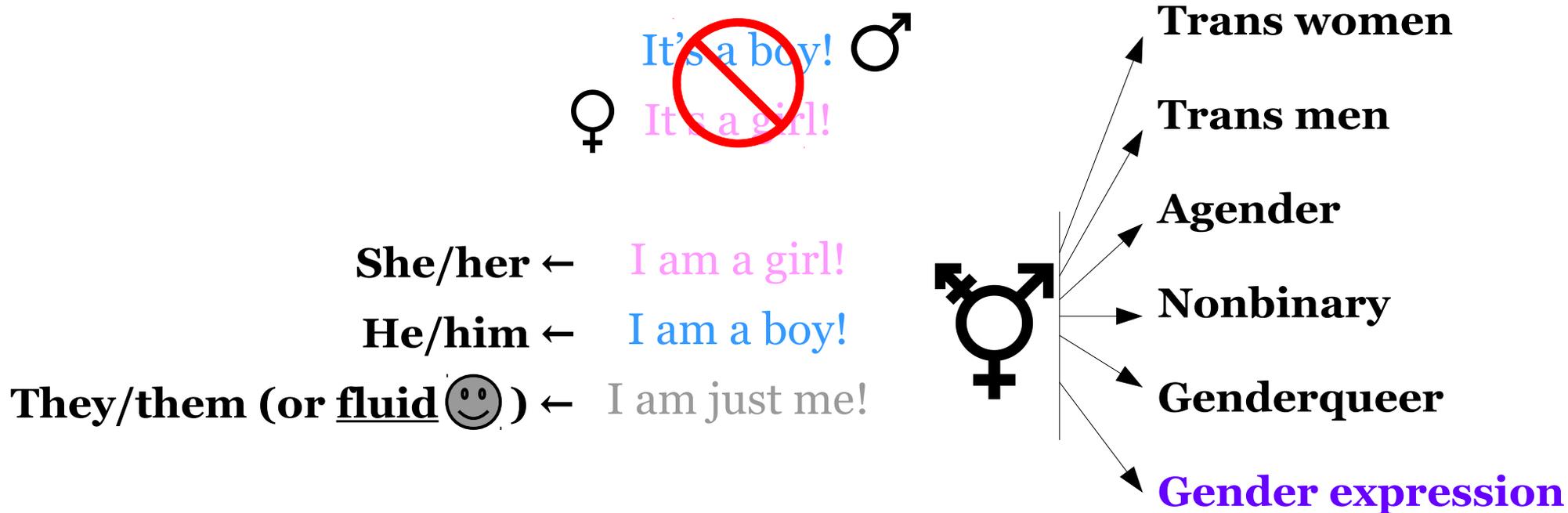
I am just me!



**Transgender persons do not identify themselves  
with the gender assigned at birth**



# The trans community



**Transgender persons do not identify themselves  
with the gender assigned at birth**



# The trans community



I am a girl!

I am a boy!

I am just me!

**Respecting the pronouns and names chosen by the trans person**

“She... (sorry,) he is quite a nice guy!” **YES**

“She... he... sorry, it is hard for me, you know...” **NO**

**Mistakes are normal, but don't make a big deal of it :-)**

**Use the pronouns and names chosen by transgender individuals and make out for good relationships :-)**

**If your colleague is trans, respect their privacy, because they may not be out to everybody or just discrete about their identity**

**Transgender persons' crotch is no one business  
→ no one is asking about your genitals 😊**



...your story...

*“Do not be afraid to ask questions if you feel I am open to answer them. We are scientists and we know no stupid questions. Questions can build trust, unless they are too intimate.”*

*“Without trust, we don’t know how well we are accepted.”*

*“I am sorry to inform but you need to change your name back to DEADNAME to University HR system.” (CWT, 2017)*



# The trans community

*After violent threats, family of transgender girl looks to leave town (NBC, USA)*

**‘Transgender’ could be define out of existence  
under Trump administration (New York Times)**

*The anti-trans protests at Pride were the latest in a long history  
of transphobia in the LGBTQ+ community (Independent, UK)*

*Vuoden aikana murhattu ainakin 271 transihmistä (SETA, 2015)*

*Transihmisiä syrjitään kaikilla elämänaalueilla  
– hallituksella on mahdollisuus vaikuttaa (SETA, 2014)*

*Anti-gay lobby group banned from teachers' expo after  
widespread criticism (Yle, 2019, about Aito aavioliitto)*





...your story...

*“The Human Resources team was wonderful when I started to change my first names and gender marker.”*

*“In Finnish you mostly have to guess people’s gender identity, whereas in English you can easily ask for preferred pronouns.”*

*“If I address a ‘Dr. Smith’, what pronouns should I use?”*

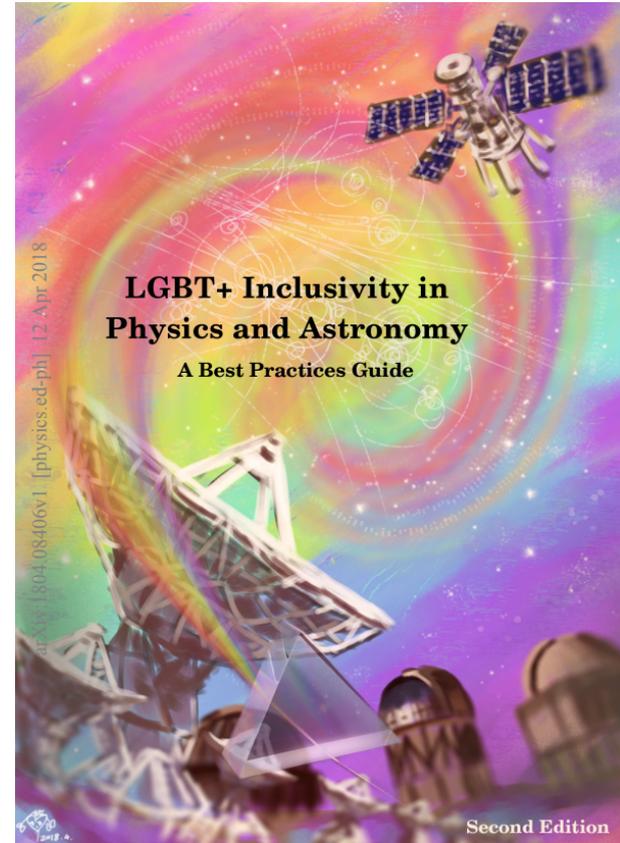


# Intersex individuals



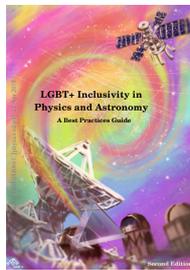
# A guide for LGBTI+?

- Ackerman et al. 2018 (arXiv)
- Briefly presented at the Kumpula Physics Colloquium (Michael Ramsey-Musolf) on 16<sup>th</sup> of November
- Physics and astronomy?
  - Every academic field!
  - Geosciences, geography, maths, ...

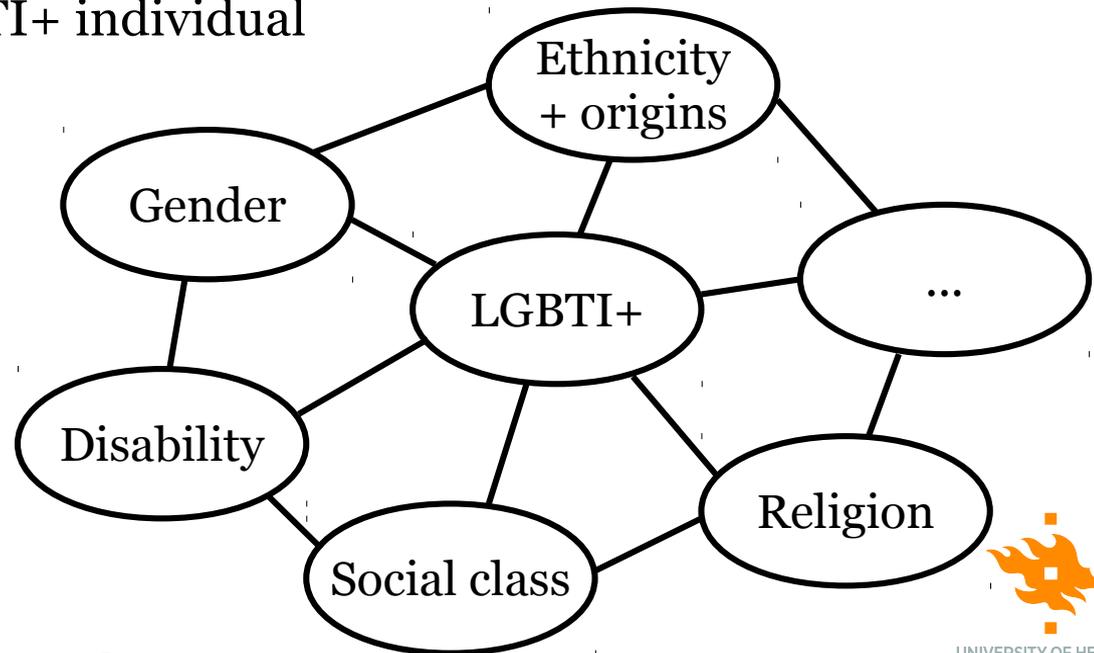




# A guide to LGBTI inclusivity

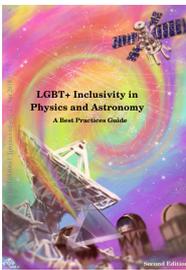


- Isolation, being hidden (out of fear) = burden, thus hidden from peer LGBTI+ people and allies in general, without support
- A guide for everyone, even those “not concerned” or “not interested”, because one day one may come to interact with a LGBTI+ individual
- Multi-layered inclusivity:
  - departments
  - classrooms
  - peer to peer (e.g. supervising)
  - travelling
  - hiring and institution

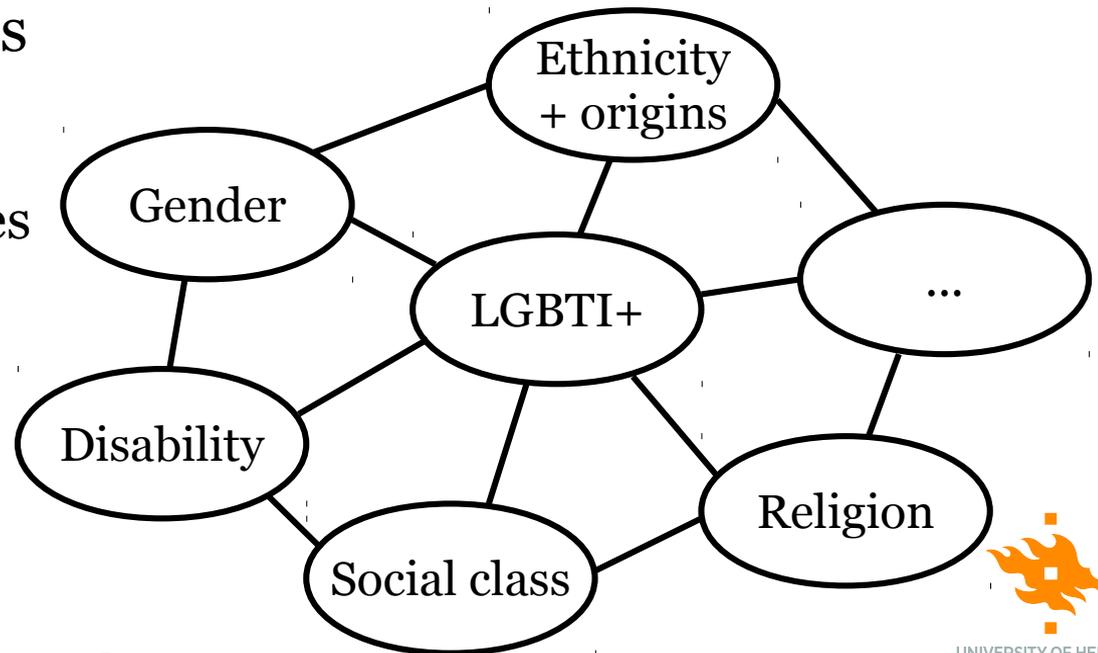




# A guide to LGBTI inclusivity



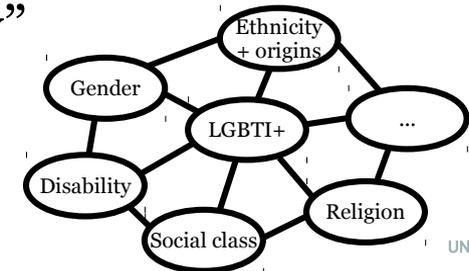
- All about privileges? Cis white hetero man *versus* LGBTI+ individual
- Evolving terminology
- Proactive, not reactive changes
- LGB+ and TI+?  
→ different but same challenges





# A guide to LGBTI+ inclusivity

- Assess and address: surveying well-being of LGBTI+ people, policies
- Breaking silence and invisibility: building informative seminars, good practice of language, show contributions of LGBTI+ people and support
- Educate, advocate: anyone is welcome to LGBTI+ activities, show support channels to whom in need, be an ally, gender inclusive bathrooms
- Make an example: ask people preferred pronouns (e.g. classrooms), seek, halt, report discrimination
- Support and include: LGBTI+ safe places, gender-neutral social events, supporting LGBTI+ activities, “Find an LGBTI+ buddy”



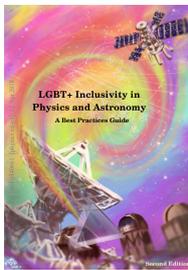


...your story...

*“Intersectionality: we come from a lot of different backgrounds. A white Finnish cisperson has very different issues than say a gay colleague who is from a different cultural background. How do we respect our cultural differences and at the same time be ourselves?”*



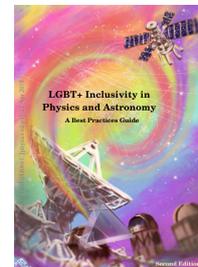
# A welcoming place



- Departmental demographics:  **Male**  **Female** → Adapt!  
 **Don't want to say**
- Understanding the needs of the LGBTI+ community by surveys
- Pronouns (and nouns): make it free to everyone to present their pronouns
- Diversity training (research team and staff): e.g. SETA
- Student privacy (e.g. they might not be out, but only at university)
- Respect and teach respect for the LGBTI+ community (e.g. transitioning individuals)  
*The evening after a colleague announced her transition (...), I went to a private place and practiced talking about her and her research using her new-to-me name and pronouns (...) — Anonymous cisgender professor (from the guide)*



# Social events for all



*Invite spouses and partners rather than wives and husbands*

*Don't introduce an event with "Ladies and Gentlemen" :-)  
→ "Esteemed Guests"*

*Is it a bar meeting with lot of alcohol?  
Think about colleagues who don't do alcohol*

*Is there disabled people? Can they access the social event?*

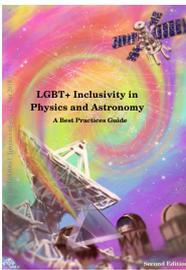


...your story...

*“In some departmental activities, it is possible to go for a sauna or swimming. However, if you are trans, you may be afraid to expose your body, and the reaction of people, if they feel uncomfortable. There could be a ‘none of your business sauna shift’ ”*



# Ordinary x-phobia



- *That's so gay! (ordinary homophobia)*
- *So many women in sciences, that's weird... (misogyny, sexism)*
  - *Laughing at jokes or puns directed to trans people (ordinary transphobia)*
  - *So, who wears the pants? (ordinary homophobia)*

*“Microaggressions” accumulate and affect well-being of minorities (e.g. sexism, assuming people of colour to be foreigners, shaming of mental illnesses, invalidation of bisexual individual sexual orientation)*

*Is it normal that minorities feel they need to do more to be equally rewarded?  
(also about gender equality)*



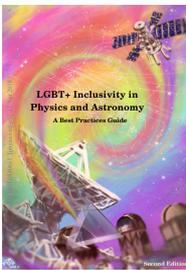
...your story...

*“Cis-hetero guys mimicking ‘gayness’ because it is the funniest thing in the world.”*

*“In the LG(B)TI+ community, bisexual people are often discriminated against.”*



# Being proactive: information



*Distribute anti-discrimination policies*

→ *Proactively, everywhere, often* ←

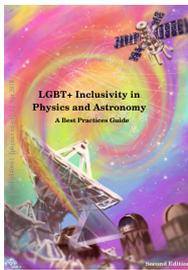
→ *On informative panels, in student rooms,  
as e-mails, department websites...* ←

→ *And... also through seminars and meetings, like this one :-)* ←

*Consider the merit of well-being groups and people helping to improve  
the department, other than research and teaching*



# Being proactive: community



*In general → Sources for LGBTI+ people and minorities*

*→ One individual must be able to easily find sources that help them to make contact with other members of their community (isolation) ←*

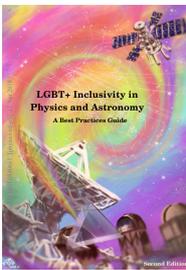
*On-campus diversity committee, which is advertised as well and support minorities and LGBTI+ people*

*Minorities and LGBTI+ community → opportunity for position of power?  
And minority students → same chances and well-being as any, in class?*

*LGBTI+ Safe zone stickers! :-)* (on your office doors, or somewhere else)



# Being proactive



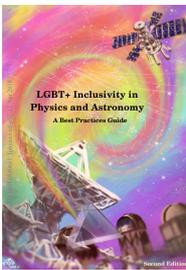
(...)

*And minority students → same chances and well-being as any in class?*

***If an LGBTI+ student or researcher is rejected by family and friends, they should not experience this at work as well...***



# Being proactive: mentoring



*Superiors, supervisors but...*

→ *Also mentors for minorities or LGBTI+ individuals* ←

*For graduate students*

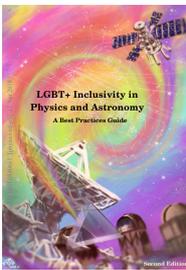
*For postgraduate students*

*For post-doc researchers*

*Phobic superiors/supervisors can disrupt one's work...*



# Being proactive: harassment



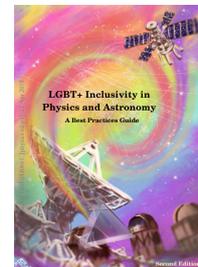
*Harassment, discrimination, hostility*

*Regardless of position, the harasser is equal to being quieted or educated  
→ the victim must not be punished ←*

*Which means: even if victim is “isolated” for their good, it may affect their  
work significantly → harasser must know equal consequences for their action*



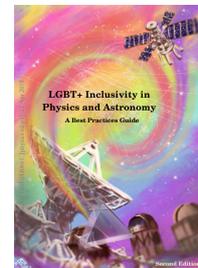
# Being proactive: the student



→ *Show LGBTI+ students where to go to find mentoring and help to feel better included during their studies* ←



# Being proactive: travelling

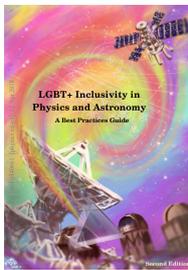


## *Outside of the University (students or researchers)*

- *Fear to go in conferences or other scientific events in non LGBTI+-friendly countries, thus putting at risk their integrity by doing so ←*
- *Recommendation letters for award, job position? Respect the identity or privacy of the individual asking for it ←*



# Being proactive: travelling



*Outside of the University (students or researchers) ... continued*

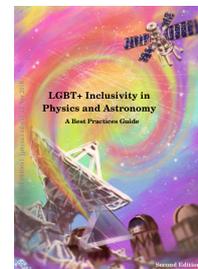
*→ For minorities, allow them to participate to conferences representing their community, for example, LGBTI+ conferences ←*

*→ Living place during (e.g.) conferences: if it is a shared place, is the LGBTI+ individual safe from discrimination? (e.g. living in youth hostels because of limited travel budget putting the individual at risk) ←*

*A trans researcher or student going to a conference in some places in the US might feel uncomfortable to go to public bathrooms because of the bathroom bill in some states...*



# Being proactive: travelling



*Outside of the University (students or researchers) ... continued*

*→ A trans UH individual (Finnish or not) may face travel problems during name changes or gender changes ←*

*“Once, during a meeting between colleagues, abroad, sharing room with a room-mate at the hotel was possible. I told the organizers of the meeting that I was a trans woman, rising my concern about sharing room but not refusing it. They put me in a room, alone, without me knowing about it first hand. Today, I always wonder if it was a move from the organizers for me to feel secure or for anyone else to not feel insecure sharing a room with a trans individual.”*



...your story...

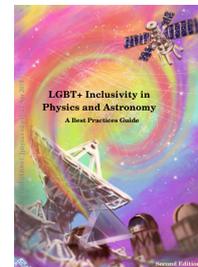
*“One of my German colleagues was genuinely happy when she learned I decided to transition and live as myself, as a woman, so naturally.”*

*“If your passport sex does not conform to your gender expression, you may be in trouble (e.g. Russia).”*

*“My Russian scientific colleagues offered to accompany me everywhere so I could feel safe in their city.”*



# Being proactive

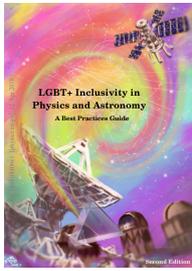


*An inclusive science as well :-)*

*As said in the guide: The Coulombic attraction is often represented by romantic relationships in a very heterosexual way!*



# Being proactive: the loo!



*“The US Transgender Survey [46] revealed that in 2015, 26% of its respondents had been denied access to a restroom, questioned or challenged about their presence, verbally harassed, or assaulted in a restroom. Many of these incidents occurred at work or school. The majority of respondents avoided public restrooms (69%) and many limited their eating and drinking to do so (32%).”*



...your story...

*“At home, we all have gender neutral bathrooms, why not at our workplace?”*

*“When I go to my annual conference in Texas, I always feel I am an outlaw when going to a public bathroom.”*



# Non-binary people exist

*On Faculty of Science webpages for Doctoral thesis*

*“The doctoral candidate is responsible for the content of the work **he or she** submits for preliminary examination.” → **they***

*“**Men** usually wear a tailcoat and a black waistcoat (...) **Women** wear a long-sleeved, high-necked short black dress or two-piece suit.”  
→ **non-binary people come naked :-)?***

*“At the public examination, the form of direct address is "Mr / Madam Opponent" → **Maybe the opponent is non-binary? Maybe the candidate wants an inclusive introduction.***



# What can we do?

**On track!**

*Giving birth to an LGBTI+ community at the Faculty level (or campus level)*

*Advocate and pro-actively demand for changes that include all identities, using inclusive language at all the faculty level (see previous slide)*

*Propose targeted activities for LGBTI+ people and allies*

*Create a support group on campus and network of advisors  
(contact point)*

*Funding to make it real*



# What can we do?

*Proposing leaflets for students, new researchers and members of the faculty*

*Provide with continuous formation, seminars/colloquiums to raise minds*

*For allies and others, showing continuous support (like the door stickers)*

*Ask the faculty for creating an effective committee against harassment and  
global psychological support*

*Forcing facilities (not only faculty, but University itself) to allow for gender  
neutral bathrooms as best as possible → in some cases, gender neutral stickers  
on bathrooms doors were removed without notice...*



# What can we do?

*What matters to LGBTI+ people matters to all minorities, to gender equality and equity, and to allies and anyone facing norms and expectation bases solely on old beliefs in a modern society*

*All these ideas ask for a budget, but what is the price when survival matters?*



# The stickers!

*Get yours, be proud :),  
and show support !*

~

*Where/when?*

*After this event*

...

*Or my office, Physicum  
C120, by contacting me:*

*[juulia.moreau@helsinki.fi](mailto:juulia.moreau@helsinki.fi)*





...your story...

*“It took years to drill through to my true self, but guts to live free. My Ph.D. thesis saved me and now I feel included and more confident. However, work stress coupled with medical and administrative anxiety, and fluctuating self-confidence, was straining.”*

*“When we change our names (e.g. maiden to married, or first names), how does it affect our publication history?”*

*“Phantom stress is hindering work if one does not know how well they are accepted and supported in the scientific community.”*