Rainbow Alliance & Inclusion Network

J & L

Governor's Directive 16-11

JAY INSLEE
Governor

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DIRECTIVE OF THE GOVERNOR
16-11

June 23, 2016

To: Washington State Cabinet and Small-Cabinet Agencies

From: Governor Jay Inslee

Subject: LGBTQ Inclusion and Safe Places Initiative

The state of Washington has a long and proud history of honoring diversity. Our own law against discrimination predates the Civil Rights Act of 1964, and we were one of the first states to extend civil rights protections to our LGBTQ neighbors, friends, and family members. In Washington we know that the diverse families, expressions of personal identity, and experiences of all our residents enrich our future.

We traditionally celebrate June as LGBTQ Pride Month. I believe that as public leaders and servants, though, our commitment to diversity and inclusion extends beyond a single month of recognition; and the recent violence in Orlando, Florida, highlights the need for us to sustain our efforts year round. Every person in the state of Washington has the right to feel safe, enjoy the benefits of public services, and fully participate in civic life. Accordingly, I am asking you to support me in the following initiatives:

- **Employee Resource Group.** I have always valued the insight and experience of our own employees in creating better workplaces and services. This is true as well in promoting diversity and inclusion. Accordingly, I am directing OFM's State HR Division to work with agencies to create a statewide LGBTQ employee resource group to advise and develop strategies for creating safe, diverse, and inclusive workplaces for our LGBTQ employees and customers.

- **Best Practices.** Many of you are already doing great work building safe and inclusive environments for our LGBTQ employees and customers. I believe that most of these efforts can be replicated. Therefore, I am also asking OFM's State HR Division to work with agencies, institutions, and the LGBTQ employee resource group to identify and share these best practices, so we can all benefit from each other's innovation.

→ Establishes RAIN

→ Business resource group created to help Washington State become a safe, welcoming, and inclusive environment for LGBTQ+ employees.

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RAIN

Best Practices
Safe Places
Elections
Communications & Outreach

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Best Practices

Recommendations:

- Updating bathroom signage to be more inclusive
- Use of pronouns in internal and external communications
- Supplemental data form
- Inclusion of questions on sexual orientation and gender identity in data collection

Ongoing:

- Annual Pride Month Toolkit
- LGBTQ+ trainings and panels
- Annual agency awards
- Individual recommendations to agencies when asked

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LGBTQ+ Basic Terminology

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Sexual Orientation Terms

Gay

Someone who identifies as a **man** and is attracted to people who identify as **men**.

OR

Someone who is attracted to people who are the **same gender** as they are.

OR

An **umbrella term** for LGBTQ+.

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Sexual Orientation Terms

Lesbian

Someone who identifies as a **woman** and is attracted to people who identify as **women**.

Bisexual

Someone who is attracted to **more than one** gender.

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Gender Identity Terms

Gender

A person's **own** internal sense of identity. Can be man, woman, a combination, neither, or another.

Sex Assigned at Birth

Assignment **given** at birth, usually based on **external anatomy**, as male, female, or intersex.

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Gender Identity Terms

Transgender

Someone whose gender identity **does not** align with their sex assigned at birth.

Cisgender

Someone whose gender identity **does** align with their sex assigned at birth.

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Gender Identity Terms

Binary

Two opposite categories. With regards to gender, this refers to **male** and **female**.

Non-binary

This is an **umbrella term** for someone who does **not exclusively** identify as male or female.

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Additional Terminology

Queer

Historically used as a **slur** towards LGBTQ+ individuals.

Has been reclaimed by some as an **umbrella term** for the LGBTQ+ community.

For some it is **still offensive**.

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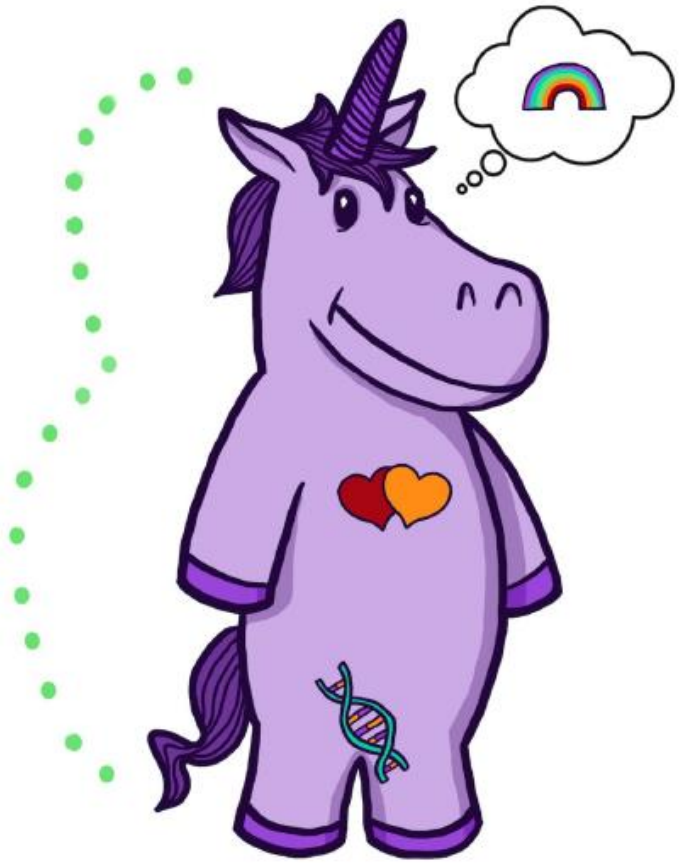
The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



Gender Identity

- Female/Woman/Girl
- Male/Man/Boy
- Other Gender(s)

Gender Expression/Presentation

- Feminine
- Masculine
- Other

Sex Assigned at Birth

Female | Male | Other/Intersex

Sexually Attracted To

- Women
- Men
- Other Gender(s)

Romantically/Emotionally Attracted To

- Women
- Men
- Other Gender(s)

To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan

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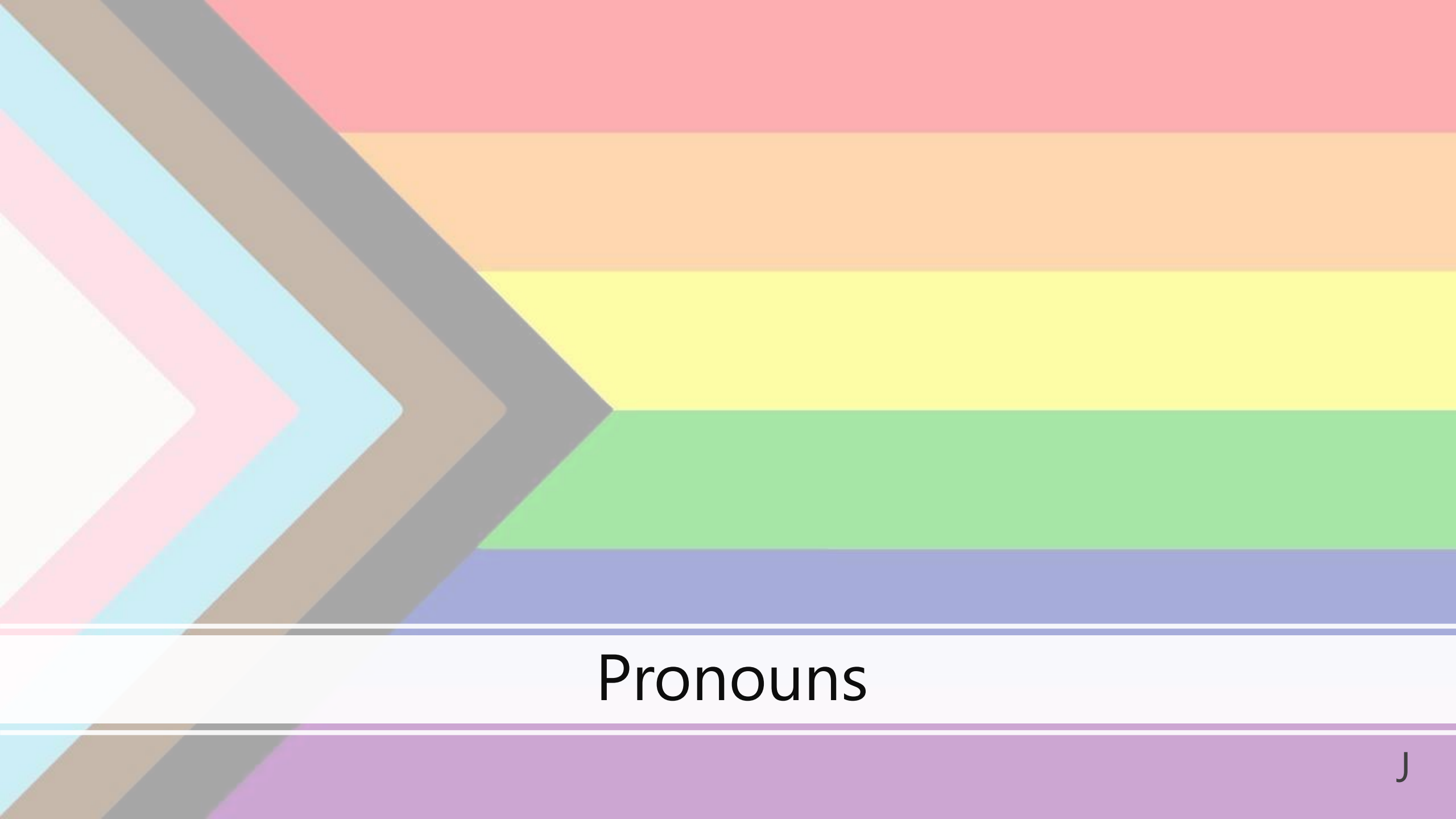

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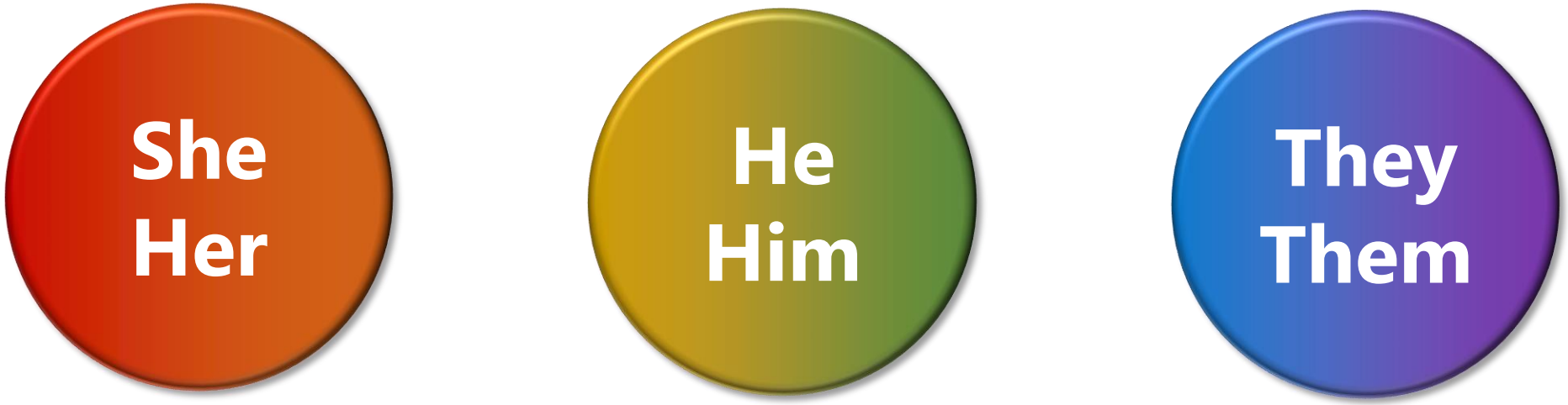
Common Gender Pronouns



The way we refer to others is incredibly **personal**.

It is about treating people with **respect**.

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Using Pronouns

She/Her/Hers	**She** works for the state. I work with **her.** That computer is **hers.**
He/Him/His	**He** works for the state. I work with **him.** That computer is **his.**
They/Them/Theirs	**They** work for the state. I work with **them.** That computer is **theirs.**
Xe/Xem/Xyrs	**Xe** work for the state. I work with **Xem.** That computer is Xyrs**.**

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Pronoun Tips

Pronouns are **not** preferred.

Pronouns **do not** always correlate with a person's gender identity or presentation.

Presentation **does not** indicate pronouns *or* gender identity.

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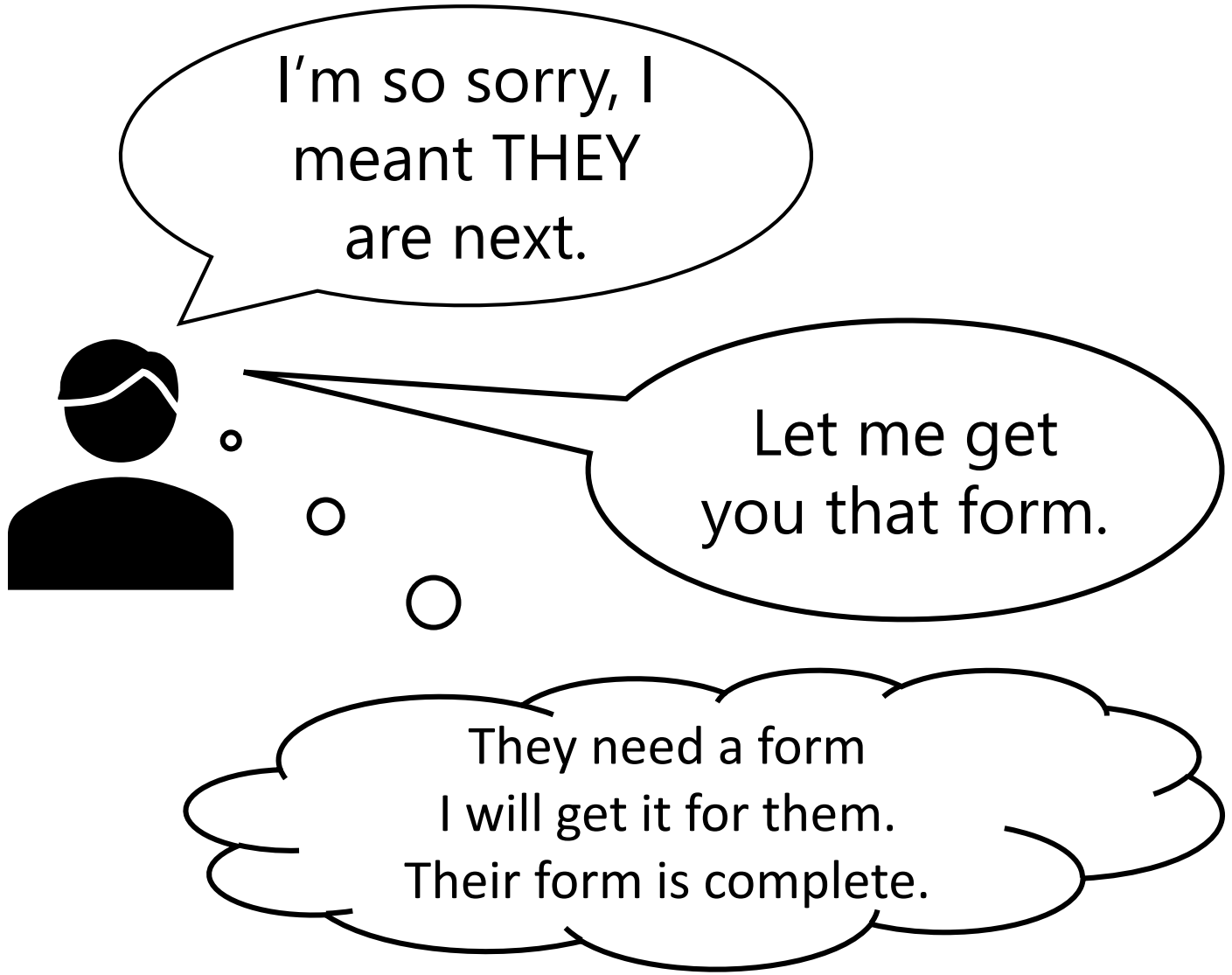
Messing Up Pronouns

Step 1: Apologize

Step 2: Move on

Step 3: Practice



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Not Knowing Someone's Pronouns

When you are unsure of someone's pronouns you can:

- use their name instead of pronouns
- use another word to describe the person like "customer" or "client"
- use gender-neutral pronouns such as they/them/theirs
- provide your pronouns to create a welcoming space for others to share theirs if they are comfortable

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Creating Space for Pronouns

Hi my name is Charlie, I use they/them pronouns.

Charlie Neutro
they/them
WA State Employee
(555)555-5555
MxCharlieN@wa.state

Charlie Neutro (they/them)
Washington State Employee
Linkedin | Twitter | Facebook

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Questions?

RAIN

Email: RAIN@ofm.wa.gov

3rd Thursday of the month
2-5pm