GABLE Ally

Know P&G's LGBT+ Journey

GABLE is dedicated to fostering an inclusive, supportive global network that enables Lesbian, Gay, Bisexual and Transgender (LGBT+) employees, and their allies, to contribute to their fullest potential and to bring their whole self to work every day. What began more than 25 years ago as largely a North American-centered network for fostering workplace equality for LGBT+ employees has grown into a supportive and global community, with chapters in 40 countries in every region of the world. These chapters represent the diversity of our employees, as well as strong allies to support individuality and inclusion.

Understand Your Attitude Toward Difference: Riddle Scale

Attitudes Survey
Riddle Scale

Be a Proactive Ally

A GABLE Ally is anyone supportive of GABLE's LGBT+ inclusion goals. A proactive Ally is broadly known for creating a positive, nurturing environment by the little things they <u>routinely</u> say and do. This creates an environment in which people are comfortable being out and sets an overall positive tone for LGBT+ inclusion.

This provides a few tips on how to be a "proactive" Ally:

1. <u>Be visible:</u>

   ✓ Display GABLE's badge sticker, e-mail signature, & cube magnet to show support.

   ✓ Show up at GABLE events.

   ✓ Make yourself known as an Ally who can be contacted for support and advice.

2. <u>Use Inclusive Language:</u> Simple words make a big difference

Show your Support: Use Inclusive Language

One important way to demonstrate inclusion of LGBT employees is to use inclusive language. Inclusive language is language that is free from words, phrases or tones that reflect prejudiced, stereotyped or discriminatory views of particular people or groups. It is also language that doesn't deliberately or inadvertently exclude people from being seen as part of a group.

Inclusive language vs. non-inclusive language

Use:
- Partner, significant other, spouse
- Boyfriend/girlfriend, husband/wife (use only when you know the gender of the partner/spouse)
- Heterosexual
- LGBT or Lesbian, Gay, Bisexual, Transgender
- Gender neutral descriptors, for example "that person in the red shirt"

In some countries, same sex partners are legal spouses and may be referred to as husband or wife.

Avoid:
- Friend or "roommate"
- Gay lifestyle
- Preference or choice
- Boyfriend/girlfriend, husband/wife (avoid if you do not know the gender of the partner/spouse)
- Asking a transgender person any pre-transition questions such as asking for old pictures or inquiring about the person's old name

The word "lifestyle" suggests something chosen and changeable.

3. <u>Proactively Talk Positives about:</u>

   ✓ Business benefits of inclusion & how GABLE's efforts link to these.

   ✓ New progress on LGBT+ inclusion. Ask others if they have heard about new progress and share how it made you feel.

   ✓ Upcoming GABLE events & why you are excited to go! Invite others!

   ✓ New personal insights on LGBT+ inclusion, such as what you learned at GABLE events & how you feel about it and plan to use it.

4. <u>Learn, Listen, Prepare:</u>

   ✓ <u>Learn</u>

     o Take GABLE@Work training: Creating an Inclusive Culture.

     o Show humility for your privilege and learn how to share it.

     o Be prepared to talk about current issues and how to make positive steps forward.

     o Find out how you can help.

✓ <u>Listen</u> when others want to talk (to get your perspective on issues or especially if someone wants to come out). These are employee moments of truth – handle them with care.

✓ <u>Prepare</u> to confront, in a positive way, words or actions that go against inclusion goals (see Tips for How to React When You Hear Anti-LGBT+ Comments).

Tips for How to React When You Hear Anti-LGBT+ Comments

We may hear anti-inclusive comments and see anti-inclusive behaviors. It is important to address these comments and behaviors – "in the moment" if possible. But, our response impacts the effectiveness of the response.

<u>Key Things to Know/Remember:</u>
1) You should be a teacher/awareness builder and an addresser of anti-inclusive behaviors.
2) If you hear an anti-inclusive comment, this is an opportunity to reinforce inclusion.
3) Feedback is better received when you stay positive & reinforce with your words & body language. If you say something negative about the person or reacting angrily), the person receiving feedback may get defensive and your comments may be less effective. Net, use a calm, firm, and positive response to avoid coming across as attacking.
4) If you feel unprepared to handle responding, seek others' perspective.

<u>Factors to Consider in Your Response:</u>
Remember you have an opportunity to expand someone's understanding. You can bring them along or turn them off depending on how you respond.

Context
- Where are you? Private or public? You may choose to reserve feedback for later if in a very large group vs. in private or a small group discussion.
- What is the overall context? What was happening prior to the situation? Was the behavior prompted or did it come out of nowhere?

Relationship
- What relationship do you have and want to have? If you are very close to a person, you can often be more direct than if you don't know the person.

Impact
1. Did what was said appear to be a deliberate/intentional slur or a comment rooted in lack of understanding/awareness?
2. Was the comment aimed at a particular person?
3. How big was the impact of the statement? As a gauge, how would you feel if such a comment was directed at you?

<u>Tips for Responding:</u>
A "pocket phrase" is something you can say to "stop" the conversation. Consider pre-thinking a range of responses that fits your style and the above factors, so you are ready if you encounter anti-inclusive comments/behaviors. Take into account the above "factors".

For someone you don't know well:
- "Excuse me…I didn't quite hear that" (as the person is responding, think about the factors and form a response)
- "I don't know if you realize it, but what you said is not consistent with …"
- "Would you mind if we talk about what you just said?"

For a really close friend, you can be more direct, but still be positive:
- "Really? Did you just really say that?"
- "Can we talk? What you just said offended me."

- "I'm not cool with what you just said" or "that wasn't cool…"

<u>Tips for the conversation that follows:</u>
1) Be prepared for any reaction, from a sudden acknowledgement they were out of line and an apology to a defensive response. If you get an acknowledgement, show gratitude and decide if anything further needs to be said. If you get a defensive response, stay positive and continue the conversation.
2) Early on, reinforce that all people are treated with respect. If they are not sure how the comment was disrespectful, do your best to help them understand.
3) Offer to provide them more information where they can find out more about inclusion.