

## **Being Inclusive of Sexual Orientation**

UMHS is dedicated to being inclusive of all diversity, including sexual orientation. Its policies and procedures reflect this. For example, partners of UMHS employees can be included in family benefit packages provided by UMHS.

While UMHS has implemented an infrastructure to be inclusive of sexual orientation, there are also ways in which you, as supervisor, can promote inclusiveness also. Some ideas are:

- Use inclusive language, e.g., “partners” instead of “spouse.”
- Keep up-to-date on UMHS policies, procedures, and activities that address inclusion of sexual orientation.
- Encourage gay/lesbian employees to bring partners to social events at work.
- Have information sessions for staff who want to learn about issues associated with sexual orientation and the workplace. Brown bags work well.
- Do not tolerate derogatory comments/jokes related to sexual orientation.
- Share with others how you learned to be more inclusive of sexual orientation in the workplace.

For further reading:

“Strategies for Inclusion of Sexual Orientation in the Workplace” by Liz Winfield  
(<http://www.diversitycentral.com>)