



**Workplace
Pride**

THE INTERNATIONAL
PLATFORM FOR LGBTIQ+
INCLUSION AT WORK

Advancing LGBTIQ+ Inclusion

What is Multiple Minority Stress?

Member Exchange

20/01/24



Member Exchange - Session 202401

Title: Advancing LGBTIQ+ Inclusion - What is Multiple Minority Stress?
Supporters: Shell / Keysight
Date: January 20, 2024
Time: 17:00 - 18:00 CET

Shell

Alex Bakhuis (use name in lieu of pronouns)

Keysight

Joe Sandova (He/Him)
R&D Test Engineer at Keysight Technologies

Total 82 Attendees



Summary

Multiple minority stress significantly impacts workplace experiences, as individuals face heightened microaggressions and exclusionary behaviour due to their intersecting identities not aligning with the majority. Expectations often pressure intersectional individuals to conform to general community standards, leading to pushback, particularly from white cisgender counterparts.

Visibility of certain minority identities may vary, with some experiencing more discrimination based on cultural factors. The pressure to conform and defend entire minority groups amplifies the stress for individuals with multiple minority identities. Furthermore, bias and racism within minority communities exacerbate these challenges.

Allies play a crucial role in supporting marginalised individuals by being present, acknowledging privilege, and speaking out against exclusionary behaviour.

Humour can be an effective tool in signalling allyship and challenging discriminatory actions.



Introduction

The exchange aimed to address the concept of multiple minority stress in the workplace, particularly focusing on its impact on LGBTIQ+ professionals and strategies for support and allyship. The exchange occurred within the context of Keysight Technologies and Shell, indicating a corporate setting where discussions on diversity and inclusion are pertinent.

The exchange covered various topics, including the definition and implications of multiple minority stress, personal experiences of individuals facing intersectional challenges, observations on workplace dynamics, and strategies for creating inclusive environments and supporting colleagues.

“Leadership must undergo training in inclusive leadership and actively model inclusive behaviour in their communication and interactions, setting the standard for others in the organisation.”



Key Points

Intersectionality and Identity Perception:

- Intersectionality complicates identity perception, often reducing individuals to single dimensions.
- Cultural backgrounds influence how individuals navigate workplaces, from conforming to activism, with a deeper understanding of global nuances.

Leadership and Inclusive Practices:

- Leadership must set examples and use inclusive language, acknowledging the importance of visibility and inspiring others.
- Overcoming biases within the LGBTIQ+ community requires awareness and action, with desensitisation to biases needing to be addressed for progress.

Pressure to Conform and Defend:

- Intersectional individuals face pushback to conform without understanding their unique struggles, akin to historical coercion.
- Bias and racism within minority communities exacerbate challenges faced by individuals with multiple minority identities.

Importance of Education and Allyship:

- Education and allyship are crucial, with support needed from within the community, particularly from strong allies of colour.
- Being present and speaking up are vital actions, using humour to show allyship.

Actions for Promoting Inclusivity:

- Speak up and be present, challenging harmful remarks and behaviours.
- Exercise voices and actively support marginalised individuals.
- Provide backup and support to those facing discrimination or microaggressions.
- Encourage education on diversity and inclusion and use inclusive language.



Key Takeaways

- Intersectionality complicates identity perception, often reducing individuals to single dimensions.
- Cultural backgrounds influence how intersectional individuals navigate workplaces, from conforming to activism, with a deeper understanding of global nuances.
- Intersectional individuals face pushback to conform without understanding their unique struggles, akin to historical coercion.
- Education and allyship are crucial, with support needing to come from within the community, particularly from strong allies of colour.
- Being present and speaking up are vital actions, using humour to show allyship.
- Leaders must set examples and use inclusive language, acknowledging the importance of visibility and inspiring others.
- Overcoming biases within the LGBTQI+ community, such as racial biases, requires awareness and action.
- Desensitisation to biases must be addressed for progress.



In Conclusion

Creating an inclusive workplace requires concerted efforts from both leadership and employees. By understanding and addressing multiple minority stress, workplaces can become more supportive and welcoming environments for all individuals.

For more information on advancing LGBTIQ+ inclusion and understanding multiple minority stress, stay tuned for future events and initiatives from Workplace Pride.





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Thank You

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