

The Power of Authentic Storytelling and Leading with Vulnerability

Presented By

Devin Ibañez & Harriet Lunney



"Stories are a communal
currency of humanity."

-Tahir Shah, Arabian Nights



Devin Ibañez's Story



Harriet Lunney's Story



How do we use
authentic story telling at
myGwork?



2021 CIPD report in LGBTQ+ inclusion in the workplace

- LGBT workers report higher levels of workplace conflict (40%)
- 55% of trans employees said they have experienced conflict in the past 12 months
- 44% of LGB+ workers who had report issues have not been resolved, 62% for trans workers
- A higher proportion of LGB+ workers than heterosexual workers (16% vs 10%) reported feeling psychologically unsafe, rising to 18% of trans workers.
- A In adequacy of trans-specific policies and practices



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Emily Hamilton on the Importance of Trans Day of Visibility and Why Allies Need to Step Up Now More Than Ever

Interviews

Equality

Pride

Diversity and Inclusion

Trans

LGBTQ+ professional

LGBTQ+ ally

Allyship

Today marks Trans Day of Visibility, a vital date in the calendar to lift up trans voices, empower allies and speak up for change. myGwork speak to Emily Hamilton from RS Group about the importance of visibility, what workplaces can do to support the trans community and what she hopes to see from allies.

What does Trans Day of Visibility mean to you?

It's an important counterpoint to Trans Day of Remembrance which we observe in November. That's a very somber time, you know we have a week leading up to that where we're much of our minds are on the people we've lost over the years.

Trans Day of Visibility is designed to be a much more joyful occasion. It's about celebrating the successes, the wins, the lives of our community and what we've contributed to the world. I think for me, that time of celebration is a really important thing. And frankly, it's very difficult at the moment, but you can't spend the whole year thinking only about the awful stuff. You have to take a break sometimes and think about the good things that have happened. And in this respect, visibility is so crucial. It's much harder to hate somebody you know. By being visible, we can pick apart some of the lies that are told about the trans community. And they really are lies. For example, it's much harder to say that all trans women are monsters and deviants if you think to yourself, "Well hang on. I know Emily and that's not right. That's not true. Yeah, that doesn't scan." So the more visible we can be, the better. And I think it's crucial for younger people who are in the closet, people who are experiencing gender incongruence, to know there are other people like them. That is also crucial - if you can't see it, you can't be it.



'Growing up gay in a Brazilian favela wasn't easy – but finding volleyball changed my life'

In partnership with myGwork.

By Alastair James



Vitor Oliveira, a Senior Office Manager from Synchron, talks to Louise Sinnerton from myGwork about growing up in an underprivileged favela in Brazil and how volleyball shaped his life.



Looking to History for a Lesson About Intersectionality from Bayard Rustin

Culture

Equality

Diversity and Inclusion

LGBTQ+ History Month

Adrian Alexander, Senior Global Copywriter at Valtech shares the story of Bayard Rustin, and the impact he had on shaping his identity.

Some of my clearest memories from childhood are of being told in different ways that I didn't belong. I was a young Black boy who spent more time reading than playing sports. I spoke clearly in standard American English rather than in more common dialects, very rarely used profanity, and regularly developed friendships with the girls in my class with whom I had more in common. All of which marked me as "other" by the boys in my peer group. I didn't fully realize it at the time, but my blossoming sexuality had a lot to do with that.

Growing up, I expected to find the belonging I'd longed for as a child. The rude awakening I experienced in that search was to discover the LGBTQ community was as prone to racism as I'd found the Black community was prone to homophobia/heteronormativity. As my sexuality developed, I realized that it would be easier to find Black adults that similarly conversed in the same way as me but finding Black adults who openly shared my queer identity was nearly impossible. The message seemed clear: There was no way to exist in the world as an openly gay Black man. And that perception was one I held strongly until college.





WOMEN ON TOP: “Being open about my sexuality helped my career”

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Rebecca Dandridge from Gilead tells myGwork's Alim Kheraj about seeing the world of science through the eyes of art, culture and storytelling, the queer scene of Birmingham, and how being open about her sexuality helped her career to grow



Why is this particularly important for the LGBTQ+ Community and how can it help improve culture?



Any questions?





Thank you!

