A 2014 study found that 69.2% of ‘out’ STEM faculty members felt uncomfortable in their university department.

Patridge E, Barthelemy RS, Rankin SR (2014) *Factors Impacting the Academic Climate for LGBQ STEM Faculty*. Journal of Women and Minorities in Science and Engineering, 20:1, 75–98

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28% of LGBT+ physical scientists surveyed considered leaving their workplace because of the climate or discrimination towards LGBT+ people, according to a 2019 survey led by the IOP, RSC and RAS.

June 2019, *Exploring the workplace for LGBT+ physical scientists,* Institute of Physics, Royal Astronomical Society and Royal Society of Chemistry

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Nearly half of trans people surveyed working in the physical sciences considered leaving their workplace because of the climate or discrimination, according to a 2019 survey led by the IOP, RSC and RAS.

June 2019, *Exploring the workplace for LGBT+ physical scientists,* Institute of Physics, Royal Astronomical Society and Royal Society of Chemistry

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49% of LGBT+ physical scientists surveyed agreed there was an overall lack of awareness of LGBT+ issues in the workplace, according to a 2019 survey led by the IOP, RSC and RAS.

June 2019, *Exploring the workplace for LGBT+ physical scientists,* Institute of Physics, Royal Astronomical Society and Royal Society of Chemistry

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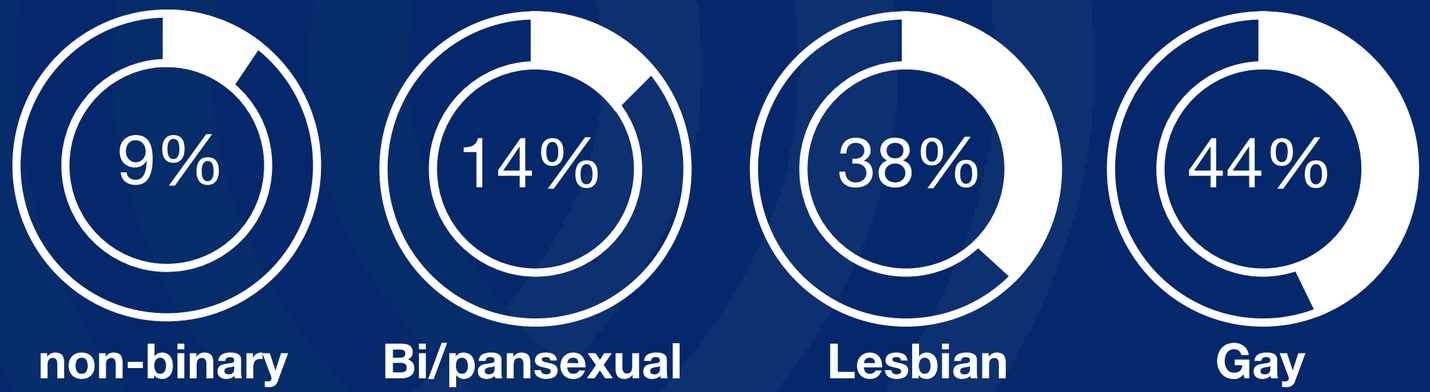
Just 9% of non-binary physical scientists were out to people at work, compared to 38% of those who identified as lesbian and 44% of those who identified as gay, according to a 2019 survey led by the IOP, RSC and RAS.



June 2019, *Exploring the workplace for LGBT+ physical scientists,* Institute of Physics, Royal Astronomical Society and Royal Society of Chemistry

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Transgender, genderqueer, and gender-non-conforming undergraduate and graduate students reported the highest levels of on-campus sexual assault and misconduct, according to the 2015 survey by the Association of American University's Climate Survey on Sexual Assault and Sexual Misconduct.

Association of American Universities (2015) *Climate Survey on Sexual Assault and Sexual Misconduct*

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LGBTQ STEM professionals are more likely to experience career limitations, harassment, professional devaluation and more frequent health difficulties than their non-LGBTQ peers, according to a 2021 study that surveyed 25,000 STEM professionals.

Cech, EA and Waidzunas, TJ (2021) *Systemic inequalities for LGBTQ professionals in STEM.* Science Advances 7(3): eabe0933

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Tackling bullying and harassment

Developing and implementing safeguarding policies that address bullying and harassment, outlining what is deemed unacceptable and the consequences of inappropriate behaviour, are key.

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Work with the experts

Consider engaging with and supporting organisations and initiatives that are specifically dedicated to LGBTQ+ community support and celebration.

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Create inclusive strategies and commitments

Publish commitments that state plans to proactively promote equality of opportunity, diversity and inclusion, along with clear targets and time lines where possible.

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Listen, survey, analyse and learn

Work to create safe environments where LGBTQ+ people can share their experiences, and help identify potential barriers to inclusion.

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Celebrate your community

Work to create a platform for bioscientists to share their stories and successes, to help actively increase the visibility of the LGBTQ+ community within STEM.

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Be an outstanding ally

Learn about how to support the LGBTQ+ community, take up training opportunities when offered, embrace good advice and identification of problems as an opportunity to learn and grow.

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Silence is compliance

A good ally steps up to address insensitivity or negativity, regardless of whether LGBTQ+ people are present - don’t allow discriminatory behaviour to go unchecked.

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Intersectionality is key

Don’t forget that LGBTQ+ community is not homogenous and those of different sexualities, genders, races, abilities and backgrounds have different experiences, and good inclusion initiatives should reflect this.

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