

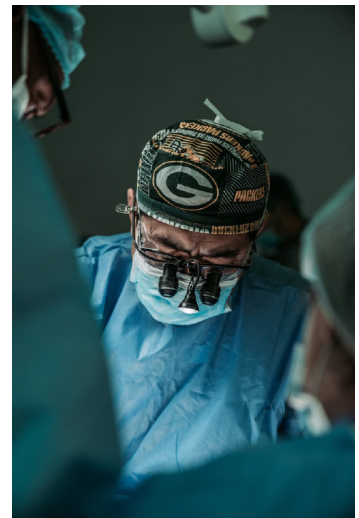
Existence:

Sexuality and Employment (B2+)

Lead in

1 Look at the photos and identify the jobs in the pictures. Then discuss the questions.

- Which of the jobs would you like to do? Why?
- What kind of skills would you need for these jobs? Choose three to discuss.
- What barriers might there be to getting these jobs?



Reading

2 Before reading, match the words in the box with their definition.

slur harassment discrimination exclude assault

- a When someone is treated unfairly because of their sex, race, religion, etc.
- b Behaviour that annoys or upsets someone.
- c A violent attack.
- d To not allow someone to take part in an activity or enter a place
- e An unfair remark about someone which may damage people's opinion of them.

3 Now read the text opposite and answer the True / False / Doesn't say questions.

LGBTQ+

An acronym which includes some of the community - lesbian, gay, bisexual, trans, queer, asexual and others.

- 1 The survey was conducted in this decade. T / F / DS
- 2 Around a quarter of LGBTQ+ employees have been discriminated against at work. T / F / DS
- 3 The most discriminated against were white LGBTQ+ people. T / F / DS
- 4 More lesbians reported discrimination than bisexual people. T / F / DS
- 5 Not being invited to a company party is an example of unfair treatment. T / F / DS
- 6 Less than half of respondents reported hearing negative comments. T / F / DS

Language

4 Look through the text and underline examples of the passive voice.

5 Look at this example - which is the best description of its function?

This includes declarations that LGBTQ+ workers **are not being promoted**.

- a a continuous past action
- b a single occurrence of an event in the present
- c an ongoing situation in the present

How do we form the present continuous passive?

LGBTQ+ discrimination in the workplace

A 2021 survey of LGBTQ+ people in the US has revealed that one in four LGBTQ+ employees have experienced some form of workplace discrimination as a result of their sexual orientation or gender identity throughout their career. LGBTQ+ people of colour were more likely to experience discrimination due to their sexual orientation or gender identity, with approximately one third reporting discrimination.

In comparison, around a quarter of white LGBTQ+ employees reported the same. In addition to being fired or not being hired, the survey shows that other types of unfair treatment were also experienced. This includes declarations that LGBTQ+ workers are not being promoted, not getting a pay rise, having timetables changed or reduced and being excluded from company events.

Respondents to the survey also disclosed harassment from colleagues, with one in five mentioning physical harassment or assault and one in four reporting sexual harassment. Many LGBTQ+ employees described hearing negative comments, slurs and jokes about LGBTQ+ people at work, with over two thirds of respondents confirming this. This has led to just over half of LGBTQ+ employees not being out at work and about a third of employees leaving their positions because of their treatment.

Discrimination in the workplace is not limited to LGBTQ+ people but this report demonstrates that there is still a big issue to be addressed.



Be proud of who you are. End discrimination.

Language follow up

6 Rewrite the sentences below using the passive.

a Some people are not giving women a fair opportunity in business.

Women _____.

b Someone is decorating the outside of my house at the moment.

The _____.

c Employers aren't promoting the best workers for the job.

The _____.

d Activists are writing letters of protest to the government right now.

Letters _____.

e Organisations and companies are not considering enough disabled people for work.

Enough _____.

Discussion

7 Discuss these questions in pairs or small groups.

1 How do you think the LGBTQ+ employees in the text felt about their experiences?

2 How can we best support the LGBTQ+ community in the workplace?

3 What kinds of discrimination do you notice in your everyday life?

4 What can people do to stop discrimination from happening?

5 How can governments and companies help bring an end to discrimination?

6 Do you think there will always be discrimination? Why / why not?

Research

8 Research how discrimination is tackled in your country - what is being done to prevent discrimination? Report back to the class.

Acknowledgements

Thank you for looking at this resource. This was created in response to the ELT resource book *Taboos and Issues* (2001) and in particular the unit entitled *Gays and Jobs*. My blog post referencing this is [Queerience: I am neither a taboo nor an issue](#).

My website and blog is [here](#).

Text information:

[Williams Institute report, September 2021](#)

Images:

Matthew Hintz (soldiers) on [Pexels](#)
Chona Kasinger (artist) on [Disabled and Here](#)
Alexandre Lallemand (cleaner) on [Unsplash](#)
Jia Ye (mechanic) on Unsplash
J C Gellidon (surgeon) on Unsplash
Mart Production (priest) on Pexels
Anete Lusina (LGBTQ+ flag image) on Pexels
CottonBro (news reporter) on Pexels
Mathias P R Reding (police officer) on Pexels
Husniati Salma (teacher) on Unsplash

Definitions from [English Profile](#)

Answers:

- 1 - the jobs are (clockwise); TV news reporter, mechanic, surgeon/doctor, soldier, cleaner, police officer, artist, teacher, priest.
- 2 - a discrimination; b harassment; c assault; d exclude; e slur
- 3 - 1 T; 2 T; 3 F; 4 DS; 5 T; 6 F
- 4 - Students will hopefully underline the last line of paragraph 2 at least.
- 5 - c. verb to be (is/are) + being + past participle
- 6 -
 - a Women are not being given a fair opportunity in business.
 - b The outside of my house is being decorated at the moment.
 - c The best workers aren't being promoted for the job.
 - d Letters of protest are being written to the government right now.
 - e Enough disabled people are not being considered for work by organisations and companies.
- 7 - Students' own answers
- 8 - Students' own answers