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

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
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.
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*
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.

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.
Work with the experts

Consider engaging with and supporting organisations and initiatives that are specifically dedicated to LGBTQ+ community support and celebration.
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.
Listen, survey, analyse and learn

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

Royal Society of Biology  #BiosciencesForAll
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.