28% of LGBT+ physical scientists surveyed considered leaving their workplace because of the climate or discrimination towards LGBT+ people.

June 2019, Exploring the workplace for LGBT+ physical scientists, Institute of Physics, Royal Astronomical Society and Royal Society of Chemistry
68% of trans people surveyed across the physical sciences had experienced exclusionary, intimidating, offensive or harassing behaviour in the last 12 months.

June 2019, Exploring the workplace for LGBT+ physical scientists, Institute of Physics, Royal Astronomical Society and Royal Society of Chemistry
49% of LGBT+ physical scientists surveyed agreed there was an overall lack of awareness of LGBT+ issues in the workplace.

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

June 2019, *Exploring the workplace for LGBT+ physical scientists*, Institute of Physics, Royal Astronomical Society and Royal Society of Chemistry
LGBT+ STEM professionals are more likely to experience career limitations, harassment, professional devaluation and more frequent health difficulties than non-LGBT+ peers.

Tackling bullying and harassment

Implement policies that clearly address bullying and harassment, clearly outline what is deemed unacceptable and the consequences of inappropriate behaviour.
Work with the experts

Engage with and support organisations and initiatives that are dedicated to LGBT+ support and celebration, such as Pride In STEM.
Create inclusive strategies and commitments

Publish commitments that state plans to promote equality of opportunity, diversity and inclusion, along with clear targets and timelines.
Listen, survey, analyse and learn

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

#BiosciencesForAll
Celebrate your community

Create platforms for scientists to share their stories and successes, and increase the visibility of the LGBT+ communities within STEM.
Be an outstanding ally

Take up training opportunities and listen to LGBT+ individuals when they share their experiences. See criticism of problematic behaviour as an opportunity for you to learn and grow, not challenge.
Silence is compliance

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

LGBT+ communities are not homogenous and those of different sexualities, genders, races, abilities and backgrounds have different experiences. Good inclusion initiatives should reflect this.